

City of Utica



Utica, New York

To The City Clerk of Utica

As provided by Section 12 of the Second Class Cities Laws, I hereby certify that

Name: Daniel Ray Zayas

Address: [REDACTED]

Telephone:

has this day been appointed to the position of Police Officer

in the department of Public Safety Bureau Of Police

the term to commence June 16, 2017

the term to end

filling unexpired term of (if applicable)

Signed

Mayor

Title of Official

PERFORMANCE EVALUATION REPORT

NAME (FIRST, LAST, MI) Daniel Zayas	ID # 9150	RANK PO	DIVISION/UNIT [REDACTED]																
DUTY ASSIGNMENT (I.E. DESK, STREET PATROL, BOOKING) Street Patrol	PERIOD COVERED 2019	FROM 1/1/2019	TO 12/31/2019																
PERFORMANCE LEVEL DEFINITIONS OUTSTANDING = 5 VERY GOOD = 4 ACCEPTABLE = 3 NEEDS IMPROVEMENT = 2 UNSATISFACTORY = 1 In making the evaluation of each category below, supervisors are to evaluate the employee's performance only for the past Twelve month period and compare that performance to guidelines established in section 6.15 C (1 through 18) of General Order # 02-47 Personnel Performance Evaluations.																			
1. DUTY PERFORMANCE (ALL EMPLOYEES) <table border="0"> <tr> <td>4 PERSONAL APPEARANCE</td> <td>3 COMMAND PRESENCE</td> <td>3 REPORT WRITING ABILITY</td> <td>3 INTERPERSONAL SKILLS (VERBAL)</td> </tr> <tr> <td>4 RESPONSIVENESS TO SUPERVISION</td> <td>2 ATTENDANCE</td> <td>4 RELIABILITY</td> <td>3 PERFORMANCE UNDER STRESS</td> </tr> <tr> <td>3 PERFORMANCE</td> <td>4 PUNCTUALITY</td> <td>3 INVESTIGATIVE/PROBLEM SOLVING SKILLS</td> <td></td> </tr> <tr> <td>3 JUDGMENT</td> <td>4 CARE AND USE OF EQUIPMENT</td> <td>3 KNOWLEDGE OF LAWS, POLICIES, ETC</td> <td></td> </tr> </table>				4 PERSONAL APPEARANCE	3 COMMAND PRESENCE	3 REPORT WRITING ABILITY	3 INTERPERSONAL SKILLS (VERBAL)	4 RESPONSIVENESS TO SUPERVISION	2 ATTENDANCE	4 RELIABILITY	3 PERFORMANCE UNDER STRESS	3 PERFORMANCE	4 PUNCTUALITY	3 INVESTIGATIVE/PROBLEM SOLVING SKILLS		3 JUDGMENT	4 CARE AND USE OF EQUIPMENT	3 KNOWLEDGE OF LAWS, POLICIES, ETC	
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3 JUDGMENT	4 CARE AND USE OF EQUIPMENT	3 KNOWLEDGE OF LAWS, POLICIES, ETC																	
2. DAYS LOST DURING PERIOD COVERED BY THIS REPORT SICK: 9 INJURED ON-DUTY: INJURED OFF-DUTY: OTHER: TOTAL OCCURENCES: 4																			

3. SUPERVISORY PERSONNEL ONLY

LEADERSHIP QUALITIES

EFFECTIVENESS OF DELEGATION

TRAINING/COACHING OF SUBORDINATES

EVALUATION OF SUBORDINATES

4. NARRATIVE SECTION (This section is to be used to record specific and personal characteristics of this employee which are not adequately covered in the rating sections above. Any factors rated as a 1 or a 5 in the above sections must be articulated in this section.)

Personal Appearance - Officer Zayas consistently displays a professional appearance.

Responsiveness To Supervision - Officer Zayas responds to supervision in a professional and positive manner, accepting direction without complaint and strives to follow through with same as directed.

Attendance - Officer Zayas utilized nine (9) sick days which spanned over four (4) occurrences during this rating period.

Punctuality - Officer Zayas consistently arrives for work on time, prepared for his tour of duty, and ready to be deployed at a moment's notice.

Performance - Officer Zayas' performance when compared to the previous year dipped slightly. Officer Zayas had two documented incidents in his e-file where either he documented a report improperly/innacurately or failed to complete/transmit a required document to an outside entity.

Interpersonal Skills (Verbal) - Officer Zayas communicates and interacts well with the general public as well as with other members of the department.

Knowledge of Laws, Policies, Etc. - Officer Zayas' knowledge pertaining to laws, policies, and procedures has improved from his previous rating period. Officer Zayas will still continue to improve in this area with increased time and experience.

How can this employee best improve his/her performance? (Include setting Career /Performance Goals).

- Officer Zayas utilized an above average level of sick time during this rating period when compared to his peers and should strive to find a way to improve his attendance in the coming rating period (2020).

- Officer Zayas could improve his Performance with an increased effort in all facets of his police responsibilities, especially by taking the extra time to pay more attention to details in his tasks/assignments.

(Continue on Back)

(Goal settings Continue From Front)

5. OVERALL PERFORMANCE RATING: This overall rating is to be based on the following factors:

- A. The employee's performance in his/her present assignment during the evaluation period; AND
B. Consideration of the general needs of the Department, comparing the capabilities and characteristics of this employee to all other employees of equal rank and pay grade known to the evaluator.

☐ OUTSTANDING ☐ VERY GOOD ☒ ACCEPTABLE ☐ NEEDS IMPROVEMENT ☐ UNSATISFACTORY

6. REVIEWING COMMANDING OFFICER: (Immediate Supervisor) Name:

Signature James R. Holt / James R. Holt Rank Lieutenant Date 2/9/20
Print / Signature

7. SUPERVISOR REVIEWING WITH EMPLOYEE: Name: Sgt. David Poccia

Signature Dzenan Sabanovic / [Signature] Rank Sergeant Date 2/9/20
Print / Signature

8. EMPLOYEE'S COMMENTS: (Optional)

9. EMPLOYEE'S SIGNATURE: This signature does not necessarily indicate agreement with this report. It verifies that this report has been personally reviewed with me and that I have received a copy of this report. If I do not agree with this report, I have indicated this by writing "under protest" next to my signature. I have also indicated whether I "request appeal" or "waive appeal" on this report.

Signature Daniel Zayas / [Signature] Rank Police Officer / # 9150 Date 2/9/20
Print / Signature

PERFORMANCE EVALUATION REPORT

NAME (FIRST, LAST, MI) Daniel, Zayas	ID # 9150	RANK PO	DIVISION/UNIT [REDACTED]
DUTY ASSIGNMENT (I.E. DESK, STREET PATROL, BOOKING) Street Patrol Officer	PERIOD COVERED Annual	FROM 1/1/18	TO 12/31/18

PERFORMANCE LEVEL DEFINITIONS

EXCELLENT = 5 GOOD = 4 ACCEPTABLE = 3 NEEDS IMPROVEMENT = 2 UNSATISFACTORY = 1
 In making the evaluation of each category below, supervisors are to evaluate the employee's performance only for the past Twelve month period and compare that performance to guidelines established in section 6.15 C (1 through 18) of General Order # 02-47 Personnel Performance Evaluations.

1. DUTY PERFORMANCE (ALL EMPLOYEES)

3 GENERAL APPEARANCE	4 ASSIGNMENT TASKS	3 WORK QUALITY	2 KNOWLEDGE OF LAWS, POLICIES, ETC.
4 RESPONSIVENESS TO SUPERVISION	4 ATTENDANCE	4 RELIABILITY	3 REPORT WRITING ABILITY
4 INITIATIVE	4 PUNCTUALITY	3 INVESTIGATIVE/PROBLEM SOLVING SKILLS	3 INTERACTION WITH PUBLIC
3 JUDGMENT	3 CARE AND USE OF EQUIPMENT	4 INTERACTION WITH OTHER MEMBERS OF THE DEPARTMENT	
3 COMMAND PRESENCE	3 PERFORMANCE UNDER STRESS	3 COMMUNICATION SKILLS (VERBAL)	

2. SUPERVISORY PERSONNEL ONLY

LEADERSHIP QUALITIES

EFFECTIVENESS OF DELEGATION

TRAINING/COACHING OF SUBORDINATES

EVALUATION OF SUBORDINATES

3. NARRATIVE SECTION (This section is to be used to record specific and personal characteristics of this employee which are not adequately covered in the rating sections above. Any factors rated as a 1 or a 5 in the above sections must be articulated in this section.)

General Appearance - Officer Zayas consistently displays a professional appearance.

Responsiveness To Supervision - Officer Zayas responds to supervision in a professional and positive manner, accepting direction without complaint and strives to follow through with same as directed.

Attendance and Punctuality - Officer Zayas utilized two (2) sick days during this rating period and is by no means considered as a sick time abuser. Additionally, Officer Zayas consistently arrives for work on time, prepared for his tour of duty, and ready to be deployed at a moment's notice.

Initiative - Officer Zayas shows good initiative and ranks towards the top when compared to most of his peers on this shift as it pertains to proactivity. Officer Zayas averages issuing more than 1 UTT per tour when assigned to street duties. Officer Zayas also consistently completes numerous Hot Spot entries per month.

Judgement, Assignment Tasks, Work Quality, Reliability - Officer Zayas completes all assigned tasks and investigative reports in a complete and competent manner, usually free of gramatical errors and typically without the need for revision when reviewed by a supervisor. Officer Zayas is a reliable officer who utilizes sound judgement.

Communication and Interaction - Officer Zayas communicates and interacts well with the general public as well as with other members of the department.

Knowledge of Laws, Policies, Etc. - Officer Zayas' knowledge pertaining to laws, policies, and procedures is generally weak overall but acceptable and adequate given his lack of experience and amount of time on the job. This will undoubtedly continue to become increasingly more sound with time and experience.

How can this employee best improve his/her performance? (Include setting Career /Performance Goals).

- Officer Zayas should strive to issue more parking tickets when these violations are observed.
- Officer Zayas should continue to lean on senior officers and supervisors for guidance when needed.
- Officer Zayas is a young officer with less than two years on the job whose performance will only continue to improve with time and experience.

(Continue on Back)

(Goal settings Continue From Front)

4. OVERALL PERFORMANCE RATING: This overall rating is to be based on the following factors:

- A. The employee's performance in his/her present assignment during the evaluation period; AND
B. Consideration of the general needs of the Department, comparing the capabilities and characteristics of this employee to all other employees of equal rank and pay grade known to the evaluator.

☐ EXCELLENT ☐ GOOD ☒ ACCEPTABLE ☐ NEEDS IMPROVEMENT ☐ UNSATISFACTORY

5. REVIEWING COMMANDING OFFICER: (Immediate Supervisor) Name: James Holt

Signature J. Holt / James H. Holt Jr. Rank Lieutenant Date 1/16/19
Print / Signature

6. SUPERVISOR REVIEWING WITH EMPLOYEE: Name: David Poccia

Signature D. Poccia / D. Poccia Rank Sergeant Date 1/16/19
Print / Signature

7. EMPLOYEE'S COMMENTS: (Optional)

8. EMPLOYEE'S SIGNATURE: This signature does not necessarily indicate agreement with this report. It verifies that this report has been personally reviewed with me and that I have received a copy of this report. If I do not agree with this report, I have indicated this by writing "under protest" next to my signature. I have also indicated whether I "request appeal" or "waive appeal" on this report.

