

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: Steven James Gray

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) Steven Gray	ID # 3570	RANK PO	DIVISION/UNIT Patrol
DUTY ASSIGNMENT (I.E. DESK, STREET PATROL, BOOKING) Street Patrol	PERIOD COVERED Annual	FROM 1-1-19	TO 12-31-19

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)

4	PERSONAL APPEARANCE	3	COMMAND PRESENCE	3	REPORT WRITING ABILITY	4	INTERPERSONAL SKILLS (VERBAL)
3	RESPONSIVENESS TO SUPERVISION	4	ATTENDANCE	2	RELIABILITY	4	PERFORMANCE UNDER STRESS
2	PERFORMANCE	4	PUNCTUALITY	3	INVESTIGATIVE/PROBLEM SOLVING SKILLS		
2	JUDGMENT	3	CARE AND USE OF EQUIPMENT	3	KNOWLEDGE OF LAWS, POLICIES, ETC		

2. DAYS LOST DURING PERIOD COVERED BY THIS REPORT

SICK: 0 INJURED ON-DUTY: 0 INJURED OFF-DUTY: 0 OTHER: 0 TOTAL OCCURENCES: 0

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.)

Punctuality- During this rating period Officer Gray has been punctual and on time for his tour of duty.

Personal Appearance- During this rating period Officer Gray's boots and duty belt were polished to an acceptable level.

Attendance- Officer Gray did not utilize any sick days during this rating period.

Interpersonal Skills- On January 9th, a Commander from the Albany County Sheriff's Office called the lieutenants office regarding Steven Gray. Commander Wood stated that Officer Gray handled a traffic accident for his daughter the other day. Wood stated that Officer Gray was professional, courteous, and he did a great job.

Reliability- In the month of January Officer Gray had multiple cases over 30 days in case management. These cases are supposed to be closed out under thirty days.

Performance Under Stress- Officer Gray responded to a domestic on February 9th with other police officers. While on scene a suspect suddenly appeared brandishing a knife in an aggressive manner. Officer Gray drew his duty weapon, gave verbal commands and kept his composure. The situation on scene was very close to needing lethal force, but the officers performed well under stress and were eventually able to take the suspect into custody without force.

Performance- On March 30th, Officer Gray was the Booking Officer. While he was the doorman he failed to properly search and or identify narcotic pills in a prisoner's property. Officer Gray sent the prisoner to Oneida County Jail with 70 Oxycotin pills.

Investigative Skills- Needs to continue to work hard and gain more experience as an officer.

Knowledge of Laws & Policies- Officer Gray needs to continue to study laws and policies to enhance his ability as a police officer.

Officer Gray was issued a letter of reprimand for an off duty incident that occurred on August 11th, at [REDACTED]. The investigation found that Gray was in violation of New York State ABC Law, by being inside the business at 0445 hour and consuming alcohol.

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

Officer Gray had a full year of positives and negatives. Gray is a young officer that has the ability to be a skilled officer. Gray will learn from his mistakes and will only improve as the years continue. Officer Gray needs to continue to study laws and policies to enhance his ability as a police officer.

(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: Lt. James Holt

Signature James Holt / James R. Holt Jr. Rank Lt. Date 1-21-20
Print / Signature

7. SUPERVISOR REVIEWING WITH EMPLOYEE: Name: Sgt. Benny Perra

Signature B. Perra / [Signature] Rank Sgt. Date 1-21-20
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 STEVEN Gray [Signature] Rank PO Date 1/28/20
Print / Signature

PERFORMANCE EVALUATION REPORT

NAME (FIRST, LAST, MI) Steven Gray	ID # 3570	RANK PO	DIVISION/UNIT Patrol/C-3
DUTY ASSIGNMENT (I.E. DESK, STREET PATROL, BOOKING) Street Patrol	PERIOD COVERED Annual	FROM 3-9-18	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)

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

2. SUPERVISORY PERSONNEL ONLY

LEADERSHIP
QUALITIESEFFECTIVENESS OF
DELEGATIONTRAINING/COACHING
OF SUBORDINATESEVALUATION 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.)

Punctuality- During this rating period Officer Gray has been punctual and on time for his tour of duty.

General Appearance- During this rating period Officer Gray's boots and duty belt were polished to an acceptable level.

Attendance- Officer Gray utilized three sick days during this rating period.

Interaction with the Public- Officer Gray conducts himself in a professional manner at work and while on the street.

Command Presence- Officer Gray needs to improve on command presence.

Communication Skills (Verbal)- Officer Gray also needs to improve on his verbal communication skills when interacting with the public.

Investigative Skills- Officer Gray is a new officer that needs to continue to work hard and gain more experience as an officer. There are no major concerns with Gray right now, but he still needs to gain more experience in investigative skills and problem solving skills.

Knowledge of Laws & Policies- Officer Gray needs to continue to study laws and policies to enhance his ability as a police officer.

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

Officer Gray needs to continue to study laws and policies to enhance his ability as a police officer. Officer Gray needs to improve on his command presence when there is a need for it on the street. Being a new officer, Gray needs to work hard, be proactive, and continually improve his communication skills as a police officer.

(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: Donald Cinque

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

6. SUPERVISOR REVIEWING WITH EMPLOYEE: Name: Benny Perra

Signature B. Perra / Benny Perra 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 [Signature] Rank Police Officer Date 1/16/19
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:
Gray, Steven J

FROM: (Check only one)

☒ City ☐ County ☐ Town ☐ Village or District

ADDRESS:

DEPARTMENT:
Police Department

TITLE OF POSITION:
Police Officer

SALARY:
\$ 67,038.

NAME AND TITLE OF LAST EMPLOYEE IN POSITION:

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

DATE OF BIRTH:

SOCIAL SECURITY NUMBER:

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

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
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

From: To:

Give facts under Remarks
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Submt form MSD-222
Indicate new saalry
Give facts under Remarks
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:
Gray, Steven J

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:

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:
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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
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☐ Change in Classification
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☐ Other

From: To:

Give facts under Remarks
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Submt form MSD-222
Indicate new saalry
Give facts under Remarks
Give facts under Remarks

Remarks: (Continue on back if necessary)

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

Longevity inc. eff. 6/19/19

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

Appointing Officer

Title

Address



Chief of Police

CERTIFICATE
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(Date)

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SUPPLEMENTARY PAYROLL CERTIFICATION AND
REPORT OF PERSONNEL CHANGE

DATE

MONTH 06 DAY 19 YEAR 2019

TO:
Utica Civil Service Commission

NAME OF EMPLOYEE:
Gray, Steven J

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:

Check Nature of Personnel Change

Date Effective

Action Necessary by Appointing Officer:

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☐ Permanent
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☐ Permanent Promotion
☐ Provisional Promotion
☐ Non-Competitive Class
☐ Exempt Class
☐ Labor Class

From: To:
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Return report of Certification
Attach application (MSD-330)
State length of employment
Give facts under Remarks
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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
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☐ Change in Name
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Give facts under Remarks
Give facts under Remarks

Remarks: (Continue on back if necessary)

Longevity inc. eff. 6/19/19

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

Longevity inc. eff. 6/19/18

New Contract salary changes eff. 4/1/18

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:
Gray, Steven J

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:

Check Nature of Personnel Change

Date Effective

Action Necessary by Appointing Officer:

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☐ Permanent

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☐ For Term of Office

☐ Permanent Promotion

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☐ Non-Competitive Class

☐ Exempt Class

☐ Labor Class

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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

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Submit form MSD-222

Indicate new salary

Give facts under Remarks

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☐ Resignation

☐ Retirement

☐ Deceased

☐ Removal

☐ Layoff (Lack of Work or Funds)

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☐ Military Leave of Absence

☐ Other Leave of Absence

☐ Transfer

☐ Demotion

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☐ Reinstatement

☐ Change in Classification

☐ New Position

☒ Change in Salary

☐ Change in Name

☐ Other

4/1/19

Remarks: (Continue on back if necessary)

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

Longevity inc. eff. 6/19/18

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

Appointing Officer

Title

Address

Mark H. Williams

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:
Gray, Steven J

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:

Check Nature of Personnel Change

Date Effective

Action Necessary by Appointing Officer:

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☐ Permanent
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☐ Permanent Promotion
☐ Provisional Promotion
☐ Non-Competitive Class
☐ Exempt Class
☐ Labor Class

From: To:
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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
Give facts under Remarks

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

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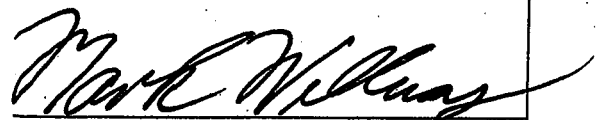
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Submt form MSD-222
Indicate new saaly
Give facts under Remarks
Give facts under Remarks

Remarks: (Continue on back if necessary)

Longevity inc. eff. 6/19/18

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

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 08 YEAR 2018

TO:
Utica Civil Service Commission

NAME OF EMPLOYEE:
Gray, Steven J

FROM: (Check only one)

☒ City ☐ County ☐ Town ☐ Village or District

ADDRESS:

DEPARTMENT:
Police Department

TITLE OF POSITION:
Police Officer

SALARY:
\$ 45,790.