Signature Daniel Zayas / DZ Rank Patrolman Date 1/16/2019
Print / Signature

Report all personnel changes to this form
Send ONE COPY prior to payroll affected by this change
SUPPLEMENTARY PAYROLL CERTIFICATION AND
REPORT OF PERSONNEL CHANGE

DATE

MONTH 06 DAY 19 YEAR 2020

TO: Utica Civil Service Commission		NAME OF EMPLOYEE: Zayas, Daniel R	
FROM: (Check only one) <input checked="" type="checkbox"/> City <input type="checkbox"/> County <input type="checkbox"/> Town <input type="checkbox"/> Village or District		ADDRESS: [REDACTED]	
DEPARTMENT: Police Department		TITLE OF POSITION: Police Officer	SALARY: \$ 67,038.
NAME AND TITLE OF LAST EMPLOYEE IN POSITION:		<input type="checkbox"/> Veteran <input type="checkbox"/> Non-Veteran <input type="checkbox"/> Disabled Veteran <input type="checkbox"/> Exempt Volunteer Fireman	
		DATE OF BIRTH:	SOCIAL SECURITY NUMBER: ID# 9150
A P P O I N T M E N T S	<u>Check Nature of Personnel Change</u>	<u>Date Effective</u>	<u>Action Necessary by Appointing Officer:</u>
	<input type="checkbox"/> Permanent		Return report of Certification
	<input type="checkbox"/> Provisional		Attach application (MSD-330)
	<input type="checkbox"/> Temporary	From: To:	State length of employment
	<input type="checkbox"/> Substitute	From: To:	Give facts under Remarks
	<input type="checkbox"/> For Term of Office	From: To:	Give facts under Remarks
	<input type="checkbox"/> Permanent Promotion		Return report of Certification
	<input type="checkbox"/> Provisional Promotion		Attach nomination
	<input type="checkbox"/> Non-Competitive Class		Attach application (MSD-330)
	<input type="checkbox"/> Exempt Class		Submit this form only
T E R M I N A S	<input type="checkbox"/> Labor Class		Attach application (MSD-330)
	<input type="checkbox"/> Resignation		Submit signed resignation
	<input type="checkbox"/> Retirement		Give effective date
	<input type="checkbox"/> Deceased		Indicate date
	<input type="checkbox"/> Removal		Attach copy of proceedings
O T H E R C H A N G E S	<input type="checkbox"/> Layoff (Lack of Work or Funds)		Give facts under Remarks
	<input type="checkbox"/> Military Leave of Absence		Give facts under Remarks
	<input type="checkbox"/> Other Leave of Absence	From: To:	Give facts under Remarks
	<input type="checkbox"/> Transfer		Give facts under Remarks
	<input type="checkbox"/> Demotion		Give facts under Remarks
	<input type="checkbox"/> Suspension		Give facts under Remarks
	<input type="checkbox"/> Reinstatement		Give facts under Remarks
	<input type="checkbox"/> Change in Classification		Give facts under Remarks
	<input type="checkbox"/> New Position		Submit form MSD-222
	<input checked="" type="checkbox"/> Change in Salary	6/19/20	Indicate new salary
	<input type="checkbox"/> Change in Name		Give facts under Remarks
	<input type="checkbox"/> Other		Give facts under Remarks

Remarks: (Continue on back if necessary)

Longevity inc. eff. 6/19/20


3.75% contract inc. eff. 4/1/20

Longevity inc. eff. 6/19/19

Appointing Officer

Title

Address


Chief of Police

CERTIFICATE
valid until

(Date)

This certifies that the above
employment is in accordance with
Law and Rules made in pursuance
to law. Subject to any limitation or
condition specified above.

By

Date

Report all personnel changes to this form
Send ONE COPY prior to payroll affected by this change
SUPPLEMENTARY PAYROLL CERTIFICATION AND
REPORT OF PERSONNEL CHANGE

DATE

MONTH 04 DAY 01 YEAR 2020

TO:
Utica Civil Service Commission

NAME OF EMPLOYEE:
Layas, Daniel R

FROM: (Check only one)

☒ City ☐ County ☐ Town ☐ Village or District

ADDRESS:

DEPARTMENT:
Police Department

TITLE OF POSITION:
Police Officer

SALARY:
\$ 63,967.

NAME AND TITLE OF LAST EMPLOYEE IN POSITION:

☐ Veteran ☐ Non-Veteran
☐ Disabled Veteran ☐ Exempt Volunteer Fireman

DATE OF BIRTH:

SOCIAL SECURITY NUMBER:

ID# 9150

Check Nature of Personnel Change

Date Effective

Action Necessary by Appointing Officer:

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☐ Permanent
☐ Provisional
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☐ Substitute
☐ For Term of Office
☐ Permanent Promotion
☐ Provisional Promotion
☐ Non-Competitive Class
☐ Exempt Class
☐ Labor Class

From: To:
From: To:
From: To:

Return report of Certification
Attach application (MSD-330)
State length of employment.
Give facts under Remarks
Give facts under Remarks
Return report of Certification
Attach nomination
Attach application (MSD-330)
Submit this form only
Attach application (MSD-330)

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☐ Resignation
☐ Retirement
☐ Deceased
☐ Removal
☐ Layoff (Lack of Work or Funds)

Submit signed resignation
Give effective date
Indicate date
Attach copy of proceedings

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☐ Military Leave of Absence
☐ Other Leave of Absence
☐ Transfer
☐ Demotion
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☐ New Position
☒ Change in Salary
☐ Change in Name
☐ Other

From: To:

Give facts under Remarks
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Give facts under Remarks
Give facts under Remarks

Remarks: (Continue on back if necessary)

3.75% contract inc. eff. 4/1/20

Appointing Officer

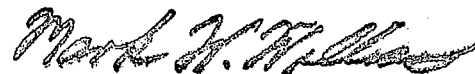
Title

Address

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Longevity inc. eff. 6/19/19

3.75% contract inc. eff. 4/1/19



Chief of Police

CERTIFICATE
valid until

(Date)

This certifies that the above
employment is in accordance with
Law and Rules made in pursuance
to law. Subject to any limitation or
condition specified above.

By

Date

Report all personnel changes to this form
Send ONE COPY prior to payroll affected by this change
SUPPLEMENTARY PAYROLL CERTIFICATION AND
REPORT OF PERSONNEL CHANGE

DATE

MONTH 06 DAY 19 YEAR 2019

TO:
Utica Civil Service Commission

NAME OF EMPLOYEE:
Zayas, Daniel R

FROM: (Check only one)

☒ City ☐ County ☐ Town ☐ Village or District

ADDRESS:

DEPARTMENT:

Police Department

TITLE OF POSITION:

Police Officer

SALARY:

\$ 61.655.

NAME AND TITLE OF LAST EMPLOYEE IN POSITION:

☐ Veteran

☐ Non-Veteran

☐ Disabled Veteran

☐ Exempt Volunteer Fireman

DATE OF BIRTH:

SOCIAL SECURITY NUMBER:

ID# 9150

Check Nature of Personnel Change

Date Effective

Action Necessary by Appointing Officer:

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☐ Permanent

☐ Provisional

☐ Temporary

☐ Substitute

☐ For Term of Office

☐ Permanent Promotion

☐ Provisional Promotion

☐ Non-Competitive Class

☐ Exempt Class

☐ Labor Class

Return report of Certification

Attach application (MSD-330)

State length of employment

Give facts under Remarks

Give facts under Remarks

Return report of Certification

Attach nomination

Attach application (MSD-330)

Submit this form only

Attach application (MSD-330)

Submit signed resignation

Give effective date

Indicate date

Attach copy of proceedings

Give facts under Remarks

Give facts under Remarks

Give facts under Remarks

Give facts under Remarks

Give facts under Remarks

Give facts under Remarks

Give facts under Remarks

Give facts under Remarks

Submit form MSD-222

Indicate new salary

Give facts under Remarks

Give facts under Remarks

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☐ Resignation

☐ Retirement

☐ Deceased

☐ Removal

☐ Layoff (Lack of Work or Funds)

Give facts under Remarks

Give facts under Remarks

Give facts under Remarks

Give facts under Remarks

Give facts under Remarks

Give facts under Remarks

Give facts under Remarks

Give facts under Remarks

Submit form MSD-222

Indicate new salary

Give facts under Remarks

Give facts under Remarks

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☐ Military Leave of Absence

☐ Other Leave of Absence

☐ Transfer

☐ Demotion

☐ Suspension

☐ Reinstatement

☐ Change in Classification

☐ New Position

☒ Change in Salary

☐ Change in Name

☐ Other

Remarks: (Continue on back if necessary)

Longevity inc. eff. 6/19/19

3.75% contract inc. eff. 4/1/19

Address change eff. 2/12/19.

Longevity inc. eff. 6/19/18

Appointing Officer

Title

Address

Chief of Police

CERTIFICATE

valid until

(Date)

This certifies that the above
employment is in accordance with
Law and Rules made in pursuance
to law. Subject to any limitation or
condition specified above.

By

Date

Report all personnel changes to this form
Send ONE COPY prior to payroll affected by this change
SUPPLEMENTARY PAYROLL CERTIFICATION AND
REPORT OF PERSONNEL CHANGE

DATE

MONTH 04 DAY 01 YEAR 2019

TO:
Utica Civil Service Commission

NAME OF EMPLOYEE:
Zayas, Daniel R

FROM: (Check only one)

☒ City ☐ County ☐ Town ☐ Village or District

ADDRESS:

DEPARTMENT:
Police Department

TITLE OF POSITION:
Police Officer

SALARY:
\$ 57,545.

NAME AND TITLE OF LAST EMPLOYEE IN POSITION:

☐ Veteran ☐ Non-Veteran
☐ Disabled Veteran ☐ Exempt Volunteer Fireman

DATE OF BIRTH:

SOCIAL SECURITY NUMBER:

ID# 9150

Check Nature of Personnel Change

Date Effective

Action Necessary by Appointing Officer:

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☒ Permanent

6/16/17

Return report of Certification

☐ Provisional

Attach application (MSD-330)

☐ Temporary

From:

To:

State length of employment

☐ Substitute

From:

To:

Give facts under Remarks

☐ For Term of Office

From:

To:

Give facts under Remarks

☐ Permanent Promotion

Return report of Certification

☐ Provisional Promotion

Attach nomination

☐ Non-Competitive Class

Attach application (MSD-330)

☐ Exempt Class

Submit this form only

☐ Labor Class

Attach application (MSD-330)

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☐ Resignation

Submit signed resignation

☐ Retirement

Give effective date

☐ Deceased

Indicate date

☐ Removal

Attach copy of proceedings

☐ Layoff (Lack of Work or Funds)

Give facts under Remarks

☐ Military Leave of Absence

Give facts under Remarks

☐ Other Leave of Absence

From:

To:

Give facts under Remarks

☐ Transfer

Give facts under Remarks

☐ Demotion

Give facts under Remarks

☐ Suspension

Give facts under Remarks

☐ Reinstatement

Give facts under Remarks

☐ Change in Classification

Give facts under Remarks

☐ New Position

Submit form MSD-222

☒ Change in Salary

4/1/19

Indicate new salary

☐ Change in Name

Give facts under Remarks

☐ Other

Give facts under Remarks

Remarks: (Continue on back if necessary)

3.75% contract inc. eff. 4/1/19

Address change eff. 2/12/19.

Longevity inc. eff. 6/19/18

New Contract salary changes eff. 4/1/18

Appointing Officer

Title

Address

Mark H. Williams
Chief of Police

CERTIFICATE
valid until

This certifies that the above
employment is in accordance with
Law and Rules made in pursuance
to law. Subject to any limitation or
condition specified above.

By

Date

(Date)

Report all personnel changes to this form
Send ONE COPY prior to payroll affected by this change
SUPPLEMENTARY PAYROLL CERTIFICATION AND
REPORT OF PERSONNEL CHANGE

DATE

MONTH 02 DAY 12 YEAR 2019

TO:
Utica Civil Service Commission

NAME OF EMPLOYEE:
Zayas, Daniel R

FROM: (Check only one)

☒ City ☐ County ☐ Town ☐ Village or District

ADDRESS:

DEPARTMENT:
Police Department

TITLE OF POSITION:
Police Officer

SALARY:
\$ 55,465.

NAME AND TITLE OF LAST EMPLOYEE IN POSITION:

☐ Veteran ☐ Non-Veteran
☐ Disabled Veteran ☐ Exempt Volunteer Fireman

DATE OF BIRTH:

SOCIAL SECURITY NUMBER:

ID# 9150

	<u>Check Nature of Personnel Change</u>	<u>Date Effective</u>	<u>Action Necessary by Appointing Officer:</u>
A P P O I N T M E N T S	<input checked="" type="checkbox"/> Permanent	6/16/17	Return report of Certification
	<input type="checkbox"/> Provisional		Attach application (MSD-330)
	<input type="checkbox"/> Temporary	From: To:	State length of employment
	<input type="checkbox"/> Substitute	From: To:	Give facts under Remarks
	<input type="checkbox"/> For Term of Office	From: To:	Give facts under Remarks
	<input type="checkbox"/> Permanent Promotion		Return report of Certification
	<input type="checkbox"/> Provisional Promotion		Attach nomination
	<input type="checkbox"/> Non-Competitive Class		Attach application (MSD-330)
	<input type="checkbox"/> Exempt Class		Submit this form only
	<input type="checkbox"/> Labor Class		Attach application (MSD-330)
T E R M I N A T I O N S	<input type="checkbox"/> Resignation		Submit signed resignation
	<input type="checkbox"/> Retirement		Give effective date
	<input type="checkbox"/> Deceased		Indicate date
	<input type="checkbox"/> Removal		Attach copy of proceedings
	<input type="checkbox"/> Layoff (Lack of Work or Funds)		Give facts under Remarks
O T H E R C H A N G E S	<input type="checkbox"/> Military Leave of Absence		Give facts under Remarks
	<input type="checkbox"/> Other Leave of Absence	From: To:	Give facts under Remarks
	<input type="checkbox"/> Transfer		Give facts under Remarks
	<input type="checkbox"/> Demotion		Give facts under Remarks
	<input type="checkbox"/> Suspension		Give facts under Remarks
	<input type="checkbox"/> Reinstatement		Give facts under Remarks
	<input type="checkbox"/> Change in Classification		Give facts under Remarks
	<input type="checkbox"/> New Position		Submit form MSD-222
	<input type="checkbox"/> Change in Salary		Indicate new salary
	<input type="checkbox"/> Change in Name		Give facts under Remarks
	<input checked="" type="checkbox"/> Other	2/12/19	Give facts under Remarks

Remarks: (Continue on back if necessary)

Address change eff. 2/12/19.

Longevity inc. eff. 6/19/18
New Contract salary changes eff. 4/1/18
pp. 6/8/18

Appointing Officer
Title
Address


Chief of Police

CERTIFICATE
valid until

(Date)

This certifies that the above
employment is in accordance with
Law and Rules made in pursuance
to law. Subject to any limitation or
condition specified above.