NAME AND TITLE OF LAST EMPLOYEE IN POSITION:

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

DATE OF BIRTH:

SOCIAL SECURITY NUMBER:

	Check Nature of Personnel Change	Date Effective	Action Necessary by Appointing Officer:
A P P O I N T M E N T S	<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 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	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)

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

Appointing Officer

Title

Address

Mark H. Williams
Chief of Police

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

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 2017

TO: Utica Civil Service Commission

NAME OF EMPLOYEE:
Gray, Steven J

FROM: (Check only one)

☒ City ☐ County ☐ Town ☐ Village or District

ADDRESS:

DEPARTMENT:
Police Department

TITLE OF POSITION:
Police Officer

SALARY:
\$ 42,317.

NAME AND TITLE OF LAST EMPLOYEE IN POSITION:

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

DATE OF BIRTH:

SOCIAL SECURITY NUMBER:

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)

T
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☐ Resignation

Submit signed resignation

☐ Retirement

Give effective date

☐ Decedent

Indicate date

☐ Removal

Attach copy of proceedings

☐ Layoff (Lack of Work or Funds)

Give facts under Remarks

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☐ 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

Indicate new salary

☐ Change in Name

Give facts under Remarks

☐ 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)

DEPARTMENT OF PUBLIC SAFETY**BUREAU OF POLICE**

413 Oriskany Street West

Utica, New York 13502

9/2/18

INTRA-AGENCY MEMORANDUM**SUBJECT:** PO S. Gray - Request for Secondary Employment as an SRO**TO:** Chief of Police: Mark W. Williams

Sir,

PO Steven Gray who is assigned to C Platoon has submitted a request for secondary employment with the Utica City School District for an SRO position. PO Gray is a very new officer (approximately 1 year of service). PO Gray shows an eagerness to learn, he has a positive approach to his job, and he has not exhibited any major issues / concerns. PO Gray is not a sick time abuser and shows no signs of nonfeasance, malfeasance, and/or misfeasance. I do not believe the SRO position will conflict with PO Gray's primary employment responsibilities associated with the Utica Police Department. Lastly, I do not believe the SRO position will hinder PO Gray's primary employment responsibilities associated with the Utica Police Department.

NAME:

James R. Holt Jr.

RANK:

LT. / 4016

DEPARTMENT OF PUBLIC SAFETY

BUREAU OF POLICE

413 Oriskany Street West

Utica, New York 13502

09/03/2018

INTRA-AGENCY MEMORANDUM

SUBJECT: Utica City School District SRO Canvass

TO: Chief of Police: Mark W. Williams

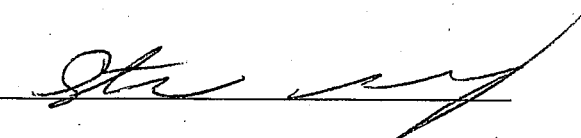
Sir,

I am writing this narrative to request secondary employment to work as an SRO for the Utica City School District. I believe the position of an SRO is an excellent opportunity to interact with the community in a different way than patrol. I believe interacting with children is an excellent way to bridge the gap between police and the community. I believe I could act as a role model to children and can make them see the positive effects of good law enforcement officers. I also am very interested in this position because I believe protecting our children in schools from possible threats is a very serious matter, and a job such as that is something I would like to take part in. I believe that this job will not affect my primary position in patrol, and I can handle both positions with ease. I believe this position will help me become a better police officer within UPD.

Any consideration regarding this is greatly appreciated. Thank you for your time.

Respectfully,
PO Steven Gray
C-3 #3570

NAME:



RANK:

Patrolman

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>Steven Gray</u>	DATE OF APPOINTMENT: <u>6/16/17</u>
SOCIAL SECURITY NUMBER:	<u>[REDACTED]</u>	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] 7/1/18
Signature of Employee Date

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 [REDACTED] on Thursday, March 1st, 2018 at the completion of his tour at 0800 hrs. He will report to [REDACTED] on Monday, March 5th, 2018 at 0745 hrs. for assignment in [REDACTED]

PO David Lentricchia

Will leave [REDACTED] on March 5th, 2018 at the completion of his tour at 1600 hrs. He will report to [REDACTED] on Weds. March 7th at 2345 hours for his tour which will commence at 0000 hrs. on the 8th in [REDACTED]

PO Steven Gray

Will leave [REDACTED] on Wednesday, March 7th, 2018 at the completion of his tour at 0800 hrs. He will report to [REDACTED] March 9th, 2018 at 1545 hrs. for assignment in [REDACTED] His RDO will be March 8, 2018.

PO Marissa Vomer

Will leave [REDACTED] on Tuesday, March 6th, 2018 at the completion of her tour at 0000 hrs. She will report to [REDACTED] on Thursday March 8th, 2018 at 0745 hrs. for assignment in [REDACTED]

PO Daniel Zayas

Will leave [REDACTED] on Monday, March 5th, 2018 at the completion of his tour at 1600 hrs. He will report to [REDACTED] on Tuesday March 6th at 1845 hrs. for assignment in the [REDACTED]

PO Amanda Maciol

Will leave the [REDACTED] on Saturday, March 3rd, 2018 at the completion of her tour at 0800 hrs. She will report to [REDACTED] on Tuesday March 6th, 2018 at 0745 hrs. for assignment in [REDACTED]

PO Brian Comesky

Will remain in [REDACTED]

PO Steven Gomez

Will leave the [REDACTED], March 3rd, 2018
at the completion of his tour at 0300 hrs. He will report to
[REDACTED] on Monday March 5th at
2345 hours for his shift which will commence at 0000
hours on March 6th, 2018 for assignment in the [REDACTED]
[REDACTED] 2.

Captain Donald E. Cinque



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, Steven Gray
(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 the purpose of accepting other employment in law enforcement**, 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 **e.g., vacation time, sick time, personal leave, and holiday pay**. If that amount is not sufficient to cover the total cost, I agree to fulfill my obligation to pay any remaining unpaid balances.


Print Name: Steven Gray

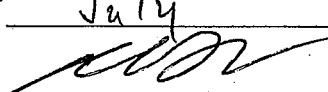
Signature: [Handwritten Signature]

Date: 07/27/17

STATE OF NEW YORK)
 ss:
COUNTY OF ONEIDA)

I, Steven Gray, 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.
I have read the foregoing **New Hire Memorandum of Agreement** and I understand all of the provisions
and conditions set forth therein. I further understand that it is a Contract between the City of Utica and me
and that I agree that I am bound by all of the provisions contained in that Memorandum of Agreement.

Signature 

Sworn to before me this 27th
day of July, 2016 7


Notary Public
Commission Expires: 6/1/2019

MARISSA J. VOMER
Notary Public, State of New York
Reg. # 01VO6325646
Qualified in Oneida County
My Commission Expires June 01, 2019

**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 _____

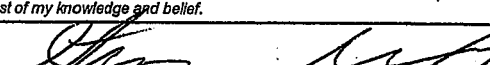
Gray

Date

06/23/17


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)

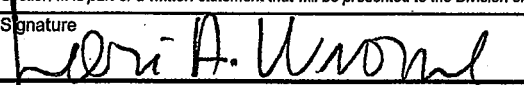
Were you previously a police officer in NYS? Yes <input type="checkbox"/> No <input checked="" type="checkbox"/>	Last Name Gray	First Name Steven	MI [REDACTED]	Date of Birth [REDACTED]	Gender F	Social Security Number [REDACTED]
	Home Residence Mailing Address [REDACTED]		City, State, Zip [REDACTED]		Country 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 06/16/2017

*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.

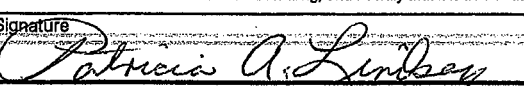
SECTION II - AGENCY INFORMATION (To be completed by the chief law enforcement officer)

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 6/16/17

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 [REDACTED]	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



STEVEN GRAY

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.

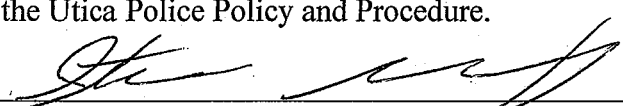
Police officers who have been dishonest are sometimes referred to as "Brady cops." Because of the Brady ruling, prosecutors are required to notify defendants and their attorneys whenever a law enforcement official involved in their case has a sustained record for knowingly lying in an official capacity

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: 16 Day of June, 20 17.

Witness: Name, Rank



UTICA POLICE DEPARTMENT

OFFICE OF THE CHIEF OF POLICE

413 ORISKANY STREET WEST, UTICA, NEW YORK 13502

(315) 223-3400 Fax: (315) 223-3409



MARK W. WILLIAMS
CHIEF OF POLICE

EDWARD NOONAN
DEPUTY CHIEF

October 4, 2019

Dear Officer Gray,

I want to personally thank each one of you for being active in the Utica community and helping raise funds at Applebee's for the Special Olympics. I was pleased to hear that you collected over \$1,500 for the Special Olympics. I'm very proud of your efforts and I appreciate you taking time from your personal life to help out these organizations in need.

Great job! I'm proud of you all!

Sincerely,

Mark W. Williams
Chief of Police

cc: Mayor Robert Palmieri
Deputy Chief Ed Noonan

jmoran

From: mwilliams
Sent: Friday, January 18, 2019 2:46 PM
To: Mayor
Cc: enoonan; dcinque; sgray; jmoran
Subject: FW: Officer Steven Gray

Mayor,

Below is an email that we received from [REDACTED]
[REDACTED], in which he wrote very complimentary of the
actions of Utica Police Officer Steven Gray. [REDACTED] daughter
was involved in an accident that Officer Gray investigated and wrote about
his professionalism towards his daughter.

Great job, Steven!

Megan, please place a copy of this email in Officer Gray's personnel file.

Chief of Police Mark W. Williams



City of Utica Police Department

413 Oriskany Street West

Utica, New York 13502

Office Telephone: (315) 223-3400

E-mail address: [REDACTED]

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Begin forwarded message:

From: [REDACTED] />
Date: January 9, 2019 at 4:44:52 PM EST
To: [REDACTED]
Subject: Officer Steven Gray

Lt.

I hope this is at least close to the right person to send this too! On Tuesday, January 8, 2019 at approx. 17:00, Officer Steven Gray responded to a property damage motor vehicle accident on the "arterial at the first traffic light" (Daughter's Description). This was her first accident as a driver and as you can imagine she was scared and bit emotional. She said that Officer Gray was extremely polite and helpful and helped her make sure her car was drivable and safe. I have been working in public service for almost 30 years and have seen many different personalities from first responders its calming to know there are still true professionals out there. I would like to express my sincere thank you to Officer Gray for not only being a true professional but for watching over my precious daughter. If you could please send this off to him I would appreciate it and if there is anything he needs if he is in the [REDACTED] area let me know. Thank you

[REDACTED]
[REDACTED]
[REDACTED]
[REDACTED]
[REDACTED]

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UTICA POLICE DEPARTMENT

Mayor Robert Palmieri

Chief Mark W. Williams

LETTER FOR FILE

**SERGEANT DAVID POCCIA, OFFICER CHRISTOPHER EVANS,
OFFICER STEVEN GRAY and OFFICER RICHARD LANGE**

On February 9th, 2019, multiple patrol units were dispatched to [REDACTED] regarding a domestic. The dispatch center advised officers in route that the male suspect was in possession of a knife. The patrol units quickly responded to the scene to learn the suspect had already left the residence.

At that point, Sgt. David Poccia, Officer Christopher Evans, Officer Richard Lange and Officer Steven Gray proceeded to conduct the preliminary investigation. While conducting the investigation inside the residence, the suspect returned to the scene wielding a large knife at the officers. The officers drew their duty weapons and immediately gave verbal commands to drop the knife but the suspect did not comply. The suspect then retreated into the basement with the knife and refused to come back upstairs.

The officers on scene were suddenly dealing with an armed barricade situation. This is when the officers, primarily Officer Evans, began to talk with the suspect in an attempt to get him to drop the knife and surrender. Officer Evans initiated and maintained a dialogue with the suspect for 23 minutes before the suspect finally agreed to surrender to officers.

These officers should be recognized for their professionalism and actions under extreme pressure. When the suspect appeared with the knife, it was very close to a lethal force situation. However, these officers utilized their good judgement and training. Officer Evans should also be specifically recognized for his verbal skills and ultimately ending the tense situation through communication.

Dated: May 23, 2019



Mark W. Williams, Chief of Police



TASER Conducted Electrical Weapon TASER Certified End User Certificate

Steven J. Gray

This certifies that the above named individual, Steven J. Gray, has completed the training required and has passed a written examination in the use of the TASER X26 and X26P Conducted Electrical Weapon. By accepting this User Certificate, the Student accepts the terms of the TASER Training Materials License Agreement, incorporated herein by reference, and agrees to be bound by its terms as a Licensee of TASER International, Inc. This certification must be renewed annually.

Instructor: Sgt. Jason Zima #51 Date 01/12/17
Sgt. Jason Zima #51

State of New York

Division of Criminal Justice Services

Municipal Police Training Council

Hereby Acknowledges and Declares that

Steven J Gray

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

Steven J Gray

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

Utica Police Department

Professional Standards

Officer Disciplinary History

Police Officer Steven J. Gray [3570/3570]

Part I - Personal Information

Name: Police Officer Steven J. Gray
: 3570 Badge No: 3570 Hire Dt: 06/19/2017

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

Part II - Discipline History

EF2019-0042 Case #: RMS 19-30664 Internal/Department

UPD Policy and Procedure Violation: Jan 15, 2020: Command Discipline - [Action/discipline completed]

Printed: Aug 12, 2020 09:56 By: Investigator Adam Howe

Internal/Department **IA No: EF2019-0042 Received: Sep 10, 2019**

Case No: RMS 19-30664

Involved citizen:

[REDACTED]

Linked address(s):

: [REDACTED]

Linked phone(s):

Cell: [REDACTED]

Officers involved:

Police Officer Steven J. Gray [3570/3570]

Officer current info:

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

Snapshot - Officer information at time of incident:

: 3570

Body worn camera: No
Department: Patrol Division
Bureau: Uniformed Patrol
Division: Uniformed Patrol
Squad: C-3
Unit: Uniformed Partol Squad C-3
Shift: C Platoon
Rank/title: Police Officer
Age [REDACTED] Years of employment: 2 Years with unit: 1
Off duty: Yes Off duty employed: No

Policy outcome: Not yet entered

Actions taken:

UPD Policy and Procedure Violation: Jan 15, 2020 - Command Discipline Days/hrs suspended/assessed: -
[Action/discipline completed]

Police Officer Richard V Lange [4779/2016000000007]

Officer current info:

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

Snapshot - Officer information at time of incident:

: 2016000000007
Body worn camera: No
Department: Patrol Division
Bureau: Uniformed Patrol
Division: Uniformed Patrol
Squad: C-2
Unit: Uniformed Partol Squad C-2
Shift: C Platoon
Rank/title: Police Officer
Age: [REDACTED] Years of employment: 3 Years with unit: 1
Off duty: Yes Off duty employed: No

Policy outcome: Not yet entered

Summary:

PO Lang and Gray re, [REDACTED]

RMS 19-30644: An internal investigation conducted by the Professional Standards Unit found PO Lange was off duty inside [REDACTED] located at [REDACTED] in the City of Utica on Sunday, August 11, 2019 during the early morning hours. Furthermore, the internal investigation found that PO Lange was drinking alcoholic beverages inside the establishment until 4:45 AM which is a violation of NYS Alcohol and Beverage Control Law section 106 - Prohibited Hours as well as a violation of several departmental policy sections. A Command Discipline Proceeding was convened on 1/25/20, as a result PO Lange was issued a Letter of Reprimand in full satisfaction regarding the above matter.

When/where:

Date/time occurred:

County: Oneida

Linked files:

Garrity for Gray (doc)
Interview Memo Gray (doc)
Narrative (docx)
Preamble Gray (doc)
Command Discipline for PO Gray re RMS 19-30644 (htm)
e-file Command Discipline for PO Lange re RMS 19-30644 (msg)
PO Lange Command Discipline (pdf)
Command Discipline PO Gray (pdf)
Notes (pdf)
[REDACTED] (pdf)
Statement by LC (pdf)
Interview Docs (pdf)
Garity Warning (pdf)

Status/assignment information:

Status: Completed

Opened: 11/06/2019 Assigned: Due: 10/10/2019 Completed: 01/15/2020

Disposition: Sustained

Unit assigned: Un-assigned

Handled at field/unit level: Yes

Outside/file investigator: Holt Jr., James R Lieutenant [2007000000015 / 4016]

Investigator assign: Un-assigned

Supervisor assign: Un-assigned

Source of information:

Organizational component(s):

Department: Patrol Division

Bureau: Uniformed Patrol

Division: Uniformed Patrol

Squad: C-3

Unit: Uniformed Partol Squad C-3

Shift: C Platoon

Critical incident related

Nature of crisis:

Behavior(s):

Technique(s) used:

Disposition(s)

Force/violence:

Entered by: [REDACTED]



PROFESSIONAL STANDARDS UNIT MEMO

TO: PO S. GRAY

From: Professional Standards Unit/Sgt H. Rios/ Inv. A.N. Howe.