By

Date

Report all personnel changes to this form
Send ONE COPY prior to payroll affected by this change
SUPPLEMENTARY PAYROLL CERTIFICATION AND
REPORT OF PERSONNEL CHANGE

DATE

MONTH 06 DAY 19 YEAR 2018

TO: Utica Civil Service Commission		NAME OF EMPLOYEE: Zayas, Daniel R	
FROM: (Check only one) <input checked="" type="checkbox"/> City <input type="checkbox"/> County <input type="checkbox"/> Town <input type="checkbox"/> Village or District		ADDRESS: [REDACTED]	
DEPARTMENT: Police Department		TITLE OF POSITION: Police Officer	SALARY: \$ 55,465.
NAME AND TITLE OF LAST EMPLOYEE IN POSITION:		<input type="checkbox"/> Veteran <input type="checkbox"/> Non-Veteran <input type="checkbox"/> Disabled Veteran <input type="checkbox"/> Exempt Volunteer Fireman	
		DATE OF BIRTH:	SOCIAL SECURITY NUMBER: ID# 9150
	<u>Check Nature of Personnel Change</u>	<u>Date Effective</u>	<u>Action Necessary by Appointing Officer:</u>
A P P O I N T M E N T S	<input checked="" type="checkbox"/> Permanent	6/18/17	Return report of Certification
	<input type="checkbox"/> Provisional		Attach application (MSD-330)
	<input type="checkbox"/> Temporary	From: To:	State length of employment
	<input type="checkbox"/> Substitute	From: To:	Give facts under Remarks
	<input type="checkbox"/> For Term of Office	From: To:	Give facts under Remarks
	<input type="checkbox"/> Permanent Promotion		Return report of Certification
	<input type="checkbox"/> Provisional Promotion		Attach nomination
	<input type="checkbox"/> Non-Competitive Class		Attach application (MSD-330)
	<input type="checkbox"/> Exempt Class		Submit this form only
T E R M I O N N A S	<input type="checkbox"/> Labor Class		Attach application (MSD-330)
	<input type="checkbox"/> Resignation		Submit signed resignation
	<input type="checkbox"/> Retirement		Give effective date
	<input type="checkbox"/> Deceased		Indicate date
	<input type="checkbox"/> Removal		Attach copy of proceedings
O T H E R C H A N G E S	<input type="checkbox"/> Layoff (Lack of Work or Funds)		Give facts under Remarks
	<input type="checkbox"/> Military Leave of Absence		Give facts under Remarks
	<input type="checkbox"/> Other Leave of Absence	From: To:	Give facts under Remarks
	<input type="checkbox"/> Transfer		Give facts under Remarks
	<input type="checkbox"/> Demotion		Give facts under Remarks
	<input type="checkbox"/> Suspension		Give facts under Remarks
	<input type="checkbox"/> Reinstatement		Give facts under Remarks
	<input type="checkbox"/> Change in Classification		Give facts under Remarks
	<input type="checkbox"/> New Position		Submit form MSD-222
	<input checked="" type="checkbox"/> Change in Salary	6/19/18	Indicate new salary
	<input type="checkbox"/> Change in Name		Give facts under Remarks
<input type="checkbox"/> Other		Give facts under Remarks	

Remarks: (Continue on back if necessary)

Longevity inc. eff. 6/19/18

New Contract salary changes eff. 4/1/18
pp. 6/8/18
Sworn in 6/16/17, on payroll 6/19/17.

Appointing Officer
Title
Address


Chief of Police

CERTIFICATE
valid until

This certifies that the above
employment is in accordance with
Law and Rules made in pursuance
to law. Subject to any limitation or
condition specified above.

By

Date

(Date)

Report all personnel changes to this form Send ONE COPY prior to payroll affected by this change SUPPLEMENTARY PAYROLL CERTIFICATION AND REPORT OF PERSONNEL CHANGE		DATE MONTH 06 DAY 08 YEAR 2018	
TO: Utica Civil Service Commission		NAME OF EMPLOYEE: Zayas, Daniel R	
FROM: (Check only one) <input checked="" type="checkbox"/> City <input type="checkbox"/> County <input type="checkbox"/> Town <input type="checkbox"/> Village or District		ADDRESS: <div style="background-color: black; height: 1.2em; width: 100%;"></div>	
DEPARTMENT: Police Department		TITLE OF POSITION: Police Officer	SALARY: \$ 45,790.
NAME AND TITLE OF LAST EMPLOYEE IN POSITION:		<input type="checkbox"/> Veteran <input type="checkbox"/> Non-Veteran <input type="checkbox"/> Disabled Veteran <input type="checkbox"/> Exempt Volunteer Fireman	
		DATE OF BIRTH:	SOCIAL SECURITY NUMBER: ID# 9150
	<i>Check Nature of Personnel Change</i>	<i>Date Effective</i>	<i>Action Necessary by Appointing Officer:</i>
A P P O I N T M E N T S	<input checked="" type="checkbox"/> Permanent	6/16/17	Return report of Certification
	<input type="checkbox"/> Provisional		Attach application (MSD-330)
	<input type="checkbox"/> Temporary	From: To:	State length of employment
	<input type="checkbox"/> Substitute	From: To:	Give facts under Remarks
	<input type="checkbox"/> For Term of Office	From: To:	Give facts under Remarks
	<input type="checkbox"/> Permanent Promotion		Return report of Certification
	<input type="checkbox"/> Provisional Promotion		Attach nomination
	<input type="checkbox"/> Non-Competitive Class		Attach application (MSD-330)
	<input type="checkbox"/> Exempt Class		Submit this form only
	<input type="checkbox"/> Labor Class		Attach application (MSD-330)
T E R M I N A S	<input type="checkbox"/> Resignation		Submit signed resignation
	<input type="checkbox"/> Retirement		Give effective date
	<input type="checkbox"/> Deceased		Indicate date
	<input type="checkbox"/> Removal		Attach copy of proceedings
	<input type="checkbox"/> Layoff (Lack of Work or Funds)		Give facts under Remarks
O T H E R C H A N G E S	<input type="checkbox"/> Military Leave of Absence		Give facts under Remarks
	<input type="checkbox"/> Other Leave of Absence	From: To:	Give facts under Remarks
	<input type="checkbox"/> Transfer		Give facts under Remarks
	<input type="checkbox"/> Demotion		Give facts under Remarks
	<input type="checkbox"/> Suspension		Give facts under Remarks
	<input type="checkbox"/> Reinstatement		Give facts under Remarks
	<input type="checkbox"/> Change in Classification		Give facts under Remarks
	<input type="checkbox"/> New Position		Submit form MSD-222
	<input checked="" type="checkbox"/> Change in Salary	4/1/18	Indicate new salary
	<input type="checkbox"/> Change in Name		Give facts under Remarks
	<input type="checkbox"/> Other		Give facts under Remarks
Remarks: (Continue on back if necessary)			
<div style="display: flex; justify-content: space-between;"> <div> <p>New Contract salary changes eff. 4/1/18</p> <p>pp. 6/8/18</p> </div> <div style="text-align: right;"> _____ Chief of Police </div> </div> <div style="display: flex; justify-content: space-between; margin-top: 10px;"> <div> <p>New Employee, Sworn in 6/16/17, on payroll.</p> </div> <div> <p>Appointing Officer</p> <p>Title</p> <p>Address</p> </div> </div>			
<div style="display: flex; justify-content: space-between;"> <div> <p>CERTIFICATE</p> <p>valid until</p> <p>_____</p> <p>(Date)</p> </div> <div> <p>This certifies that the above</p> <p>employment is in accordance with</p> <p>Law and Rules made in pursuance</p> <p>to law. Subject to any limitation or</p> <p>condition specified above.</p> </div> <div> <p>By</p> <p>_____</p> <p>Date</p> <p>_____</p> </div> </div>			

Report all personnel changes to this form
Send ONE COPY prior to payroll affected by this change
SUPPLEMENTARY PAYROLL CERTIFICATION AND
REPORT OF PERSONNEL CHANGE

DATE

MONTH 06 DAY 19 YEAR 2017

TO: **Utica Civil Service Commission** NAME OF EMPLOYEE: **Zayas, Daniel R**

FROM: (Check only one)
☒ City ☐ County ☐ Town ☐ Village or District ADDRESS: [REDACTED]

DEPARTMENT: **Police Department** TITLE OF POSITION: **Police Officer** SALARY: **\$ 42,317.**

NAME AND TITLE OF LAST EMPLOYEE IN POSITION: [REDACTED] ☐ Veteran ☐ Non-Veteran
☐ Disabled Veteran ☐ Exempt Volunteer Fireman


DATE OF BIRTH: [REDACTED] SOCIAL SECURITY NUMBER: **ID# 9150**

	<u>Check Nature of Personnel Change</u>	<u>Date Effective</u>	<u>Action Necessary by Appointing Officer:</u>
A P P O I N T M E N T S	<input checked="" type="checkbox"/> Permanent	6/16/17	Return report of Certification
	<input type="checkbox"/> Provisional		Attach application (MSD-330)
	<input type="checkbox"/> Temporary	From: To:	State length of employment
	<input type="checkbox"/> Substitute	From: To:	Give facts under Remarks
	<input type="checkbox"/> For Term of Office	From: To:	Give facts under Remarks
	<input type="checkbox"/> Permanent Promotion		Return report of Certification
	<input type="checkbox"/> Provisional Promotion		Attach nomination
	<input type="checkbox"/> Non-Competitive Class		Attach application (MSD-330)
	<input type="checkbox"/> Exempt Class		Submit this form only
T E R M I N A T I O N S	<input type="checkbox"/> Labor Class		Attach application (MSD-330)
	<input type="checkbox"/> Resignation		Submit signed resignation
	<input type="checkbox"/> Retirement		Give effective date
	<input type="checkbox"/> Deceased		Indicate date
O T H E R C H A N G E S	<input type="checkbox"/> Removal		Attach copy of proceedings
	<input type="checkbox"/> Layoff (Lack of Work or Funds)		Give facts under Remarks
	<input type="checkbox"/> Military Leave of Absence		Give facts under Remarks
	<input type="checkbox"/> Other Leave of Absence	From: To:	Give facts under Remarks
	<input type="checkbox"/> Transfer		Give facts under Remarks
	<input type="checkbox"/> Demotion		Give facts under Remarks
	<input type="checkbox"/> Suspension		Give facts under Remarks
	<input type="checkbox"/> Reinstatement		Give facts under Remarks
	<input type="checkbox"/> Change in Classification		Give facts under Remarks
	<input type="checkbox"/> New Position		Submit form MSD-222
	<input type="checkbox"/> Change in Salary		Indicate new salary
	<input type="checkbox"/> Change in Name		Give facts under Remarks
	<input type="checkbox"/> Other		Give facts under Remarks

Remarks: (Continue on back if necessary)

New Employee, Sworn in 6/16/17, on payroll 6/19/17.

Appointing Officer
Title
Address


Chief of Police

CERTIFICATE
valid until

This certifies that the above
employment is in accordance with
Law and Rules made in pursuance
to law. Subject to any limitation or
condition specified above.

By

Date

(Date)

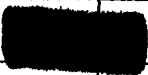
CITY OF UTICA, CIVIL SERVICE COMMISSION

PROBATIONARY REPORT

To Appointing Officer:

Please complete this form in triplicate:

- Forward original to the Civil Service Commission.
- Give one copy to the employee.
- Retain one copy for your files.

DATE THIS REPORT DUE:	The Civil Service Commission requires that this report be filed <u>two weeks</u> prior to the end of the probationary term. See date probationary term ends below.		
EMPLOYEE'S NAME: <u>Daniel Zayas</u>	DATE OF APPOINTMENT: <u>6/16/17</u>		
SOCIAL SECURITY NUMBER: 	DEPARTMENT OR AGENCY: <u>Utica Police Dept.</u>		
STATUS/TITLE OF POSITION: <u>Police Officer</u>	JURISDICTIONAL CLASSIFICATION:		
ORIGINAL LENGTH OF THE PROBATIONARY TERM AS SHOWN ON THE GCCS-12(AorB): <u>1 year</u>			
NUMBER OF DAYS ABSENT DURING THE PROBATIONARY TERM:			
NUMBER OF DAYS PROBATIONARY TERM IS TO BE EXTENDED:			
DATE PROBATIONARY TERM ENDS: <u>6/16/18</u>			
IF SATISFACTORY, DATE PERMANENT STATUS BEGINS: <u>6/17/18</u>			

CERTIFICATE OF APPOINTING OFFICER:

I hereby certify that the probationer has been observed and it has been found that the conduct, capacity, and fitness of the probationer is:



SATISFACTORY. Employee will be retained as a permanent employee.
Employee has served (Maximum) (Shortened) probationary period.
Minimum probationary period is usually eight weeks,
except in the case of trainee positions (12 weeks) and Police Officer (26 weeks).



UNSATISFACTORY. Employee will be discharged or returned to prior permanent position.

☐ Copy of letter to employee attached.

☐ Copy of letter to employee to be submitted.