Subject: Internal investigation.

DATE: September 16, 2019.

On September 10, 2019, the Professional Standards Unit initiated a pre-cautionary investigation regarding an incident that occurred at [REDACTED] Street [REDACTED] on 8/11/2019 at around 0430 hours. The PSU investigation is focused on the allegations of misconduct regarding RMS 19-30664.

The purpose of this memorandum is to hereby notify you that you are scheduled for an interview with the Professional Standards Unit on Wednesday September 18th, 2019 at 1545 hours.

Pursuant to subdivision two (2) of Section Seventy Five (75) of the Civil Service Law, you are the potential subject of disciplinary action. During any questioning, you have the right to union representation. If you desire union representation, you are directed to make arrangements for such representation and have your representative present with you upon arrival for interview.

As outlined in the Utica Police Department Procedural Manual {Chapter 5, Article 10, Sec. 10.18-B} During administrative internal investigations, all members must cooperate to the fullest. All members are required to answer truthfully and completely. In addition, a member may be required to cooperate in one or more areas. {Chapter 5, Article 10, Sec. 10.13-D} All information related to a Professional Standards Investigation is to be considered sensitive and confidential and not discussed or divulged to any unauthorized person(s).

Professional Standards Investigation Unit: [REDACTED]



CITY OF UTICA

DEPARTMENT OF PUBLIC SAFETY

413 ORISKANY STREET WEST, UTICA, NEW YORK 13502
(315) 223-3400

ROBERT M. PALMIERI
Mayor

Mark Williams
Chief of Police

Garrity Warning

At this time, I am going to question you about your involvement in an off duty activity that occurred at [REDACTED]

This questioning concerns administrative matters relating to the official business of the Utica Police Department. During the course of this questioning, if you disclose information which indicates that you may be guilty of criminal conduct, neither your self-incriminating statements nor the fruits of any self-incriminating statements you make will be used against you in any criminal legal proceedings. Since this is an administrative matter and any self-incriminating information you may disclose will not be used against you in a court of law, you are required to answer my questions fully and truthfully. This requirement is set forth in our Utica Police Department Rules and Regulations, Insubordination Chapter Eight Article One Section 1.10-J and Truthfulness Chapter Eight Article One Section 1.17-H and our departmental regulations requiring employees of this department to comply with all lawful orders. You are entitled to all rights and privileges guaranteed by the Constitution and the Laws of the State of New York State and the Constitution of the United States, including the right to have legal counsel or union representation present with you during this interview. If you refuse to answer all my questions, this in itself is a violation of the rules and procedures of the department, and you will be subject to separate disciplinary action and or termination.

Do you understand what I have just explained to you? YES

Do you have any questions concerning what I have just explained to you? _____

I, STEVEN GRAY, by my signature below, affirm that I have been advised of the "Garrity Warning" and have had its meaning explained to me.

Officer's Signature [Signature] 3570 Date 9/18/19

PBA Representative _____ Date _____

Interviewer/Investigator [Signature] 4042



CITY OF UTICA

DEPARTMENT OF PUBLIC SAFETY

413 ORISKANY STREET WEST, UTICA, NEW YORK 13502

(315) 223-3400

ROBERT M. PALMIERI
Mayor

Mark Williams
Chief of Police

NOTICE OF RIGHT TO UNION REPRESENTATION

This is to advise that, pursuant to Subdivision Two (2) of Section Seventy Five (75) of the Civil Service Law, you are the potential subject of disciplinary action. During any questioning you have the right to representation by your union representative.

If representation is requested, you shall have a reasonable period of time to obtain such representation. If you are unable to obtain such representation within a reasonable period of time, the questioning shall continue without the representation.

The union representative reserves the right to participate in an opening and closing argument. However, he/she will NOT be allowed to disrupt the flow of the interview; continuous interruptions could result in termination of the interview.

If you wish to waive your right to union representation, please sign the waiver below.

WAIVER

This is to confirm that I have been advised of my right to union representation, pursuant to Subdivision (2) of Section (75) of the Civil Service Law.

I knowingly and voluntarily hereby waive my right to union representation.

Employee:

[Signature]
(Signature)

STEVEN GRAY
(Print Name)

15:50 9/18/2019
(Time) (Date)

Administered by:

[Signature]
(Signature)

A.N. HOWE 4047
(Print Name)

(Signature)

(Print Name)



CITY OF UTICA

DEPARTMENT OF PUBLIC SAFETY BUREAU OF POLICE

413 ORISKANY STREET WEST
UTICA, NEW YORK 13502

ROBERT PALMIERI
Mayor

MARK WILLIAMS
Chief of Police

1/15/2020

Officer S. Gray

Platoon

Patrol Division

Officer S. Gray:

An internal investigation conducted by the Professional Standards Unit found you were off duty inside [REDACTED] located at [REDACTED] St. in the City of Utica on Sunday, August 11, 2019 during the early morning hours. Furthermore, the internal investigation found that you were drinking alcoholic beverages inside the establishment until 4:45 AM which is a violation of NYS Alcohol and Beverage Control Law section 106 - Prohibited Hours as well as a violation of several departmental policy sections.

As a result of the investigation it was determined that you have violated Department Procedural Manual as follows:

Chapter 8, Article 1 – Professional Standards of Conduct and Ethics

1.13 Orders and Discipline

1. No member or employee shall violate or attempt to violate a law of the United States of America, or of this state, or any laws or ordinances of the jurisdiction in which he may present, or violate or attempt to violate any authoritative instruction, current directive, rule or regulation, policy or procedure, or any other lawful order. The department's rules and regulations cover all employees, civilian and police officers.
2. Employees shall not knowingly aid, abet, or assist another person in the violation of any of the above.
3. In order to constitute a violation of this rule it is not necessary that a complaint be filed with the department or with a criminal court but only that the facts exist, which would constitute such a violation.

1.17 General Rules of Conduct:

A. Unbecoming Conduct;

1. Employees shall conduct themselves at all times, both on and off-duty, in such a manner as to reflect the highest standards of the law enforcement profession.
2. Employees shall so conduct themselves in both their private and public lives as to avoid bringing discredit upon the Department.
3. Employees shall not engage in conduct on or off duty, which adversely affects the efficiency of the Department, or engage in conduct that has the tendency to impair public respect for the employee and/or the Department and/or impair confidence in the operation

Last Revision Date 6/7/2016

of the Department.

4. Employees shall not participate in any incident involving moral depravity or perversion in their personal and business affairs which impairs their ability to perform as employees of the department or which causes the department to be brought into disrepute.

C. No Connection with Liquor Establishment;

No member shall have a direct or indirect interest in the manufacture or sale of alcoholic beverages, or offer for sale, or recommend to any Alcohol and Beverage Control licensee any alcoholic beverages.

On 1/15/2020, a Command Discipline hearing was commenced. You were offered PBA representation and you accepted/denied. Also present during this hearing was (declined PBA representation). We came to the following resolution.

- A) You accept the findings of the investigation.
- B) You accept responsibility for violating the Departmental Procedural Manual.
- C) You accept this Letter of Reprimand.
- D) You also understand that in the future, this behavior or any other violation of Departmental Rules or Regulations of a similar nature will be subject to further disciplinary action.

You are being furnished a copy of this letter. The original with acknowledgment, signed by you, will be placed in your personnel file.

Don G. Cinque
Capt. D. Cinque

James R. Holt Jr.
Lt. J. Holt Jr.

Officer S. Gray
Officer S. Gray

Declined
PBA Rep.

I acknowledge the content of this letter
and a copy of it has been provided to me.

ahowe

From: jholt
Sent: Sunday, January 26, 2020 9:59 PM
To: Professional Standards Distribution List
Subject: Command Discipline for PO Lange re: RMS 19-30644

Sirs,

PO Lange was subjected to a Command Discipline on 1/25/20 pursuant to an internal investigation regarding an off duty incident (RMS 19-30644). The following note was added to PO Lange's E-File regarding said Command Discipline and subsequent Letter of Reprimand:

8/11/19	Holt	RMS 19-30644: An internal investigation conducted by the Professional Standards Unit found PO Lange was off duty inside [REDACTED] located at [REDACTED] St. in the City of Utica on Sunday, August 11, 2019 during the early morning hours. Furthermore, the internal investigation found that PO Lange was drinking alcoholic beverages inside the establishment until 4:45 AM which is a violation of NYS Alcohol and Beverage Control Law section 106 - Prohibited Hours as well as a violation of several departmental policy sections. A Command Discipline Proceeding was convened on 1/25/20, as a result PO Lange was issued a Letter of Reprimand in full satisfaction regarding the above matter.
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Note: Capt. Cinque has the full investigative packet, he will turn same over to PSU.

Respectfully submitted,
Lt. J. Holt Jr.

From: jholt
Sent: Saturday, January 18, 2020 5:50 PM
To: Professional Standards Distribution List
Subject: Command Discipline for PO Gray re: RMS 19-30644

Sirs,

PO Gray was subjected to a Command Discipline on 1/15/20 pursuant to an internal investigation regarding an off duty incident (RMS 19-30644). The following note was added to PO Gray's E-File regarding said Command Discipline and subsequent Letter of Reprimand:

8/11/19	Holt	RMS 19-30644: An internal investigation conducted by the Professional Standards Unit found PO Gray was off duty inside [REDACTED] located at [REDACTED] St. in the City of Utica on Sunday, August 11, 2019 during the early morning hours. Furthermore, the internal investigation found that PO Gray was drinking alcoholic beverages inside the establishment until 4:45 AM which is a violation of NYS Alcohol and Beverage Control Law section 106 - Prohibited Hours as well as a violation of several departmental policy sections. A Command Discipline Proceeding was convened on 1/15/20, as a result PO Gray was issued a Letter of Reprimand in full satisfaction regarding the above matter.
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Respectfully submitted,
Lt. J. Holt Jr.

Concise OfficerStacked Incidents Listing

Police Officer Steven J. Gray [3570/3570]

: 3570 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
Jan 10, 2018 Officer Rocco Zasa	UOF2018-0007	Use of force [REDACTED]	5	Police
Officer Aaron W Llewellyn		[REDACTED]		Police
Officer Steven J. Gray				Police

This afternoon at 1429 Hrs PO's Aarron Llewellyn, Rocco Zasa and Steven Gray responded to [REDACTED] in order to effect the arrest of [REDACTED] with a signed UCC information for Criminal Contempt 2nd in hand stemming from a domestic incident at that location that took place during the early morning hours. When they attempted to place [REDACTED] into custody he resisted arrest by actively pulling away from officers. Officers used soft hand techniques and a take down in order to place [REDACTED] in custody. I responded to the scene. There were no injuries to any of the officers. [REDACTED] was not injured. [REDACTED] made no complaints regarding this incident.

Jan 11, 2018 Officer Rocco Zasa	UOF2018-0006	Use of force [REDACTED]	5	Police
Officer Steven J. Gray				Police

PO Zasa and PO Gray responded to [REDACTED] regarding an emotionally disturbed person. Once on scene the subject refused to cooperate with the officers causing them to utilized a soft hand / come along in order to force him against a wall. This assisted the officers with gaining a position of advantage over him and allowed them to handcuff him. [REDACTED] (Brother of subject) and [REDACTED] were witnesses to this incident and commended the officers for their restraint. Their interviews were captured on my BWC (2790), therefore supporting depositions were not secured. See officer narratives completed by PO Zasa and PO Gray for further.

Mar 16, 2018 Officer Carlie C Heilig	UOF2018-0036	Use of force [REDACTED]	5	Police
Officer Steven J. Gray				Police

Around 1723 hours Officer Carlie Helig and Officer Steven Gray were dispatched to [REDACTED] regarding some type of dispute involving a knife. Upon arrival on scene the officers met a victim who stated she was physically attacked by [REDACTED]. During Heilig's interview with the suspect, [REDACTED] proceeded to push her in the chest. At this time the officers attempted to place [REDACTED] into custody and she resisted arrest. There were no injuries, [REDACTED] was charged with Harassment 2nd and Resisting Arrest.

Apr 26, 2018 UOF2018-0048
Officer Steven J. Gray

Use of force [REDACTED]

5 Police

This evening, at approximately 1951 hours, PO Gray was assigned to Car 55 and was dispatched to [REDACTED] regarding a larceny in progress. Suspects were described as [REDACTED] stealing baby formula and red bull. PO Gray arrived on scene and stated that the loss prevention officer informed him that the subjects had just stole items and pointed out the two that were in front of the store. PO Gray advised one of the subject to stop and he ignored PO Gray and began to run behind Hannaford. PO Gray engaged in a foot pursuit of the suspect that was pointed out by the LP. PO Gray advised the subject to stop running however he ignored such command. PO Gray then conducted a takedown of the subject and attempted to handcuff him. The suspect refused to place his hands behind his back after being advised to do so. PO Gray used empty hand control techniques and after a brief struggle he was able to handcuff the subject without further incident. The subject is now known to be [REDACTED] was then placed into car 51 and transported to headquarters and charged with Petit Larceny, CPCS 7th and Resisting Arrest. A fact finding investigation was initiated regarding the response to resistance.

Aug 08, 2018 UOF2018-0113
Officer Steven J. Gray

Use of force [REDACTED]

5 Police

On 8/8/18 at approximately 1724 hours while transporting a prisoner, [REDACTED] Ptlm. Gray reached the sally port. While opening the rear door, [REDACTED] charged from the back seat at Gray causing him to be in fear that he was trying to harm him. Ptlm. Gray then used soft hand techniques to push [REDACTED] up against the sally port wall until he was assisted by other officers in escorting him into the station for booking purposes.

[REDACTED] was booked and held on charges for Menacing, Criminal Possession of a weapon regarding RMS 18-32751 and also Menacing 3rd for RMS 18-32756.

Photographs were not able to be secured of [REDACTED] as he was uncooperative and combative. [REDACTED] was not injured.

A response to resistance form was completed by Ptlm. Gray. A response to resistance investigation was initiated under RMS 18-32756.

Respectfully submitted,

Sgt. Joseph W. Cimpi #1415

Sep 07, 2018 PD2018-0002
Benjamin L Perra

UPD Damaged Prop Car/Equip

5 Sergeant

Officer Steven J. Gray

Police

On September 4th, during his tour of duty, Officer Steven Gray reported damage to the driver side front tire of Car 58. Gray stated that he observed a "gash" in the tire side wall. Gray stated that he was not involved in an accident. Due to the tire damage, a supervisor investigation has been initiated and is pending. RMS 18-37414

Sep 23, 2018 UOF2018-0141
Officer Paul C Dewey

Use of force [REDACTED]

5 Police

Officer Michael L Flo Jr.

Police

Officer Steven J. Gray

Police

Officer Marissa J Vomer

Police

Greetings,

On September 22, 2018 Officers Michael Flo and Marissa Vomer were assigned to car/zone 52. At approximately 2057 they conducted a vehicle stop of [REDACTED] regarding VTL violation. Officer Flo approached the driver, who verbally identified himself as [REDACTED]. Officer Vomer was acting as a cover officer and standing on the passenger side of the vehicle. Officer Flo advised [REDACTED] regarding false personation. He went back to his vehicle to conduct checks of [REDACTED]. While seated in his patrol vehicle Officer Flo observed and heard Officer Vomer say "stop." Officer Flo observed the driver exit his vehicle and start fleeing from the stop, traveling southwest. He exited his vehicle and started chasing [REDACTED] along with his partner Officer Vomer. They ran southwest through the parking lot of [REDACTED] and continued running through the parking lot of [REDACTED]. Once in the southwest corner of the parking lot Officer Vomer was able to grab [REDACTED] and utilize a takedown in an attempt to gain control of him. [REDACTED] went to the ground but he immediately got back up and started aggressively resisting arrest. He stood back on his feet and turned his body to the right. He reached back and placed his whole right hand on Officer Flo's duty issued handgun. He started pulling up Officer Flo's handgun in an attempt to remove it out of the holster. Officer Flo struck [REDACTED] hand with his hand to get it off of his weapon, however [REDACTED] still held on to his handgun. Officer Flo was in fear that [REDACTED] was going to remove his handgun out of the holster so he delivered one hard hand strike to [REDACTED] face. [REDACTED] let go of Officer Flo's handgun and Officer Flo initiated another takedown. Once on the ground Officers Flo and Vomer attempted to gain control of [REDACTED]'s arms, however he was actively resisting by placing his hands underneath his body preventing the officers from gaining control of his arms and place him in handcuffs. [REDACTED] repeatedly attempted to get up on his feet and breakaway from the officer's grip. At one point [REDACTED] was able to overpower the officers and get up on his feet. Officer Flo and Officer Vomer initiated another takedown and brought [REDACTED] back to the ground where they continued to struggle with him. [REDACTED] continued to aggressively resist arrest by swinging his elbows, flailing his arms and attempting to stand up. During the struggle he elbowed Officer Vomer in the left cheekbone area and Officer Flo in the right shoulder. Officer Vomer placed her handcuffs on [REDACTED] left wrist, however he continued fighting and they were not able to handcuff [REDACTED] right arm. Unable to gain control of [REDACTED] Officer Flo delivered approximately 5-6 hard hand strikes to the body and head area. Officer Vomer delivered 2 hard hand strikes to [REDACTED] left upper body area. Officer [REDACTED] arrived on scene. Officer Gray was on the right side of [REDACTED] and he grabbed his right arm in an attempt to pull it behind his back. Officer Gray struggled with [REDACTED] who was continuing to actively resist and he was eventually able to break away from his grip and tuck his hand underneath his body. Officer Dewey and Officer Basler arrived on scene. Officer Dewey observed [REDACTED] actively resisting arrest. Other officers were struggling with him and did not have control of both of his arms. Officer Gray delivered several hard hand strikes to the right side of [REDACTED] torso. He was able to grab [REDACTED] right hand, and began attempting to place it behind his back, while giving him verbal commands to stop resisting. Officer Dewey observed a loose handcuff on [REDACTED] left arm. Fearing that he may use the handcuff as a weapon against Officers Flo, Vomer, Gray and himself Officer Dewey delivered several hard hand strikes to [REDACTED] left side of the body and face. [REDACTED] then moved his right hand from underneath his body and attempted to push off of the pavement to get up on his feet. Although [REDACTED] was still resisting Officer Gray was able to place [REDACTED] right arm behind his back, and place a handcuff on [REDACTED] right wrist. [REDACTED] continued to resist by pulling his left hand from underneath his body and attempted to push off of the pavement in order to get the officers off of him and get up on his feet. Officer Dewey observed that one handcuff was open and feared that it could be used as a weapon against them so he delivered several more hand strikes to [REDACTED] face area. Upon delivering these strikes [REDACTED] stopped aggressively resisting arrest, giving officers the opportunity to pull both of his hands behind his back and handcuff him. After [REDACTED] was handcuffed it was determined that his real name was [REDACTED]. Officer Basler and Officer Austin assisted other officers with an area check for any discharged contraband.