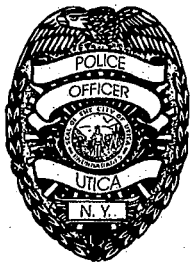
Mark Williams
Authorized Signature
Mark Williams
Print Name
Chief
Title

I have received a copy of this form.

Signature of Employee

Date

6/29/2018



UTICA POLICE DEPARTMENT

Personnel Order

Issue date: 03/01/18	Subject: Assignment / Transfer Orders	P.O. 18-10
Issuing Authority Captain DE Cinque	Approved by: Chief M. Williams	

PO Kyle Fee

Will leave A Platoon Squad 2 on Thursday, March 1st, 2018 at the completion of his tour at 0800 hrs. He will report to Lieutenant Sean Dougherty on Monday, March 5th, 2018 at [REDACTED] hrs. for assignment in [REDACTED] Platoon Squad 2.

PO David Lentricchia

Will leave B Platoon Squad 3 on March 5th, 2018 at the completion of his tour at 1600 hrs. He will report to Lieutenant Michael D'Ambro on Weds. March 7th at 2345 hours for his tour which will commence at [REDACTED] hrs. on the 8th in [REDACTED] Platoon Squad 3.

PO Steven Gray

Will leave A Platoon Squad 2 on Wednesday, March 7th, 2018 at the completion of his tour at 0800 hrs. He will report to Lieutenant James Holt on Friday March 9th, 2018 at [REDACTED] hrs. for assignment in [REDACTED] Platoon Squad 3. His RDO will be March 8, 2018.

PO Marissa Vomer

Will leave C Platoon Squad 3 on Tuesday, March 6th, 2018 at the completion of her tour at 0000 hrs. She will report to Lieutenant Sean Dougherty on Thursday March 8th, 2018 at [REDACTED] hrs. for assignment in [REDACTED] Platoon Squad 3.

PO Daniel Zayas

Will leave B Platoon Squad 2 on Monday, March 5th, 2018 at the completion of his tour at 1600 hrs. He will report to Lieutenant Brian Bansner on Tuesday March 6th at [REDACTED] hrs. for assignment in the Tactical Unit.

PO Amanda Maciol

Will leave the A Platoon Squad 1 on Saturday, March 3rd, 2018 at the completion of her tour at 0800 hrs. She will report to Lieutenant Sean Dougherty on Tuesday March 6th, 2018 at [REDACTED] hrs. for assignment in [REDACTED] Platoon Squad 1.

PO Brian Comesky

Will remain in B Platoon Squad 1.

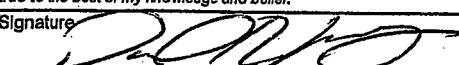
PO Steven Gomez

Will leave the Tactical Unit on Saturday, March 3rd, 2018 at the completion of his tour at 0300 hrs. He will report to Lieutenant Michael D'Ambro on Monday March 5th at 2345 hours for his shift which will commence at [REDACTED] hours on March 6th, 2018 for assignment in the [REDACTED] Platoon Squad 2.

Captain Donald E. Cinque

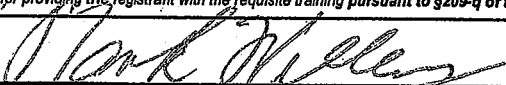
New York State Division of Criminal Justice Services
POLICE OFFICER REGISTRY ENTRY FORM - CERTIFICATION OF INITIAL EMPLOYMENT
(Executive Law § 845)

SECTION I - REGISTRANT INFORMATION (To be completed by the registrant)

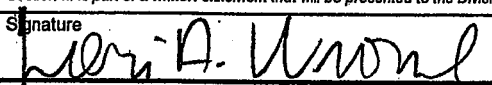
Were you previously a police officer in NYS? Yes <input type="radio"/> No <input checked="" type="radio"/>	Last Name Zayas	First Name Daniel	MI 12	Date of Birth [REDACTED]	Gender M <input checked="" type="radio"/> F <input type="radio"/>	Social Security Number* [REDACTED]
Home Residence Mailing Address [REDACTED]			City, State, Zip [REDACTED]		County of Home Residence [REDACTED]	
Home Residence Street Address (if Different) [REDACTED]			City, State, Zip [REDACTED]		City, State, Country of birth (If other than U.S.) [REDACTED]	
I am the person named above. I understand that the information in Section I is part of a written statement that will be presented to the Division of Criminal Justice Services for filing, and I certify that it is true to the best of my knowledge and belief.						
Signature 						Date 6/16/2017

*Pursuant to the New York State Personal Privacy Protection Law, DCJS is authorized to collect personal identifying information as part of a public safety agency record. Personal identifying information on this form shall not be revealed, released, transferred, disseminated or otherwise communicated orally, in writing, or by electronic means other than to the registrant. Disclosure of personal identifying information is voluntary. Refusal to provide personal identifying information shall not result in the denial of any right, benefit, or privilege.

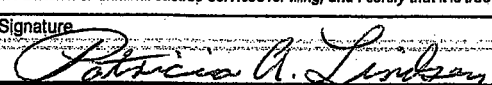
SECTION II - AGENCY INFORMATION (To be completed by the chief law enforcement officer)

Last Name Williams	First Name Mark	MI W	Title of Person Signing Section II Chief of Police
Name of Law Enforcement Agency Utica Police Department			Telephone 315-223-3400
Address 413 Oriskany Street W.		City, State, ZIP Utica, NY, 13502	
Type of Appointment Full-time <input checked="" type="checkbox"/> Part-time <input type="checkbox"/>	Background Check Conducted Yes <input checked="" type="checkbox"/> No <input type="checkbox"/>	Residency Verified Yes <input checked="" type="checkbox"/> No <input type="checkbox"/>	Fingerprints submitted to DCJS Yes <input checked="" type="checkbox"/> No <input type="checkbox"/>
I am the chief law enforcement officer responsible for appointing the person named in Section I as a police officer of the above named law enforcement agency. I understand that the information in Section II is part of a written statement that will be presented to the Division of Criminal Justice Services for filing, and I certify that it is true to the best of my knowledge and belief. I understand I am responsible for providing the registrant with the requisite training pursuant to §209-g of the General Municipal Law.			
Signature 			Date 6/24/17

SECTION III - CIVIL SERVICE INFORMATION (To be completed by the civil service officer for all registrants Full or Part-time)

Last Name Wrobel	First Name Lori	MI A	Title of Person Signing Section III Executive Secretary
Name of Civil Service or Personnel Agency City of Utica Civil Service			Telephone 315-792-0227
Address 1 Kennedy Plaza		City, State, ZIP Utica, New York 13502	
Title and Civil Service Classification of the Registrant Police Officer - Competitive			
I am the civil service officer responsible for certifying the appointment of individuals appearing on the payroll of the law enforcement agency named in Section II. I understand that the information in Section III is part of a written statement that will be presented to the Division of Criminal Justice Services for filing, and I certify that it is true to the best of my knowledge and belief.			
Signature 			Date 06-25-17

SECTION IV - OATH OF OFFICE (To be completed by the registrar responsible for recording oaths of office)

Last Name Lindsey	First Name Patricia	MI	Title of Person Signing Section IV City Clerk
Name of Recording Office City of Utica City Clerks Office			Telephone 315-792-0117
Address 1 Kennedy Plaza		City, State, ZIP Utica, New York 13502	
Oath of Office Date 6/16/17	Oath of Office Title of the Registrant Police Officer		
I am the officer responsible for recording the oaths of office of individuals appointed as police officers of the law enforcement agency named in Section II. The person named in Section I has filed an oath of office as a police officer, pursuant to an appointment received from the person named in Section II. I understand that the information in Section IV is part of a written statement that will be presented to the Division of Criminal Justice Services for filing, and I certify that it is true to the best of my knowledge and belief.			
Signature 			Date 6/16/17

**Utica Police Department
Employee Assistance Program**

PURPOSE: The Utica Police Department (UPD) Employee Assistance Program (EAP) provides services and supports designed to help employees and their families deal with life challenges and remain healthy, engaged and productive.

SERVICES: The UPD EAP provides support in 2 different ways. The department has EAP officer(s) that volunteers his/her time to communicating with the employee/family member that is having difficulties to attempt to process the issue and make any necessary referrals. UPD has a contract for more formal services (i.e. counseling) that can provide short-term counseling and referrals for issues that are having an impact on work and/or your family.

WHO: EAP provides supports and services to all staff and employees of UPD and their family members. Spouses, children and significant others can access support when they need it.

WHERE: EAP support within the department can be sought by contacting:

Officer Kerry Carville, [REDACTED]

For more formal EAP services, UPD contracts with:

**Center for Family Life and Recovery
502 Court Street, Utica, NY 13501**

Day and evening appointments for in-person or telephonic counseling can be scheduled by calling 315-733-1726 or 1-800-729-6822. Visit their website at www.WhenTheresHelpTheresHope.com.

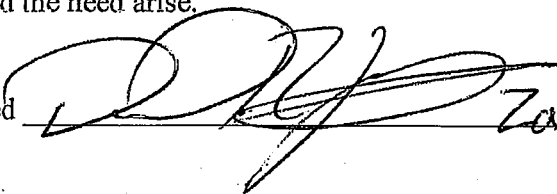
WHY: There are many reasons that an employee or family member can access the EAP. The program has been implemented as assistance to process through life issues, changes and challenges so that one can get back to being productive and engaged in work and/or life as quickly as possible. Issues addressed by EAP can include, but are certainly not limited to:

- Life changes (separation/divorce, new job, new baby, aging parents, grief and loss, retirement)
- Life challenges (drug/alcohol abuse, depression, eating disorders, mental illness)
- Job stress and burnout
- Coping with difficult situations or difficult people

IMPORTANT: All supports and counseling are completely CONFIDENTIAL and FREE for the employee and their covered family members.

I understand that I did did not attend the UPD EAP informational meeting, and have read, and understand, the above information. I have knowledge of the information about the EAP and how to access it, and will utilize the services for myself and my family should the need arise.

Signed



Zayas

Date 6/23/2017



CITY OF UTICA

Civil Service

1 Kennedy Plaza, Utica, New York 13502

(315) 792-0227 fax: (315) 792-0226

ROBERT M. PALMIERI
MAYOR

LORI A. WROBEL
SECRETARY TO THE CSC

CITY OF UTICA, NEW YORK POLICE OFFICER NEW HIRE MEMORANDUM OF AGREEMENT

In connection with my appointment as a Police Officer for the City of Utica, New York for the Spring 2017 Academy, I, Daniel R. Zayas
(print name), do hereby agree to the following:

- I understand and agree that, should I voluntarily terminate my employment with the City of Utica Police Department for any reason other than health related, within three (3) years of my date of hire (as listed above), I will be responsible for reimbursing the City of Utica for the cost of any uniforms or equipment issued to me by the City of Utica, as well as for the cost of all pre-employment processing expenses including the medical exam, drug testing, psychological testing, and polygraph testing. The amount of such reimbursement will be determined by the price in effect on the date of my hire. Current prices are listed on the attached sheet.
- In addition to the above, should I voluntarily terminate employment within five (5) years of my date of hire for any reason, I will be required to reimburse a percentage of my wages earned while at the Mohawk Valley Police Academy, in accordance with the attached schedule.

I also understand and agree that in the event of my voluntary termination, recovery of such monies owed may result in the City of Utica commencing a legal action to collect any money owed to the City of Utica under this Contract. I further agree that, in the event that I voluntarily terminate my employment as a City of Utica Police Officer within either of the two time periods set forth above, the City of Utica shall be permitted to initiate automatic payroll garnishment of any or all accumulated remaining time balances as well as from regular earnings. If that amount is not sufficient to cover the total cost, I agree to fulfill my obligation to pay any remaining unpaid balances.

Signature: _____

Date: _____

4/29/2017

COUNTY OF ONEIDA)

Daniel R Zayas, being duly sworn, deposes says as follows: I

have been offered a Conditional Offer of Employment as a Police Officer for the City of Utica, New York.

and that I agree that I am bound by all of the provisions contained in that Memorandum of Agreement.

[Handwritten signature]

Sworn to before me this 1st
day of May, 2017

Notary Public B. R. Will
Commission Expires: 05/07/2020

BRIAN R. WILLIAMS
Notary Public, State of New York
Reg. # [REDACTED]
Qualified in Oneida County
My Commission Expires May 7, 2020



D. Zayas

CITY OF UTICA

Utica Police Department
413 Oriskany St. W, Utica, NY. 13502
(315) 735-3301

CHIEF OF POLICE: MARK WILLIAMS

TO: Police Officer:
RE: **Utica Police Chapter 5 & 8 Receipt**

As a Utica Police Officer you are bound by strict rules and regulations as outlined in the Utica Police Policy and Procedure Manual; which were written as guidelines for conduct and responsibility.

This written notification is to inform you that as a Utica Police Officer you are expected to read understand and adhere to the rules and regulations of the **"Utica Police Policy and Procedure Manual."**

On 10/15//2016, you were spoken to by the Office of Professional Standards, at which time you were advised regarding your responsibility in reviewing and knowing what is in the Utica Police Policy and Procedure Manual, specifically the outlined policy and procedure for the following chapters;

Please read;

UTICA POLICY AND PROCEDURE CHARTER, 5 & 8 (RULES AND REGULATION)

- **CHAPTER FIVE, ARTICLE TEN; PROFESSIONAL STANDARDS INVESTIGATIONS**
- **CHAPTER EIGHT, ARTICLE ONE: PROFESSIONAL STANDARDS OF CONDUCT AND ETHICS**

Also discussed were the implications of being a Brady and Giglio Officer, Use of personal social media both on and off duty, officer involved domestic incidents and personnel complaints.