Officer Vomer and Officer Flo both lost their body worn cameras during the pursuit. After an extensive search of the area we were able to locate Officer Flo's body worn camera, however Officer Vomer's camera was not located.

I reviewed video footage from all officers involved in this incident. At this time all appears in order..

Jan 17, 2019 UOF2019-0013
Officer Matthew D Schiavi

Use of force [REDACTED]

5 Police
Police

Officer Steven J. Gray

At approximately 11:21 hours [REDACTED] called for police assistance over the radio at the corridor between AB2 and the main building on the second floor for an uncooperative student.

P.O. Gray was the first to arrive on scene and upon engaging the student, [REDACTED] in conversation she became irate and pushed him in the chest. She continued to yell, scream, and become belligerent in the hallway so PO Gray attempted to detain her in handcuffs. While doing so [REDACTED] physically resisted resulting in PO Gray having to physically place her hands behind her back for handcuffing purposes. [REDACTED] then went limp, fell to the ground, and continued her aggressive behaviors. Based on this and [REDACTED] refusal to stand and walk back to the security office, she had to be physically carried by PO Murphy, PO Gray, and PO Schiavo.

Once in the security office, [REDACTED] began to spit on officers and make statements of self-harm and harm to the officers. Based on these statements she was placed under MHL 9.41 custody and transported to St. Elizabeth's Hospital by UFD.

Feb 09, 2019 UOF2019-0022
David M Poccia

Use of force [REDACTED]

5 Sergeant
Police
Police

Officer Richard V Lange

Officer Steven J. Gray

Dispute/Barricaded Subject

Feb 26, 2019 UOF2019-0033
Officer Steven J. Gray

Use of force [REDACTED]

5 Police

This evening, at approximately 2153 hours, Officer S. Gray was assisting in an area check for a suspect involved in a domestic where charges were filed. PO Gray was advised by PO Comeskey that he observed a male matching the suspect's description in the rear parking lot of [REDACTED]. PO Comeskey engaged in a foot pursuit and PO Gray began to assist. PO Gray chased the male behind [REDACTED] and gave verbal commands to stop and show him his hands, however the male disregarded and continued to run. PO Gray chased him over a fence and observed the male fall into a snow bank on [REDACTED]. PO Gray then got on top of the subject and advised him to place his hands behind his back. The subject refused to comply and PO Gray administered one hard hand strike to the back of the male's head in order to gain compliance. The subject was attempting to get up and push off of PO Gray. Additional Officers arrived and assisted with handcuffing the subject while PO Gray held him down. The subject was later identified to be [REDACTED] and not the domestic offender. This subject was a File 5 out of our agency. Photographs were secured and he was asked the necessary questions where he stated he did not have any injuries, other than that he was having trouble breathing due to suffering from asthma. The subject was charged with Walking in the Roadway and held on his CPCS 7th warrant.

Mar 14, 2019 UOF2019-0049
Officer Steven J. Gray

Use of force [REDACTED]

5 Police

At approximately 1331hrs Proctor High School administration staff requested Police to Academy B. Upon PO Gray's arrival he was informed that a male, [REDACTED] was inside the school with no lawful reason to be doing so. He was asked multiple times to leave by both school staff and PO Gray. He was further advised that if he did not do so he would be subject to arrest. [REDACTED] refused all requests and was ultimately advised by school staff and PO Gray that he was under arrest. During the attempted arrest [REDACTED] pulled away from Gray, and was

subsequently taken to the ground. After a brief struggle, he was arrested and ultimately transported to UPD.

Apr 02, 2019	UOF2019-0053	Use of force	5	Sergeant
Kerry Carville		[REDACTED]		Police
Officer Peter A Caruso III				Police
Officer Steven J. Gray				Police
Officer Dino Jukic				

Greetings, This evening, at approximately 2032 hours, PO Caruso, PO Jukic and PO Gray brought a male prisoner into headquarters. I observed these officers in the cage area and the male they brought in was highly uncooperative and was wearing a spit hood. He had a large amount of saliva and blood inside the spit hood. The officers were also wearing spit masks. I was informed that he was spitting once inside the patrol car and refusing to comply with orders given by the officers. I began to hear a struggle inside of the cage area so I exited the Squad Commander's Office and went in to assist. The subject whom I now know to be [REDACTED] appeared to be under the influence of some type of drug as he was staring into space at some points then yelling and tensing up at other moments. After a few attempts to get him to sit on the bench he refused. It was then decided that we would need to place him into the restraint chair as he was trying to kick, spit and thrash his body around. PO Caruso, PO Jukic, PO Gray and I had to his soft empty hand control to get [REDACTED] into the restraint chair. We all applied pressure to [REDACTED] body parts in order to get him secured into the restraint chair. [REDACTED] was trying to kick and prevent us from securing him. At one point [REDACTED] turned his head in my direction and spit his bloody saliva into my face. I then used a hard hand strike to [REDACTED] to prevent him from spitting in my face again. We were then able to restrain his legs, however due to his violent actions we left his hands handcuffed to the rear until he calmed down. Once he appeared calm we removed the handcuffs and placed his hands into the restraint chair without further incident. [REDACTED] was taken into custody regarding a domestic burglary from [REDACTED] and subsequently charged with same (See RMS # 19-11333). I also charged [REDACTED] with Harassment 2nd under RMS # 19-11343. A fact finding investigation was initiated regarding the response to resistance.

Apr 10, 2019	UOF2019-0054	Use of force	5	Police
Officer Steven J. Gray		[REDACTED]		Police
Officer David V Lentricchia				

PO Gray was dispatched to the above location regarding a domestic incident (Related RMS #19-12442) and was informed by dispatch that there were felony charges (Robbery) out of NHPD from earlier in the day for the above defendant. PO Gray while en route confirmed this over the phone with NHPD and they requested that if [REDACTED] was on scene we arrest and hold her for them on their robbery charge. Immediately upon arrival PO Gray exited his vehicle and observed [REDACTED] in the roadway walking towards him. PO Gray pulled his cuffs out and advised [REDACTED] that she was under arrest and [REDACTED] ran back to a vehicle where she attempted to get into the back seat of same. PO Gray caught [REDACTED] at the rear door on the passenger side of this vehicle where [REDACTED] wrapped both her arms around the B-Pillar and resisted the arrest of PO Gray and ignoring his commands for her to give him her hands. Once PO Lentricchia arrived on scene both were able to forcibly remove [REDACTED] from holding on to the vehicle by each utilizing soft hand come alongs to the shoulder/upper arm area of [REDACTED] taking her to the ground where they both were able to secure her into handcuffs. There was a small child in a car seat seated directly behind the drivers seat during this entire response to resistance which hysterical and crying and only inches away from the officers and [REDACTED] as [REDACTED] resisted her arrest.

May 02, 2019	2019-0022	External/Citizen	5	Police
Officer Steven J. Gray		[REDACTED]		

Gentlemen and Lady,

Today I received an External / Primary Complaint against Officer Steven Gray. The complainant is [REDACTED] and it is regarding PO Gray's handling of a domestic incident on April 28th at [REDACTED]. [REDACTED] completed the Civilian Complaint form which I made a copy of and left in the Squad Commander's Office for C Lines and the original was forwarded to the PSU.

Respectfully,
Sgt. A. Berger

Sep 01, 2019 UOF2019-0124
Officer Steven J. Gray

Use of force [REDACTED]

5 Police

Summary:

At approximately 1958 hours several units were dispatched to [REDACTED] regard a welfare check of a male who had just left the scene with a self-inflicted laceration to his wrist. From dispatch the caller stated the male left on his bicycle and that there was bloody everywhere on scene. This Sgt. responded to the area as I was in close proximity to the call and while en route I observed a [REDACTED] who I now know to be [REDACTED] on a bicycle eastbound on [REDACTED] from [REDACTED]. I attempted to make a stop of him to interview same however the [REDACTED] immediately ignored my commands for him to stop and proceeded to try to flee from me. I gave chase in my patrol vehicle and the subject averted all my attempts to cut him off and get him to stop so that I could attempt to evaluate him as I now believed this to be the subject to be the male in question from the [REDACTED] call who was possibly injured. After some time and several attempts by several Officer PO Gray was able to catch up to this male on the [REDACTED] side sidewalk of [REDACTED]. PO Gray ultimately had to utilize a soft/empty hand take down to [REDACTED] who was still on his bicycle and still attempting to be evasive. Once on the ground PO's Ambrose, Gray and Kellogg were able to secure [REDACTED] into handcuffs.

A good size laceration was located immediately on [REDACTED] left wrist and [REDACTED] became very emotional and stated to this Sgt. that he no longer wished to live anymore. UFD was requested to evaluate [REDACTED] self-inflicted laceration to his left wrist as well as for a transport to a hospital as [REDACTED] was under arrest re: MHL 9.41.

UFD arrived on scene and evaluated then transported [REDACTED] to [REDACTED] medical center.

Photographs of the scene and [REDACTED] were secured by Officers Ambrose and Gray and later uploaded into the Crime Scene Folder under this incident number.

Witness statement/deposition from [REDACTED] was also secured by PO Ambrose and made apart to this investigation.

Sep 05, 2019 MVA2019-0010
Officer Steven J. Gray

Vehicle accident

5 Police

On September 5th, at about 2218 hours, Officer Steven Gray (Car 45/Zone 57), was involved in a motor vehicle accident in front of [REDACTED]. Officer Gray was on patrol driving southbound on Brinckerhoff Avenue when he observed multiple four wheelers riding next to him on the sidewalk. Gray slowed his vehicle down because the four wheelers were driving erratically. When Gray slowed his patrol vehicle, a yellow sport four wheeler drove from the sidewalk and rear ended Car 45. After hitting the rear bumper of Car 45 the four wheeler turned back north and then drove eastbound down Eagle Street. Car 45 sustained damage to the rear left bumper, there is a crack in the bumper but the vehicle is drivable. There were two occupants on the suspect four wheeler, but no description of either could be obtained. Oneida County 911 issued a BOLO for the four wheeler and an area check was negative. Officer Gray was not injured and it did not appear any of the occupants on the four wheeler were injured. Photographs were secured and an MV104A is being completed. The Duty Commander (Captain Kelly) was notified and he cleared the vehicle to remain in service due to the minor damage. A supervisor investigation is pending (19-34216).

Sep 10, 2019 EF2019-0042 Internal/Department 5 Police
 Officer Richard V Lange
 Officer Steven J. Gray Police

PO Lang and Gray re, Dick Smith's

RMS 19-30644: An internal investigation conducted by the Professional Standards Unit found PO Lange was off duty inside Dick Smith's Tavern located at 1312 Schuyler St. in the City of Utica on Sunday, August 11, 2019 during the early morning hours. Furthermore, the internal investigation found that PO Lange was drinking alcoholic beverages inside the establishment until 4:45 AM which is a violation of NYS Alcohol and Beverage Control Law section 106 - Prohibited Hours as well as a violation of several departmental policy sections. A Command Discipline Proceeding was convened on 1/25/20, as a result PO Lange was issued a Letter of Reprimand in full satisfaction regarding the above matter.

Dec 19, 2019 2019-0052 External/Citizen 5 Police
 Officer Steven J. Gray
 Officer Patrick M. Husnay Police

On 12/19/19 PSU received a complaint from [REDACTED] via on0line submission in regards to PO Gray and Husney Demeanor.

On 12/19/19 I, Sgt. H. Rios spoke to [REDACTED] at which time he told me that he did not want to make a formal complaint any officer, said, he just wanted them talked to in regards to their interviewing techniques, stating that they never listened to his side of the story in regards to him being asked to leave the hospital by the staff.

Feb 24, 2020 IA2020-0005 External/Citizen 5 Police
 Officer John P Detraglia
 Officer Steven J. Gray Police
 Officer David V Lentricchia Police
 Officer Sado Korman Police
 Officer Patrick J. Wuest Police

On 2/24/20 [REDACTED] responded to the Utica Police Station to make a complaint against officers who responded to an incident that she was involved while at [REDACTED].

1. The allegation alleges that officers told her to go investigate the death of her brother

2. One of the Officers on scene pushed her out of the door forcefully, while she was inside of the store and while she was not under arrest.

Forwarded to Capt Cinque for review

Verbal Counseling to the officers in regards to verbiage used towards Mrs. Rodgers

Mar 11, 2020 UOF2020-0032 Use of force 5 Police
 Officer Steven J. Gray

At approximately 1310hrs Police were contacted to assist with Security with a possible trespass investigation. It was relayed an individual, [REDACTED] entered school without signing in. He was confronted by Security Officer J. Prado who

requested that he sign in multiple times in order to determine if in fact he was a student. [REDACTED] refused all requests and Police were requested.

PO Gray encountered [REDACTED] and attempted to speak with him and direct him to the proper location. [REDACTED] began to swear and become irate. It was still undetermined if in fact [REDACTED] was a student, as he was refusing to provide simple information. He continued his actions causing a crowd to gather.

PO Gray advised him several times to provide his information to determine his school status, as well as to cease his behaviors. [REDACTED] refused to do so and was advised regarding being arrested for Disorderly Conduct. [REDACTED] continued his behaviors and was told he was under arrest. During the arrest procedure he began to pull away from PO Gray and was taken to the ground for handcuffing purposes.

Photographs were secured of [REDACTED] and no complaints of injury were levied.

Jun 27, 2020 UOF2020-0100
Officer Ray L Kellogg Jr.

Use of force

5 Police

Officer Steven J. Gray

Police

On June 27th, 2020 I Steven Gray, reported to the Utica Police Department in full uniform attire for the uniform patrol shift from 1545 to 0000 hours. I was assigned to car/ zone 55, under platoon commander Sgt Goldstein.

At approximately 18:33 hours, I was dispatched to [REDACTED] with unit 52, PO Kellogg, regarding a domestic in progress. While enroute, dispatch advised that the caller was a [REDACTED] and the suspect of the domestic was a [REDACTED]. I know [REDACTED] through many previous encounters as a Utica Police Officer.

Upon arrival, I observed [REDACTED] in the roadway in front of the aforementioned address, yelling at [REDACTED] to leave, who was across the street from the above address. [REDACTED] was yelling back and myself and PO Kellogg asked him if he would come talk to us regarding what was going on. [REDACTED] initially refused and then came towards our direction. [REDACTED] had stated [REDACTED] was at her house, and wished he would leave. See DIR for further regarding the verbal domestic between both parties.

Po Kellogg and I then attempted to speak with [REDACTED], who was uncooperative with officers. We attempted to reason with [REDACTED] to disperse from the area fearing further domestic issues would arise if he did not. [REDACTED] began being extremely verbally abusive towards myself and PO Kellogg and his mother, [REDACTED]. We attempted again to disperse [REDACTED], to which again he refused. Throughout this encounter, [REDACTED] continued to dig in his pockets. PO Kellogg advised [REDACTED] to remove his hands from his pockets, to which he also refused to do. As PO Kellogg stated to [REDACTED] he would then be pat frisked, [REDACTED] ran away from us.

[REDACTED] then began to return to PO Kellogg's and my location, and squared off to us in a fighting stance. [REDACTED] began to scream multiple obscenities extremely loud at officers, including "Take it off the fucking trigger", "Take me motherfuckers", and "Put it back in the fucking trigger!". At this time, I observed multiple people began congregating outside numerous houses on [REDACTED] observing [REDACTED] scream obscenities. It was clear that at this time [REDACTED] was causing a public inconvenience and annoyance.