Brady Rule

The Brady Rule, named for Brady v. Maryland, 373 U.S. 83 (1963), requires prosecutors to disclose materially exculpatory evidence in the government's possession to the defense. "Brady material" or evidence the prosecutor is required to disclose under this rule includes any evidence favorable to the accused-- evidence that goes towards negating a defendant's guilt, that would reduce a defendant's potential sentence, or evidence going to the credibility of a witness.

If the prosecution does not disclose material exculpatory evidence under this rule, and prejudice has ensued, the evidence will be suppressed. The evidence will be suppressed regardless of whether the prosecutor knew the evidence was in his or her possession, or whether or not the prosecutor intentionally or inadvertently withheld the evidence from the defense. The defendant bears the burden of proving that the undisclosed evidence was material, and the defendant must show that there is a reasonable probability that there would be a difference in the outcome of the trial had the evidence been disclosed by the prosecutor.

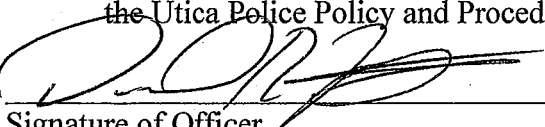
Police officers who have been dishonest are sometimes referred to as "Brady cops." Because of the Brady ruling, prosecutors are required to notify defendants and their attorneys whenever a law enforcement official involved in their case has a sustained record for knowingly lying in an official capacity

Testifying

1. Telling lies under oath; standard operating procedure for police officers acting as witnesses in trials
2. Police perjury is the act of a police officer giving false testimony

Giglio v. United States, 405 U.S. 150 (1972), is a United States Supreme Court case in which the Court held that the prosecution's failure to inform the jury that a witness had been promised not to be prosecuted in exchange for his testimony was a failure to fulfill the duty to present all material evidence to the jury, and constituted a violation of due process, requiring a new trial. This is the case even if the failure to disclose was a matter of negligence and not intent. The case extended the Court's holding in *Brady v. Maryland*, requiring such agreements to be disclosed to defense counsel.^[1] As a result of this case, the term *Giglio material* is sometimes used to refer to any information pertaining to deals that witnesses in a criminal case may have entered into with the government.¹

- () After speaking to personnel from the Office of Professional Standards, I hereby acknowledge that I have been spoken to regarding my responsibilities in reviewing and knowing and adhering to the rules and regulations of the Utica Police Policy and Procedure. I am fully aware that any acts committed by me, violating any portion of the Utica Police Policy and Procedure, can result in disciplinary action taken against me to include termination. I understand that it is my sole responsibility to review and adhere to the Utica Police Policy and Procedure.



Signature of Officer

Date: 16th Day of June, 20 17.

Witness: Name, Rank

Dear Sirs,

Just a note to thank
the three police men who
came to [REDACTED] Drive
last Sunday.

I had called as I saw
in the area behind [REDACTED]
[REDACTED] on Keep Road an opened
door to a shed. I looked off
and on to see any thing. Wanted
to call the [REDACTED], found no
number. My next door person
"[REDACTED]" was not home so
I called 911.

Soon I had 3 police cars
out front. One came to the door
for information. They checked
it out and thought maybe
it opened from the wind.

On Monday AM, I went
over to [REDACTED] and told my story.
He followed thru with the [REDACTED]
and [REDACTED].

The [REDACTED] was in a auto
accident and not living a the
[REDACTED]. The [REDACTED] checked the
shed out and found no lock. Did
not know if anything was taken

As I thanked the police men
I said "If you see it, speak
up."

I apologize for causing a
little upset.

Stay safe

Sincerely,

[REDACTED]

Emergency Management Institute



FEMA

This Certificate of Achievement is to acknowledge that

DANIEL R ZAYAS

has reaffirmed a dedication to serve in times of crisis through continued professional development and completion of the independent study course:

IS-00240.b

Leadership and Influence

Issued this 16th Day of April, 2020



0.3 IACET CEU

Michael J. Sharon
Deputy Superintendent
Emergency Management Institute
Federal Emergency Management Agency

Emergency Management Institute



FEMA

This Certificate of Achievement is to acknowledge that

DANIEL R ZAYAS

has reaffirmed a dedication to serve in times of crisis through continued professional development and completion of the independent study course:

IS-00914

Surveillance Awareness: What You Can Do

Issued this 16th Day of April, 2020



0.1 IACET CEU

Michael J. Sharon
Deputy Superintendent
Emergency Management Institute
Federal Emergency Management Agency

Emergency Management Institute



FEMA

This Certificate of Achievement is to acknowledge that

DANIEL R ZAYAS

has reaffirmed a dedication to serve in times of crisis through continued professional development and completion of the independent study course:

IS-00242.b

Effective Communication

Issued this 16th Day of April, 2020



0.8 IACET CEU

Michael J. Sharon
Deputy Superintendent
Emergency Management Institute
Federal Emergency Management Agency

Emergency Management Institute



FEMA

This Certificate of Achievement is to acknowledge that

DANIEL R ZAYAS

has reaffirmed a dedication to serve in times of crisis through continued professional development and completion of the independent study course:

IS-00360

**Preparing for Mass Casualty Incidents: Guide for
Schools, Higher Education, and Houses of Worship**

Issued this 16th Day of April, 2020



0.3 IACET CEU

Michael J. Sharon
Deputy Superintendent
Emergency Management Institute
Federal Emergency Management Agency

State of New York

Division of Criminal Justice Services

Municipal Police Training Council

Hereby Acknowledges and Declares that

Daniel R Zayas

has successfully completed the

Patrol Rifle Course

which satisfies the minimum
criteria established by the

Municipal Police Training Council

Mohawk Valley Police Academy

Issue Date 07/13/2018

Ronald G. Spike

Ronald G. Spike
Chairman
Municipal Police Training Council

Michael R. Wood

Michael R. Wood
Deputy Commissioner
Division of Criminal Justice Services

State of New York

Division of Criminal Justice Services

Municipal Police Training Council

Hereby Acknowledges and Declares that

Daniel R Zayas

has successfully completed the
Basic Course for Police Officers or Equivalent

which satisfies the minimum
criteria established by the

Municipal Police Training Council

Mohawk Valley Police Academy

Issue Date 04/20/2018

EXCELSIOR

Ronald G. Spike

Ronald G. Spike
Chairman
Municipal Police Training Council

Michael R. Wood

Michael R. Wood
Deputy Commissioner
Division of Criminal Justice Services

Concise OfficerStacked Incidents Listing

Police Officer Daniel R Zayas [9150/9150]

: 9150 Hire date: Jun 19, 2017

Current assignment(s):

Department: Patrol Division
 Bureau: Uniformed Patrol
 Division: Uniformed Patrol

Incidents Listing -----

Received Dt Officers	IA No	Incident type Involved Citizens	Acc Lev	Involved
Feb 15, 2018 Officer Rocco Zasa	UOF2018-0020	Use of force [REDACTED]	5	Police
Officer Daniel R Zayas				Police

This afternoon at approximately 1:25PM PO's Zasa and Zayas were walking into [REDACTED] Ave when they were approached by a W/M [REDACTED] apparently suffering from mental illness. The man was rambling on about police authority and was yelling profanities at them when he apparently lunged at the officers. The officers took the subject to the ground and arrested the man under section 9.41 of the mental health law. I secured a statement from a witness [REDACTED] to this incident who stated the man was yelling profanities at the officers and then became physically aggressive towards them.

Apr 17, 2018 Officer Daniel R Zayas	EF2018-0012	E-File	5	Police
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Regarding incident 18-5219, PO Daniel Zayas was operating marked police unit 58 on February 8th 2018 at 1145 Hrs when he was pulling into a parking space in front of [REDACTED] at [REDACTED]. While pulling into the space in a westerly direction he struck the vehicle parked in a space in front of him which was unoccupied. PO Zayas was verbally counseled on 4/17. He was told he needed to be extremely vigilant and careful when operating his patrol vehicle in emergency and non-emergency mode.

Apr 17, 2018 Officer Daniel R Zayas	MVA2018-0002	Vehicle accident	5	Police
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Regarding incident 18-5219, PO Daniel Zayas was operating marked police unit 58 on February 8th 2018 at 1145 Hrs when he was pulling into a parking space in front of [REDACTED] at [REDACTED]. While pulling into the space in a westerly direction he struck the vehicle parked in a space in front of him which was unoccupied. PO Zayas was verbally counseled on 4/17. He was told he needed to be extremely vigilant and careful when operating his patrol vehicle in emergency and non-emergency mode.

Apr 19, 2018 Brian G French	NC2018-0006	Notice of Claim [REDACTED]	5	Sergeant
Officer Joshua R Harrington				Police
Officer Daniel R Zayas				Police

All,

Please be advised a [REDACTED] filed a Notice of Claim against the City of Utica and Officer D. Zayas claiming excessive force, false arrest, and malicious prosecution as well as Monell failure to train, unconstitutional policy and failure to supervise/investigate claims. He is represented by [REDACTED] Esq. Attached is the Notice of Claim for your review. I do not know yet what the UPD RMS number is, our file number is 18-65. We will investigate and defend the claim. Please preserve all evidence associated with this claim.

Jun 20, 2018 UOF2018-0077 Use of force 5 Police
 Officer Jordan D Dodge [REDACTED]
 Officer Daniel R Zayas Police

On 6/20/18 at approximately 2014 hours car 56, Ptlm. Dodge and car 55, Ptlm. Zayas were dispatched to [REDACTED] regarding a domestic in progress.

Upon arrival on scene cars were greeted at the common door for the upstairs and downstairs apartments by an unknown black male who they now know to be [REDACTED]

Upon initial contact [REDACTED] asked the officers who they were and they responded by saying Utica Police. [REDACTED] then asked what they want and they stated they were there for a domestic. [REDACTED] then squared up with the officers in a fighting stance with closed fists. After seeing this Ptlm. Dodge was in fear that [REDACTED] was going to physically strike him and therefore advised him that he was under arrest for Menacing 3rd.

As [REDACTED] was turned around so the officers could handcuff him he instantly began to fight with them as they attempted to do so. The altercation went up and down the common stair case to the apartment complex and officers used soft hand come along techniques, takedowns and the altercation ultimately ended with Ptlm. Zayas laser painted [REDACTED] and advised him he was going to be tased if he did not comply. [REDACTED] then complied and he was secured in handcuffs.

While searching [REDACTED] officers would locate a plastic bag containing crack-cocaine.

[REDACTED] was uncooperative and stated he was injured but stated he had multiple injuries but refused medical attention.

Ultimately [REDACTED] was charged with Resisting arrest, Menacing 3rd, Harassment 2nd, and CPCS 7th.

Photographs were secured of [REDACTED] and the scene.

A response to resistance investigation was initiated under RMS 18-24979. A response to resistance form was completed by Ptlm. Dodge and Ptlm. Zayas.

Respectfully submitted,

Sgt. Joseph W. Cimpi #1415

Mar 11, 2019 UOF2019-0047 Use of force 5 Police
 Officer Richard V Lange [REDACTED]
 Officer Daniel R Zayas Police

While investigating a trespass at the above location the above defendant while inside a utility shed located in the rear yard of the residence began acting in a very belligerent and irate manner, thrashing herself up against the walls of the structure creating a risk to herself as well as both officers (Lange & Zayas). Both officers subsequently each had to utilize soft hand come-alongs to the arms/hands of the above subject in order to place her into handcuffs. Above subject was subsequently transported to St. Elizabeth's Hospital regarding a MHL 9.41 arrest/evaluation.

Mar 13, 2019 EF2019-0010
Officer Daniel R Zayas

Internal/Department

5 Police

Hello Lt. Holt,

This afternoon, at approximately 1312 hours, PO Zayas called the Squad Commanders office to advise that he was involved in an off-duty dispute. Unit 45 and I responded to [REDACTED] and met with PO Zayas who advised us that he contracted through CWSI to have a dumpster delivered to his house. PO Zayas stated that today the CWSI driver arrived and while he was backing the dumpster into his driveway [REDACTED] the truck/dumpster struck PO Zayas' porch damaging the same. PO Zayas stated that he yelled at the driver and used profanity towards him due to him being upset that his porch was damaged (something along the lines of asking... "Do you know how to fucking drive?"). PO Zayas stated that the driver then unzipped his jacket and attempted to bait PO Zayas into a physical altercation. PO Zayas stated that it was at that point when he called the Squad Commander's office. When we arrived on scene the driver was no longer there, but the business owner, [REDACTED] arrived and advised that they would pay for the damages to the porch. PO Zayas agreed with [REDACTED] over the civil matter. [REDACTED] was asked if there were any issues that he had with what occurred between PO Zayas and his driver and he stated that they did not have any issues. [REDACTED] further stated that his driver (his son) had been working 18 hours straight, was tired, and stressed which subsequently resulted in his behavior during the incident. It was further learned that PO Zayas did not announce that he was a police officer and there was no further misconduct on his behalf.