[REDACTED] was advised to cease his actions or he would be placed under arrest for disorderly conduct. [REDACTED] stated he was not going to jail. [REDACTED] began to walk away from us still yelling obscenities, and then would return to our location. [REDACTED] was then walking in and out of [REDACTED] continually disrupting the flow of traffic.

[REDACTED] continued to stay in the area and yell obscenities and it was clear he was not leaving the area, and that he would be placed under arrest. [REDACTED] has fled on numerous occasions, and another car was requested due to the possibility of same.

[REDACTED] was advised he was under arrest and as soon as I attempted to grab a hold of [REDACTED] he began running from me westbound on [REDACTED]. Myself and PO Kellogg

gave chase west on [REDACTED] to the intersection of [REDACTED]. [REDACTED] began gaining distance and we backed off due to knowing his ID. PO Kellogg advised he would get in unit 52 and he would attempt to corral [REDACTED] to apprehend him. [REDACTED] began making his way back towards our location, and I began to pursue on foot again. I chased [REDACTED] North through intersection of [REDACTED], through the parking lot of [REDACTED]. I then continued to chase [REDACTED] into the [REDACTED], and then East on [REDACTED] in front of [REDACTED]. [REDACTED] ran into a large group of people who stopped him from continuing further. PO Kellogg and I were then able to grab [REDACTED], who continued to resist. [REDACTED] was advised to stop resisting and put his hands behind his back numerous times. Due to [REDACTED] still struggling, a takedown was conducted to gain a position of advantage. Once [REDACTED] was on the ground he continued to resist by refusing to place his hands behind his back. With the assistance of PO Lentricchia, we were able to place [REDACTED] hands behind his back and take him into custody without further incident.

Sgt Gymburch responded and was advised of the response to resistance. I was uninjured in this incident.

[REDACTED] was then taken to the station by unit 51.

At the station, I completed two (2) UCC complaints regarding Disorderly Conduct and Resisting Arrest. [REDACTED] was issued two (2) appearance tickets made returnable to UCC on 8/27/2020 at 0900 hours.

Photographs of [REDACTED] were secured at the station and entered into the crime scene everyone folder under this RMS number.

Use of Force completed.

Narrative report completed.

Case closed by arrest.

Respectfully submitted,
Ptlm Steven Gray
#3570 C-3

Aug 07, 2020 UOF2020-0123
Officer Silas R Frye

Use of force [REDACTED]

5 Police

Officer Steven J. Gray

Police

UOF Inv.

Aug 31, 2020 UOF2020-0116
Officer Steven J. Gray

Use of force [REDACTED]

5 Police

UOF investigation

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	0
External/Citizen	3
Firearm discharge	0
Foil Request	0
Forced entry	0

Generic incident	0
Integrity test	0
Internal/Department	1
K9 Utilization	0
Notice of Claim	0
Personnel Complaints	0
Show of force	0
Stop	0
UPD Damaged Prop Car/Equip	1
Use of force	17
Vehicle accident	1
Vehicle pursuit	0
Total	23

Printed: Aug 12, 2020 09:52

By: [REDACTED]

Training Course Summary

Print Date: August 12, 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>	
2018000000036	2018 April In Service/EVOC	In Service	0.00	8.00	<u>Course 2</u>	EVOC Instructors: Geddes, Berger, Howe, Grande, Acquaviva

Course Schedule

Schedule

<u>Class ID</u>	<u>Start Date/Time</u>	<u>End Date/Time</u>	<u>Company</u>	<u>Course Location</u>
	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

<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 12, 2020

Course Information

Course NO	Title	Type	Prerequisites				Comments
			Credits	Hours	Course 1	Course 2	
2019000000005	2018 December Inservice	In Service	0.00	8.00			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 12, 2020

Course Information

Course NO	Title	Type	Prerequisites		Comments
2018000000009	2018 February In-Service	In Service	Credits	Hours	Course 1
			0.00	0.00	Course 2
					CPR/Cultural Diversity/Workplace Violence-Sexual Harassment

Course Schedule

Schedule

Class ID	Start Date/Time	End Date/Time	Company	Course Location
	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

Instructor	Reserve Date	Course Category	Serial ID	Notes
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Training Course Summary

Print Date: August 12, 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>
2018000000001	2018 January Inservice UOF/Person With Diss.	In Service	0.00	8.00			Use of Force and Person with disabilities.

Course Schedule

Schedule

<u>Class ID</u>	<u>Start Date/Time</u>	<u>End Date/Time</u>	<u>Company</u>	<u>Course Location</u>
	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

<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 12, 2020

Course Information

<u>Course NO</u>	<u>Title</u>	<u>Type</u>	<u>Prerequisites</u>			<u>Comments</u>
2019000000004	2018 September Inservice	In Service	<u>Credits</u>	<u>Hours</u>	<u>Course 1</u>	<u>Course 2</u>
			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 12, 2020

Course Information

Course NO	Title	Type	Credits	Hours	Course 1	Course 2	Comments
2019000000007	2019 Feb Inservice	In Service	0.00	8.00			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

Reserve Date	Course Category	Serial ID	Notes
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Training Course Summary

Print Date: August 12, 2020

Course Information

Course NO	Title	Type	Credits	Hours	Course 1	Course 2	Comments
20190000000003	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

Schedule

Class ID	Start Date/Time	End Date/Time	Company	Course Location
	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		---

Instructor

Instructor	Reserve Date	Course Category	Serial ID	Notes
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Training Course Summary

Print Date: August 12, 2020

Course Information

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

Course Schedule

Schedule

Class ID	Start Date/Time	End Date/Time	Company	Course Location
	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

Instructor	Reserve Date	Course Category	Serial ID	Notes
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Training Course Summary

Print Date: August 12, 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

Instructor	Reserve Date	Course Category	Serial ID	Notes
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Training Course Summary

Print Date: August 12, 2020

Course Information

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

Course Schedule

Schedule

Class ID	Start Date/Time	End Date/Time	Company	Course Location
	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

Reserve Date	Course Category	Serial ID	Notes
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Training Course Summary

Print Date: August 12, 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>
2020000000002	2020 February in-service	In Service	0.00	8.00			CPR recert/ DV/ Workplace Violence/Sexual Harassment

Course Schedule

Schedule

<u>Class ID</u>	<u>Start Date/Time</u>	<u>End Date/Time</u>	<u>Company</u>	<u>Course Location</u>
	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

<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 12, 2020

Course Information

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

Prerequisites

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 12, 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 12, 2020

Course Information

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

Course Schedule

Schedule

Class ID	Start Date/Time	End Date/Time	Company	Course Location
	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

Instructor	Reserve Date	Course Category	Serial ID	Notes
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Training Course Summary

Print Date: August 12, 2020

Course Information

Course NO	Title	Type	Credits	Hours	Course 1	Course 2	Comments
2020000000026	June 2020 EVOC	In Service	0.00	8.00			

Course Schedule

Schedule

Class ID	Start Date/Time	End Date/Time	Company	Course Location
	06/03/2020 08:00	06/03/2020 16:00		
	06/09/2020 08:00	06/09/2020 16:00		
	06/11/2020 08:00	06/11/2020 16:00		
	06/17/2020 08:00	06/17/2020 16:00		
	06/19/2020 08:00	06/19/2020 16:00		
	06/23/2020 08:00	06/23/2020 16:00		
	06/25/2020 08:00	06/25/2020 16:00		

Instructor

Instructor	Reserve Date	Course Category	Serial ID	Notes
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Training Course Summary

Print Date: August 12, 2020

Course Information

Course NO	Title	Type	Credits	Hours	Prerequisites	Course 1	Course 2	Comments
2019000000029	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

Instructor	Reserve Date	Course Category	Serial ID	Notes
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Course Information

Course NO	Title	Type	Credits	Hours	Prerequisites	Course 1	Course 2	Comments
2020000000019	Online defensive riving course	Other Outside agency sponsored	0.00	1.00				

Course Schedule

Schedule	Class ID	Start Date/Time	End Date/Time	Company	Course Location
		04/15/2020 08:00	04/15/2020 16:00		

Instructor

Instructor	Reserve Date	Course Category	Serial ID	Notes
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Training Course Summary

Print Date: August 12, 2020

Course Information

<u>Course NO</u>	<u>Title</u>	<u>Type</u>	<u>Prerequisites</u>		<u>Comments</u>
2018000000040	Patrol Rifle July 10-13	State Sponsored Certifications	<u>Credits</u>	<u>Hours</u>	<u>Course 1</u>
			0.00	32.00	<u>Course 2</u>
					Inv Amerosa Lead Instructor

Course Schedule

Schedule

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

Instructor

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

Training Course Summary

Print Date: August 12, 2020

Course Information

Course NO	Title	Type	Credits	Hours	Course 1	Course 2	Comments
202000000023	TASER inservice	In Service	0.00	4.00			

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

Reserve Date	Course Category	Serial ID	Notes
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