Respectfully,

Sgt. Wooden

Aug 03, 2019 UOF2019-0114
Officer Daniel R Zayas

Use of force [REDACTED]

5 Police

At approximately 2220 hours PO DeTraglia and PO Zayas were dispatched to [REDACTED] for a menacing in progress involving a knife.

Upon arrival PO DeTraglia and PO Zayas attempted to detain [REDACTED] as he allegedly menaced the victim with a large butcher style kitchen knife. [REDACTED] immediately began to fight as the officers attempted to detain him. While attempting to detain [REDACTED] began to choke PO DeTraglia from behind DeTraglia's back. PO Zayas then began to arrest [REDACTED] while PO DeTraglia continued to try and detain [REDACTED]. As PO Zayas broke free to arrest [REDACTED] he delivered 1 hard hand strike to the left side of [REDACTED] face and then took him to the ground. While on the ground [REDACTED] continued to resist arrest so PO Zayas delivered another hard hand strike to head and another to his right side of his midsection. [REDACTED] then complied and placed his hands behind his back so PO Zayas could place him in custody.

Photographs of the scene and [REDACTED] were secured. [REDACTED] did not make any complaint, and he was transported to the station. A response to resistance form was completed by Ptlm. Zayas. All BWC footage was tagged.

[REDACTED] was ultimately charged on booked on charges of Resisting Arrest and Criminal Obstruction of Breath. A response to resistance investigation was initiated under RMS 19-29563.

Respectfully submitted,
Sgt. Joseph W. Cimpi #1415

Aug 03, 2019 UOF2019-0116
Officer Michael J Balio

Use of force [REDACTED]

5 Police

Officer Daniel R Zayas

Police

At approximately 1707 hours PO Zayas and I were dispatched to [REDACTED] Horatio St for a larceny in progress. Loss prevention on scene advised that the suspected were exited the building on south side through an emergency exit.

As the two males exited, PO Zayas detained one and the second, [REDACTED] fled on foot. Numerous commands to stop running were given by Ptlm. Balio as he advised that he was under arrest. [REDACTED] continued to flee on foot south and crossed River Rd where Ptlm. Balio wrapped his arms around him and pulled him to the ground at approximately 1717 hours. While on the ground [REDACTED] was order to stop resisting and told to release his arm which he tensed up and refused to provide to be placed in handcuffs. With the assistance of PO Zayas, [REDACTED] was placed into handcuffs without further incident.

Photographs of the scene and [REDACTED] were secured. [REDACTED] did not make any complaint, and he was transported to the station. A response to resistance form was completed by Ptlm. Balio. All BWC footage was tagged.

[REDACTED] was ultimately charged on booked on charges of Resisting Arrest and his Petit Larceny. A response to resistance investigation was initiated under RMS 19-29512.

Respectfully submitted,
Sgt. Joseph W. Cimpi #1415

Aug 21, 2019	UOF2019-0122	Use of force	5	Police
Officer David P Desens		[REDACTED]		Police
Officer Ray L Kellogg Jr.		[REDACTED]		Police
Officer Daniel R Zayas				

Date & Time: August 21st @ 2146 hours

Location: 1st use occurred in the Drive Thru of [REDACTED] @ [REDACTED] St. (Taser Deployment by PO D. Zayas), 2nd use occurred in the middle of the roadway of Burrstone Rd. in front of [REDACTED] (Officers Zayas, Kellogg & Desens).

Summary of Force Utilized: After having led numerous officers on a city wide vehicle pursuit the above defendant fled his vehicle and led Officer Zayas on foot pursuit through the drive thru of [REDACTED] where he tripped and fell to the ground. Officer Zayas was giving chase with his taser in hand giving verbal commands for the above defendant to seize running. As officer Zayas closed his distance with the above defendant, the defendant was picking himself off the ground about to continue to run/flee when Officer Zayas deployed his taser on the defendant only striking the defendant with one taser probe in between the defendants upper shoulder blades. The second probe did not make contact with the defendant therefore not having a desired incapacitation effect on the defendant. The defendant was able to fully get to his feet and continue to run/flee through the parking lot of [REDACTED]

Officer Zayas then transitioned to his duty issued firearm and pointed it at the defendant while yelling loud verbal commands for the defendant to raise and show him his hands. Officer Desens was able to utilize a soft hand take down to the subject from behind while officer Zayas had the defendant at gunpoint. Once on the ground the defendant laid on top of both his hands, keeping both hands clenched and tight to his body therefore not allowing officer to be able to effectively secure him into handcuffs. Officer Zayas delivered three hard hand strikes to the right upper arm and head to the defendant while Officer Desens delivered three hard hand strikes to the left side of the defendants chest/stomach area. Officer Kellogg delivered three hard hand strikes to the middle-low back of the defendant.

The defendant was subsequently taken into custody and charged with resisting arrest, obstruction of governmental administration, unlawful fleeing of a police officer, and numerous other VTL and PL offenses to include felony narcotics possession.

Aug 21, 2019 NC2019-0009
Officer David P Desens

Notice of Claim

5 Police

Officer Ray L Kellogg Jr.

Police

Officer Daniel R Zayas

Police

Date & Time: August 21st @ 2146 hours

Location: 1st use occurred in the Drive Thru of [REDACTED] @ [REDACTED] St.
(Taser Deployment by PO D. Zayas), 2nd use occurred in the middle of the roadway
of Burrstone Rd. in front of [REDACTED] (Officers Zayas, Kellogg & Desens).

Summary of Force Utilized: After having led numerous officers on a city wide vehicle pursuit the above defendant fled his vehicle and led Officer Zayas on foot pursuit through the drive thru of [REDACTED] where he tripped and fell to the ground. Officer Zayas was giving chase with his taser in hand giving verbal commands for the above defendant to cease running. As officer Zayas closed his distance with the above defendant, the defendant was picking himself off the ground about to continue to run/flee when Officer Zayas deployed his taser on the defendant only striking the defendant with one taser probe in between the defendants upper shoulder blades. The second probe did not make contact with the defendant therefore not having a desired incapacitation effect on the defendant. The defendant was able to fully get to his feet and continue to run/flee through the parking lot of [REDACTED]

Officer Zayas then transitioned to his duty issued firearm and pointed it at the defendant while yelling loud verbal commands for the defendant to raise and show him his hands. Officer Desens was able to utilize a soft hand take down to the subject from behind while officer Zayas had the defendant at gunpoint. Once on the ground the defendant laid on top of both his hands, keeping both hands clenched and tight to his body therefore not allowing officer to be able to effectively secure him into handcuffs. Officer Zayas delivered three hard hand strikes to the right upper arm and head to the defendant while Officer Desens delivered three hard hand strikes to the left side of the defendants chest/stomach area. Officer Kellogg delivered three hard hand strikes to the middle-low back of the defendant.

The defendant was subsequently taken into custody and charged with resisting arrest, obstruction of governmental administration, unlawful fleeing of a police officer, and numerous other VTL and PL offenses to include felony narcotics possession.

Mar 18, 2020 UOF2020-0039
Officer Silas R Frye

Use of force

5 Police

Officer Daniel R Zayas

Police

Officer D. Zayas while on a Criminal Mischief investigation (RMS #20-9177) at [REDACTED] St. had to utilize a soft hand take down maneuver to [REDACTED] after [REDACTED] arrived on scene and while in the presence of this Sgt. and [REDACTED] Zayas and Frye began breaking windows to the residence of [REDACTED] St. with his fists. Once taken to the ground by Officer Zayas [REDACTED] was able to be placed into handcuffs by Officers Zayas and Frye. Officer Zayas informed this Sgt. while on scene that he had open cuts to his hand which came into contact with [REDACTED] blood as [REDACTED] had a laceration to his hand from breaking the glass window to the above residence with his fist. [REDACTED] was treated on scene by UFD for his minor laceration.

PO Zayas was later evaluated by UFD at St. Elizabeth's ER and was still there being evaluated at the time of this email. Officer Injury-Exposure and a copy of PO Zayas' ER discharge paperwork will be secured and slid under the door of the Logistics Units.

Mar 31, 2020	UOF2020-0045	Use of force	5	Police
Officer Kyle T Murphy		[REDACTED]		Police
Officer Michael L Flo Jr.		[REDACTED]		Police
Officer Richard V Lange				Police
Officer Daniel R Zayas				Police
Officer Amanda L Maciol				Police

On March 31st 2020 while attempting to stop a fleeing suspect from a larceny at [REDACTED] St PO Flo was forced to utilize a takedown in order to gain a position of advantage to take the suspect, [REDACTED] into custody. Once in that position of advantage, PO Flo was able to secure [REDACTED] in custody without further escalation of force.

Report summary: totals by incident type:

Incident type	Received
Anonymous	0
Background Investigation	0
Department Discipline	0
Discretionary arrest	0
Drug test	0
E-File	1
External/Citizen	0
Firearm discharge	0
Foil Request	0
Forced entry	0
Generic incident	0
Integrity test	0
Internal/Department	1
K9 Utilization	0
Notice of Claim	2
Personnel Complaints	0
Show of force	0
Stop	0
UPD Damaged Prop Car/Equip	0
Use of force	8
Vehicle accident	1
Vehicle pursuit	0
Total	13

Printed: Aug 07, 2020 13:11 By: Sgt Hiram Rios

Utica Police Department

Professional Standards

Officer Disciplinary History

Police Officer Daniel R Zayas [9150/9150]

Part I - Personal Information

Name: Police Officer Daniel R Zayas
: 9150 Badge No: 9150 Hire Dt: 06/19/2017

Department: Patrol Division
Bureau: Uniformed Patrol
Division: Uniformed Patrol

Part II - Discipline History

EF2018-0012 Case #: RMS 18-5218 E-File

UPD Policy and Procedure Violation: Apr 17, 2018: Verbal counseling - [Action/discipline completed]

Verbal issued by Sgt. Brodt

Policy and Procedure Violation 04/17/2018 [UPD Policy] - Patrol Operations Apr 17, 2018

MVA2018-0002 Case #: 18-5219 Vehicle accident

UPD Policy and Procedure Violation: Apr 17, 2018: Verbal counseling -
[Action/discipline completed]

Verbal issued by Sgt. Brodt

Policy and Procedure Violation 04/17/2018 [UPD Policy] - Patrol Operations Apr 17, 2018

Printed: Aug 07, 2020 13:11 By: Sgt Hiram Rios

E-File IA No: EF2018-0012 Received: Apr 17, 2018 08:26

Case No: RMS 18-5218

Classification/Sub-classification: UPD Policy and Procedure Violation(s) / Chapter 4 Article 1 Patrol Operations

Officers involved:

Police Officer Daniel R Zayas [9150/9150]

Officer current info:

Department: Patrol Division
Bureau: Uniformed Patrol
Division: Uniformed Patrol

Snapshot - Officer information at time of incident:

: 9150
Role: Complaint against
Body worn camera: N/A
Department: Patrol Division
Bureau: Uniformed Patrol
Division: Uniformed Patrol
Squad: [REDACTED]
Unit: Uniformed Partol Squad [REDACTED]
Shift: [REDACTED] Platoon
Rank/title: Police Officer
Age: [REDACTED] Years of employment: Years with unit:
Off duty: No Off duty employed: No

Policy outcome: Not yet entered

Allegations:

Police Vehicle and Equipment - Chapter 4 Article 3 Police Vehicle and Equipment
Apr 17, 2018 Sustained

Actions taken:

UPD Policy and Procedure Violation: Apr 17, 2018 - Verbal counseling Days/hrs suspended/assessed: -
[Action/discipline completed]
Verbal issued by Sgt. Brodt

Charges:

Policy and Procedure Violation 04/17/2018 [UPD Policy] - Patrol Operations Apr 17, 2018

Hearings:

Field Level Counseling 04/17/2018

Officer witnesses:

Police Officer Rocco Zasa [9145/2008000000029]

Officer current info:

Department: Patrol Division
Bureau: Uniformed Patrol
Division: Uniformed Patrol

Snapshot - Officer information at time of incident:

Body worn camera: Yes 9145/Zasa

Summary:

Regarding incident 18-5219, PO Daniel Zayas was operating marked police unit 58 on February 8th 2018 at 1145 Hrs when he was pulling into a parking space in front of [REDACTED] at [REDACTED] Plaza. While pulling into the space in a westerly direction he struck the vehicle parked in a space in front of him which was unoccupied. PO Zayas was verbally counseled on 4/17. He was told he needed to be extremely vigilant and careful when operating his patrol vehicle in emergency and non-emergency mode.

When/where:

Date/time occurred: 11:50

Incident location: [REDACTED] Avenue Utica NY 13502 Precinct: UPD Zone 58
County: Oneida

Linked files:

MVA PD involving PO Daniel Zayas Car 58 Verbally Counseled on 0417 (htm)
DOC042018-04202018071453 (pdf)
DOC042018-04202018071503 (pdf)
DOC042018-04202018071514 (pdf)
DOC042018-04202018071520 (pdf)
DOC042018-04202018071531 (pdf)
DOC042018-04202018071544 (pdf)

Status/assignment information:

Status: Completed Priority: Low

Opened: 02/08/2018 Assigned: 02/08/2018 Due: 03/08/2018

Completed: 04/18/2018

Disposition: Not Within Policy

Unit assigned: Patrol Division

Handled at field/unit level: Yes

Outside/file investigator: Brodt, Howard Lieutenant [2003000000004 / 0875]

Investigator assign: Un-assigned

Supervisor assign: Un-assigned

Source of information: Email

Organizational component(s):

Department: Patrol Division
Bureau: Uniformed Patrol
Division: Uniformed Patrol
Squad: [REDACTED]
Unit: Uniformed Partol Squad C [REDACTED]
Shift: [REDACTED] Platoon

Critical incident related

Nature of crisis:

Behavior(s):

Technique(s) used:

Disposition(s)

Force/violence:

Entered by: Sgt Hiram Rios on Apr 18, 2018 at 11:57

From: hbrodt
Sent: Wednesday, April 18, 2018 8:26 AM
To: Professional Standards Distribution List; sdougherty; dcinque
Subject: MVA PD involving PO Daniel Zayas Car 58 / Verbally Counseled on 04/17

Sirs,

Regarding incident 18-5219, PO Daniel Zayas was operating marked police unit 58 on February 8th 2018 at 1145 Hrs when he was pulling into a parking space in front of [REDACTED] at [REDACTED] Plaza. While pulling into the space in a westerly direction he struck the vehicle parked in a space in front of him which was unoccupied. PO Zayas was verbally counseled on 4/17. He was told he needed to be extremely vigilant and careful when operating his patrol vehicle in emergency and non-emergency mode.

Respectfully,

Sgt. Howard Brodt

Department of Public Safety

BUREAU OF POLICE

413 Oriskany Street West, Utica New York 13502

Date: March 29th 2018

Subject: Motor Vehicle Accident involving car 58

To: Chief of Police
Mark W. Williams

Summary:

On March 29th 2018, I reviewed an investigation completed by Sgt. Howard Brodt in relation to a motor vehicle accident (involving car 58), in the parking lot at [REDACTED] Ave., near [REDACTED]

Investigation:

On February 8th 2018 at approximately 1145hrs, PO Daniel Zayas (car 58) was pulling into a parking spot in the lot of [REDACTED], when he collided with another vehicle [REDACTED]. The [REDACTED] was parked and unoccupied at the time of the collision. There was no damage to car 58 and the [REDACTED] suffered some minor scratches. PO Rocco Zasa (Zayas' partner) secured photographs of the vehicles/scene. PO Eric White (car 51) responded to the scene and took an accident report. The owner of the [REDACTED], [REDACTED] was not on scene, but has since been notified. Zayas was determined to be at fault for the accident and took responsibility for his actions.

Findings:

Based upon his investigation, Brodt found that Zayas violated the following section(s) of our procedural manual:

Chapter Eight, Article One, Professional Standards of Conduct and Ethics

1.14 PERFORMANCE AND ATTENTION TO DUTY:

EE. Departmental Vehicles/Operation/Care/ Personal Use/MV Accident/Reporting;

2. Employees shall operate departmental vehicles in a careful and prudent manner, and shall obey all laws and departmental directives pertaining to such operation.

***Based upon my review of Zayas' disciplinary history, I recommend that he receives a verbal counseling for his indiscretion.**



Lt. Sean Dougherty #2553
B Platoon Commander

DEPARTMENT OF PUBLIC SAFETY

BUREAU OF POLICE

413 Oriskany Street West

Utica, New York 13502

02/08/2018

INTRA-AGENCY MEMORANDUM

SUBJECT: RMS 18-5218 MVA Involving Car 58 / PO Daniel Zayas / [REDACTED]

TO: Chief of Police: Mark W. Williams

On the above date, February 8th 2018, I, Sgt Howard Brodt reported for duty, assigned to the Uniformed Patrol Division, Platoon [REDACTED] Squad 2 unit 40 for the shift hours of [REDACTED] - [REDACTED] Hrs.

Summary:

At approximately 1140 Hrs on February 8th I was contacted by PO Zasa over my cell phone. He stated that his recruit officer PO Zayas was pulling into a parking space at [REDACTED] in front of the [REDACTED] as they were stopping in to grab a couple of slices. I was told that PO Zayas was pulling into a parking spot in a westerly direction when he misjudged the distance of the vehicle parked in a spot directly in front of him and struck the rear of the vehicle.

Investigation:

This officer responded to the scene of the accident. I ensured that photos of the scene and of the vehicles were taken. I also inspected the immediate area for any cameras. I found none that would cover the area in the lot where the accident occurred. There were no apparent witnesses to this accident.

Fleet maintenance found that there was no damage to car 58 hence there is no repair estimate to attach to this investigation.

The vehicle that was struck [REDACTED] only had superficial scratches that were barely visible, there was no structural damage to the vehicle.

The registered owner [REDACTED] was not on-scene but has since been notified.

PO White responded to the scene to complete the TRACS accident report. PO Zayas was faulted in the report for driver inattention.

TRACS accident included in this investigative packet.

Findings:

The facts of this accident are not in dispute and are verified and documented in the IA memos of both Zayas and Zasa. PO Zayas was pulling into a parking space at [REDACTED] in front of [REDACTED] misjudged the distance of the vehicle parked in front of him and struck the rear of same. He was faulted for the accident in the TRACS report.

NAME: Sgt. [Signature] (Howard Brodt)RANK: Jst.

PO Daniel Zayas was found to be in violation of the Utica Police Department policy and procedure manual:

Section 8 Rules and Regulations

EE. Departmental Vehicles/Operation/Care/ Personal Use/MV Accident/Reporting;

2. Employees shall operate departmental vehicles in a careful and prudent manner, and shall obey all laws and departmental directives pertaining to such operation.

Ancillary Issues: N/A

NAME: Sgt. 141 B — (Howard Brody)

RANK: Sgt.

DEPARTMENT OF PUBLIC SAFETY

BUREAU OF POLICE

413 Oriskany Street West

Utica, New York 13502

02/11/2018

INTRA-AGENCY MEMORANDUM

SUBJECT: Recruit Daniel Zayas motor vehicle accident in car 58.

TO: Chief of Police: Mark W. Williams

On February 8, 2018 I Rocco Zasa reported to the Utica Police Department for the [REDACTED] hour's shift. I was assigned to Uniform Patrol Division car/zone 58 along with my partner Recruit D Zayas, under Platoon Commander Lieutenant Dougherty.

At around 1145 hours Recruit Officer Zayas was operating our patrol vehicle and we decided that we wanted to have [REDACTED] for lunch located at the shopping center of [REDACTED]

Zayas entered the shopping center parking lot from Euclid Rd, and was traveling west through the parking lot. As Zayas was in front of [REDACTED] he conducted a right turn and then a quick left, pulling in an open parking space. Zayas entered the space traveling west bound and as he was parking our vehicle all of a sudden I heard a noise and I felt our vehicle bump a [REDACTED] style vehicle which was parked facing west bound in a parking space ahead of us.

We then exited our patrol vehicle.

The vehicle in question bearing [REDACTED] was unoccupied and I observed very minor superficial scratches on the rear bumper. The vehicle was dirty from the winter weather and I still did not see any damage.

The front bumper of unit 58 appeared fine and I observed a scuff on the license plate.

I contacted Sgt. Brodt and advised him of the incident and he was then en route to our location.

While waiting for Sgt. Brodt an unknown male walked to the vehicle involved and Officer Zayas advised that he struck the vehicle and the male looked at the rear bumper and advised he wanted nothing done and he did not see any damage. The male in question seemed to be in a hurry and Zayas advised him to remain on scene. The male in question advised he needed to get his friend from the [REDACTED] and that he would park the vehicle once done. This subject then picked up another male from in front of the [REDACTED] which was about 30 feet from our location, then parked the vehicle behind us facing east bound and then walked in to [REDACTED]

Sgt. Brodt and Officer White arrived on scene and they were briefed of the incident.

I secured photographs in which were uploaded to the Crime scene everyone folder under this incident number.

while on scene we waited for the male in question to return however a male by the name of [REDACTED] arrived on scene and he advised us that he received a call from the registered owner of the involved vehicle and the

NAME: Rocco Zasa ZASA #9145

RANK: Patrolman

however the attempt was unsuccessful.

had a valid NYS driver's license and he took possession of the vehicle.

Officer White completed the MV104A report and per Sgt. Brodt we responded to HQ to meet fleet maintenance. Fleet maintenance employee Perrotta met us at HQ and after looking over unit 58 he deemed safe and operable. Perrotta requested we clean off the front bumper, in which we did and he then inspected at same again and advised the unit was fine and cleared it for road use.

We then responded to residence of St, in an attempt to make contact with her but again the attempt was negative.

I was finally able to make contact with the daughter of who advised she operates the vehicle and she and her mother were aware of the incident. was advised how to obtain the MV104A report and she appreciated the service.

MV104A report completed by Officer White.

In my opinion I feel Zayas simply misjudged the distance while parking.

NAME: James ZASA #9145

RANK: Patrolman

DEPARTMENT OF PUBLIC SAFETY

BUREAU OF POLICE

413 Oriskany Street West

Utica, New York 13502

February 15th 2018

INTRA-AGENCY MEMORANDUM

SUBJECT: MVA involving Car 58

TO: Chief of Police: Mark W. Williams

On Thursday February 8th, 2018 I, PO D. Zayas reported for duty to the uniform patrol division of the Utica Police Department for the [REDACTED] tour of duty assigned to car 58 along with my partner PO Zasa, per the platoon commander Lt. Dougherty

At approximately 1145 hours we pulled into [REDACTED], where we were going to [REDACTED] to get lunch. I was driving the vehicle at the time, when I pulled into a parking spot, I misjudged the distance and pulled too far forward and bumped the rear bumper of a parked vehicle bearing a NY [REDACTED]

Within approximately 5 minutes after the incident the driver of the vehicle approached his vehicle, at this time I made contact with the individual and advised him that I had just bumped this vehicle. He stated that this was not his vehicle and that it was his sisters. He then checked the rear bumper of his vehicle and stated that there were no damages and he did not want to proceed further with the incident. He then moved his vehicle to a different spot and left the area on foot.

There was no visible damage to the [REDACTED]. Front license plate of Patrol Vehicle 58 has a small scuff.

Photographs were then taken of the patrol vehicle and the [REDACTED]

PO White completed a MV104-a

Sergeant Brodt was on scene

NAME: PO Zayas, D 9150

RANK: Recruit Officer

Training Course Summary

Print Date: August 07, 2020

Course Information

Course NO	Title	Type	Prerequisites			Comments
			Credits	Hours	Course 1	
20180000000036	2018 April In Service/EVOC	In Service	0.00	8.00	Course 2	EVOC Instructors: Geddes, Berger, Howe, Grande, Acquaviva

Course Schedule

Schedule

Class ID	Start Date/Time	End Date/Time	Company	Course Location
	04/09/2018 08:00	04/09/2018 16:00		
	04/17/2018 08:00	04/17/2018 16:00		
	04/19/2018 08:00	04/19/2018 16:00		
	04/23/2018 08:00	04/23/2018 16:00		
	04/25/2018 08:00	04/25/2018 16:00		
	04/27/2018 08:00	04/27/2018 16:00		

Instructor

Reserve Date	Course Category	Serial ID	Notes
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Training Course Summary

Print Date: August 07, 2020

Course Information

<u>Course NO</u>	<u>Title</u>	<u>Type</u>	<u>Prerequisites</u>			<u>Comments</u>
			<u>Credits</u>	<u>Hours</u>	<u>Course 1</u>	
2019000000005	2018 December Inservice	In Service	0.00	8.00	<u>Course 2</u>	Active Shooter/ Inv Amerosa

Course Schedule

Schedule

<u>Class ID</u>	<u>Start Date/Time</u>	<u>End Date/Time</u>	<u>Company</u>	<u>Course Location</u>
	12/03/2018 08:00	12/03/2018 16:00		
	12/07/2018 08:00	12/07/2018 16:00		
	12/11/2018 08:00	12/11/2018 16:00		
	12/17/2018 08:00	12/17/2018 16:00		
	12/19/2018 08:00	12/19/2018 16:00		
	12/21/2018 08:00	12/21/2018 16:00		

Instructor

<u>Instructor</u>	<u>Reserve Date</u>	<u>Course Category</u>	<u>Serial ID</u>	<u>Notes</u>
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Training Course Summary

Print Date: August 07, 2020

Course Information

Course NO	Title	Type	Credits	Hours	Course 1	Course 2	Comments
20180000000009	2018 February In-Service	In Service	0.00	0.00			CPR/Cultural Diversity/Workplace Violence-Sexual Harassment

Course Schedule

Schedule

Class ID	Start Date/Time	End Date/Time	Company	Course Location
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	02/02/2018 08:00	02/02/2018 16:00		
	02/06/2018 08:00	02/06/2018 16:00		
	02/08/2018 08:00	02/08/2018 16:00		
	02/12/2018 08:00	02/12/2018 16:00		
	02/16/2018 08:00	02/16/2018 16:00		
	02/22/2018 08:00	02/22/2018 16:00		

Instructor

Reserve Date	Course Category	Serial ID	Notes
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Training Course Summary

Print Date: August 07, 2020

Course Information

Course NO	Title	Type	Credits	Hours	Course 1	Course 2	Comments
2018000000001	2018 January Inservice UOF/Person With Diss.	In Service	0.00	8.00			Use of Force and Person with disabilities.

Course Schedule

Schedule

Class ID	Start Date/Time	End Date/Time	Company	Course Location
	01/03/2018 08:00	01/03/2018 16:00		
	01/05/2018 08:00	01/05/2018 16:00		
	01/09/2018 08:00	01/09/2018 16:00		
	01/11/2018 08:00	01/11/2018 16:00		
	01/19/2018 08:00	01/19/2018 16:00		
	01/25/2018 08:00	01/25/2018 16:00		

Instructor

Instructor	Reserve Date	Course Category	Serial ID	Notes
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Training Course Summary

Print Date: August 07, 2020

Course Information

<u>Course NO</u>	<u>Title</u>	<u>Type</u>	<u>Prerequisites</u>			<u>Comments</u>
			<u>Credits</u>	<u>Hours</u>	<u>Course 1</u>	
2019000000004	2018 September Inservice	In Service	0.00	0.00		Firearms/ Inv Amerosa

Course Schedule

Schedule

<u>Class ID</u>	<u>Start Date/Time</u>	<u>End Date/Time</u>	<u>Company</u>	<u>Course Location</u>
	09/10/2018 08:00	09/10/2018 16:00		
	09/14/2018 08:00	09/14/2018 16:00		
	09/18/2018 08:00	09/18/2018 16:00		
	09/20/2018 08:00	09/20/2018 16:00		
	09/24/2018 08:00	09/24/2018 16:00		
	09/28/2018 08:00	09/28/2018 16:00		

Instructor

<u>Reserve Date</u>	<u>Course Category</u>	<u>Serial ID</u>	<u>Notes</u>
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Training Course Summary

Print Date: August 07, 2020

Course Information

Course NO	Title	Type	Prerequisites			Comments
			Credits	Hours	Course 1	
2019000000007	2019 Feb Inservice	In Service	0.00	8.00	Course 2	Legal Updates/ Alcohol awareness/ EAP services

Course Schedule

Schedule

Class ID	Start Date/Time	End Date/Time	Company	Course Location
	02/05/2019 08:00	02/05/2019 16:00		
	02/07/2019 08:00	02/07/2019 16:00		
	02/11/2019 08:00	02/11/2019 16:00		
	02/15/2019 08:00	02/15/2019 16:00		
	02/21/2019 08:00	02/21/2019 16:00		
	02/25/2019 08:00	02/25/2019 16:00		

Instructor

Instructor	Reserve Date	Course Category	Serial ID	Notes
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Training Course Summary

Print Date: August 07, 2020

Course Information

<u>Course NO</u>	<u>Title</u>	<u>Type</u>	<u>Prerequisites</u>				<u>Comments</u>
			<u>Credits</u>	<u>Hours</u>	<u>Course 1</u>	<u>Course 2</u>	
2019000000003	2019 January Inservice	In Service	0.00	8.00			Infectious Disease (Phil Taurisano UFD)/Use of Force(LT Holt)/ DV/Work place violence/Sexual Harassment (PO Jess Dodge)

Course Schedule

<u>Schedule</u>	<u>Class ID</u>	<u>Start Date/Time</u>	<u>End Date/Time</u>	<u>Company</u>	<u>Course Location</u>
		01/08/2019 08:00	01/08/2019 16:00		--
		01/10/2019 08:00	01/10/2019 16:00		--
		01/14/2019 08:00	01/14/2019 16:00		--
		01/16/2019 08:00	01/16/2019 16:00		--
		01/18/2019 08:00	01/18/2019 16:00		--
		01/24/2019 08:00	01/24/2019 16:00		--

<u>Instructor</u>	<u>Reserve Date</u>	<u>Course Category</u>	<u>Serial ID</u>	<u>Notes</u>
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Training Course Summary

Print Date: August 07, 2020

Course Information

<u>Course NO</u>	<u>Title</u>	<u>Type</u>	<u>Credits</u>	<u>Hours</u>	<u>Course 1</u>	<u>Course 2</u>	<u>Comments</u>
2019000000031	2019 May Inservice Firearms	In Service	0.00	8.00			Lead Instructor Inv. Amerosa

Course Schedule

Schedule

<u>Class ID</u>	<u>Start Date/Time</u>	<u>End Date/Time</u>	<u>Company</u>	<u>Course Location</u>
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05/06/2019 05:00 05/06/2019 13:00

05/08/2019 05:00 05/08/2019 13:00

05/10/2019 05:00 05/10/2019 13:00

05/16/2019 05:00 05/16/2019 13:00

05/20/2019 05:00 05/20/2019 13:00

05/24/2019 05:00 05/24/2019 13:00

Instructor

<u>Reserve Date</u>	<u>Course Category</u>	<u>Serial ID</u>	<u>Notes</u>
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Training Course Summary

Print Date: August 07, 2020

Course Information

Course NO	Title	Type	Credits	Hours	Course 1	Course 2	Comments
2019000000050	2019 November inservice defensive Tac	In. Service	0.00	8.00			Defensive tactics/ CIT/Sexual Harassment / Critical Incident and continuity / Supervisor performance Eval training

Course Schedule

Schedule	Class ID	Start Date/Time	End Date/Time	Company	Course Location
		11/04/2019 08:00	11/04/2019 16:00		
		11/08/2019 08:00	11/08/2019 16:00		
		11/12/2019 08:00	11/12/2019 16:00		
		11/14/2019 08:00	11/14/2019 16:00		
		11/18/2019 08:00	11/18/2019 16:00		
		11/22/2019 08:00	11/22/2019 16:00		

Instructor	Reserve Date	Course Category	Serial ID	Notes
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Training Course Summary

Print Date: August 07, 2020

Course Information

Course NO	Title	Type	Prerequisites			Comments
			Credits	Hours	Course 1	
2019000000032	2019 Patrol Rifle Inservice	In Service	0.00	8.00	Course 2	Inv Amerosa Lead Instructor

Course Schedule

Schedule

Class ID	Start Date/Time	End Date/Time	Company	Course Location
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	07/01/2019 08:00	07/01/2019 16:00		
	07/09/2019 08:00	07/09/2019 16:00		
	07/12/2019 08:00	07/12/2019 16:00		
	07/16/2019 08:00	07/16/2019 16:00		
	07/19/2019 08:00	07/19/2019 16:00		
	07/23/2019 08:00	07/23/2019 16:00		
	07/26/2019 08:00	07/26/2019 16:00		
	07/30/2019 08:00	07/30/2019 16:00		

Instructor

Instructor	Reserve Date	Course Category	Serial ID	Notes
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Training Course Summary

Print Date: August 07, 2020

Course Information

Course NO	Title	Type	Credits	Hours	Course 1	Course 2	Comments
2020000000002	2020 February in-service	In Service	0.00	8.00			CPR recert/ DV/ Workplace Violence/Sexual Harassment

Course Schedule

Schedule	Class ID	Start Date/Time	End Date/Time	Company	Course Location
		02/04/2020 08:00	02/04/2020 16:00		
		02/10/2020 08:00	02/10/2020 16:00		
		02/12/2020 08:00	02/12/2020 16:00		
		02/20/2020 08:00	02/20/2020 16:00		
		02/24/2020 08:00	02/24/2020 16:00		
		02/26/2020 08:00	02/26/2020 16:00		

Instructor	Reserve Date	Course Category	Serial ID	Notes
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Training Course Summary

Print Date: August 07, 2020

Course Information

Course NO	Title	Type	Prerequisites			Comments
			Credits	Hours	Course 1	
2020000000001	2020 January inservice	In Service	0.00	8.00	Course 2	Discovery/Bail reform/UOF

Course Schedule

Schedule

Class ID	Start Date/Time	End Date/Time	Company	Course Location
	01/07/2020 08:00	01/07/2020 16:00		
	01/13/2020 08:00	01/13/2020 16:00		
	01/15/2020 08:00	01/15/2020 16:00		
	01/21/2020 08:00	01/21/2020 16:00		
	01/23/2020 08:00	01/23/2020 16:00		
	01/29/2020 08:00	01/29/2020 16:00		

Instructor

Instructor	Reserve Date	Course Category	Serial ID	Notes
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Training Course Summary

Print Date: August 07, 2020

Course Information

Course NO	Title	Type	Credits	Hours	Course 1	Course 2	Comments
2019000000030	April 2019 Inservice	In Service	0.00	0.00			Cultural Awareness training Refugee center/ DWI SFST refresher

Course Schedule

Schedule	Class ID	Start Date/Time	End Date/Time	Company	Course Location
		04/02/2019 08:00	04/02/2019 16:00		
		04/04/2019 08:00	04/04/2019 16:00		
		04/08/2019 08:00	04/08/2019 16:00		
		04/12/2019 08:00	04/12/2019 16:00		
		04/18/2019 08:00	04/18/2019 16:00		
		04/22/2019 08:00	04/22/2019 16:00		

Instructor

Instructor	Reserve Date	Course Category	Serial ID	Notes
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Course Information

Course NO	Title	Type	Credits	Hours	Course 1	Course 2	Comments
2017000000089	ET School	State Sponsored Certifications	0.00	80.00			

Course Schedule

Schedule	Class ID	Start Date/Time	End Date/Time	Company	Course Location
		12/11/2017 08:00	12/22/2017 16:00		

Instructor

Instructor	Reserve Date	Course Category	Serial ID	Notes
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Training Course Summary

Print Date: August 07, 2020

Course Information

Course NO	Title	Type	Credits	Hours	Course 1	Course 2	Comments
2020000000018	FEMA online independent courses	External Organization Sponsored	0.00	8.00			Surveillance Awareness: What You Can Do , Effective Communication, Leadership and Influence , Preparing for Mass Casualty Incidents: A Guide for Schools, Higher Education, and Houses of Worship ,

Course Schedule

Schedule	Start Date/Time	End Date/Time	Company	Course Category	Serial ID	Notes
Class ID	04/15/2020 08:00	04/15/2020 16:00				
Instructor						

Course Information

Course NO	Title	Type	Credits	Hours	Course 1	Course 2	Comments
2018000000045	JUNE 2018 Inservice	In Service	0.00	8.00			Infectious Disease, Barricaded Subject, Legal Updates, Raise the age

Course Schedule

Schedule	Start Date/Time	End Date/Time	Company	Course Category	Serial ID	Notes
Class ID	06/04/2018 08:00	06/04/2018 16:00				
	06/12/2018 08:00	06/12/2018 16:00				
	06/14/2018 08:00	06/14/2018 16:00				
	06/18/2018 08:00	06/18/2018 16:00				
	06/22/2018 08:00	06/22/2018 16:00				
Instructor						

Training Course Summary

Print Date: August 07, 2020

Course Information

Course NO	Title	Type	Credits	Hours	Course 1	Course 2	Comments
20190000000029	June Inservice 2019	In Service	0.00	8.00			Narcan Refresher training/ Leads On-Line training/ Taserrecert

Course Schedule

Schedule	Class ID	Start Date/Time	End Date/Time	Company	Course Location
		06/07/2019 08:00	06/07/2019 16:00		
		06/11/2019 08:00	06/11/2019 16:00		
		06/13/2019 08:00	06/13/2019 16:00		
		06/17/2019 08:00	06/17/2019 16:00		
		06/21/2019 08:00	06/21/2019 16:00		
		06/27/2019 08:00	06/27/2019 16:00		

Instructor

Reserve Date	Course Category	Serial ID	Notes
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Course Information

Course NO	Title	Type	Credits	Hours	Course 1	Course 2	Comments
20180000000040	Patrol Rifle July 10-13	State Sponsored Certifications	0.00	32.00			Inv Amerosa Lead Instructor

Course Schedule

Schedule	Class ID	Start Date/Time	End Date/Time	Company	Course Location
		07/11/2018 08:00	07/13/2018 16:00		

Instructor

Reserve Date	Course Category	Serial ID	Notes
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Training Course Summary

Print Date: August 07, 2020

Course Information

Course NO	Title	Type	Prerequisites		
			Credits	Hours	Course 1
2020000000023	TASER Inservice	In Service	0.00	4.00	Course 2

Course Schedule

Schedule

Class ID	Start Date/Time	End Date/Time	Company	Course Location
	04/03/2020 08:00	04/03/2020 12:00		
	04/06/2020 08:00	04/06/2020 12:00		
	04/07/2020 08:00	04/07/2020 12:00		
	04/14/2020 08:00	04/14/2020 12:00		
	04/15/2020 08:00	04/15/2020 12:00		
	04/16/2020 08:00	04/16/2020 12:00		
	04/20/2020 08:00	04/20/2020 12:00		
	04/23/2020 08:00	04/23/2020 12:00		
	04/24/2020 08:00	04/24/2020 12:00		
	04/28/2020 08:00	04/28/2020 12:00		
	04/30/2020 08:00	04/30/2020 12:00		

Instructor

Instructor	Reserve Date	Course Category	Serial ID	Notes
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