

SM Exhibit A

Online Evaluation

**Online Performance Evaluation System
Police Officer - Detective Specialist**

View By: THEODORE LAUTERBORN TaxID: 897840 Date: 4/20/2009 7:48:01 AM

RATEE			
SURNAME	FIRST	M.I.	Appt Date
SCHOOLCRAFT	ADRIAN	P	7/1/2002
RATEE TAX NUMBER	RANK	COMMAND	DATE ASSIGNED TO COMMAND:
931186	PO	081	11/15/2005
TIMES SICK	DAYS LOST	PURPOSE	RECOMMENDATION
NLOD: 1 LOD: 0	NLOD: 2-5 LOD: 0	ANNUAL	TRANSFER
Not chronic		Date of Primary Assignment: 7/1/2003 <input type="checkbox"/> IF COMPLETED POLICE CADET PROGRAM	
Primary Assignment: Patrol		Rating Period From: 12/15/2007	To: 12/15/2008

RATER			
SURNAME	FIRST	M.I.	
STUKES	RAYMOND	C	
RATER TAX NUMBER	RANK	COMMAND	DATE ASSIGNED TO COMMAND:
923223	SERGEANT	081	3/28/2008

PERFORMANCE AREAS**BEHAVIORAL DIMENSIONS**

Area	Rating	Dimension	Rating
1 Community Interaction	4	13 Police Ethics / Integrity	4
2 Apprehension/Intervention	3	14 Comprehension Skills	4
3 Victim/Prisoner Interaction	4	15 Communication Skills	4
4 Processing Arrests	4	16 Reasoning Ability	4
5 Vehicular Offenses/Accidents	4	17 Information Ordering	3
6 Handling Specific Offenses	4	18 Problem Recognition	4
7 Police Interaction/Notification	4	19 Visualization	3
8 Vehicle Operation/Maintenance	4	20 Spatial Orientation	4
9 Review and Maintenance	3	21 Memorization	4
10 Handling Special Cases	3	22 Judgement	3
11 Vouchering	4	23 Innovativeness	3
12 Report/Clerical Duties	4	24 Adaptability	2
		25 Drive/Initiative	1
		26 Interpersonal Skills	3
		27 Appearance/Professional Image	3
		28 Physical Fitness/Physical Activities	3

Overall Evaluation : 2.5

<https://finestnet/perfeval/ViewCommandEvaluationData.aspx?EvalID=130285>

4/20/2009

1. Community Interaction

P. O. SCHOOLCRAFT SHOWS GOOD COMMUNITY INTERACTION BY ELICITING INFORMATION FROM WITNESSES AND VICTIMS. HE ALSO MEDIATES PROBLEMS BETWEEN DISPUTING INDIVIDUALS AND PROVIDES COUNSELING WHEN FAMILIES HAVE CONFLICTS.

2. Apprehension/Intervention

P. O. SCHOOLCRAFT NEEDS IMPROVEMENT IN THE ABILITY TO RECOGNIZE, SEEK OUT AND APPREHEND THOSE ENGAGED IN ILLEGAL ACTIVITIES.

4. Processing Arrests

P.O. SCHOOLCRAFT IS ABLE TO COMPLETE ARREST FORMS ACURATELY AND COMPLETELY IS ABLE TO FINGERPRINT, PHOTOGRAPH AND PROCESS ALL ARREST RELATED PAPERWORK

25. Drive/Initiative

P. O. SCHOOLCRAFT'S POOR ACTIVITY IS A DIRECT RESULT OF HIS LACK OF INNOVATIVENESS TO PERFORM HIS ASSIGNMENT AS A PATROL OFFICER. P.O SCHOOLCRAFT NEEDS CONSTANT SUPERVISION. HE PERFORMS HIS TASKS IDLY UNLESS SPECIFICALLY DIRECTED TO WORK.

24. Adaptability

P. O. SCHOOCRAFT IS UNWILLING TO CHANGE HIS APPROACH TO MEETING THE PERFORMANCE STANDARDS OF A NEW YORK CITY POLICE OFFICER. THE OFFICER HAS BEEN RETRAINED, COUNSELED AND GIVEN DIRECTION ON NUMEROUS OCCASSION'S BY VAROUS SUPERVISORS WITH NO CHANGE.

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Overall Rater's Comments:

THE PERFORMANCE EXHIBITED BY P.O. SCHOOLCRAFT IS WELL BELOW STANDARD. THERE IS A LIMITED ABILITY TO PERFORM THE APPROPRIATE TASKS FOR A GIVEN ASSIGNMENT WITHOUT SUPERVISION. THE OFFICER FREQUENTLY DISREGARDS PERFORMING RESPONSIBILITIES OR ADHERENCE TO ACTIVITY STANDARDS OF A NEW YORK CITY POLICE OFFICER. HE OCCASIONALLY EXERCISES SOUND JUDGEMENT AND GENERALLY WILLING TO DO THE JOB BUT WILL DO SO WHEN INSTRUCTION AND DIRECTIONS

BY SIGNING THIS FORM, THE RATER AND REVIEWER CERTIFY THAT IN FORMULATING THIS PERFORMANCE APPRAISAL, THEY HAVE REVIEWED AND CONSIDERED RATEE'S CPI, DEPARTMENT RECOGNITION, CCRB, PERFORMANCE MONITORING RECORDS, EEO COMPLIANCE, AND ALL OTHER RECORDS OF PERFORMANCE DOCUMENTATION FOR EVENTS IN THE IMMEDIATE RATING PERIOD. POSITIVE ACCOMPLISHMENTS SHOULD BE NOTED.

REVIEWER			
SURNAME	FIRST	M.I.	
MAURIELLO	STEVEN	M	
REVIEWER'S TAX NUMBER	RANK	COMMAND	DATE ASSIGNED TO COMMAND:
895117	DEPUTY INSPECTOR	081	10/30/2006

Overall Reviewer Comments:

Police Officer Schoolcraft has been counseled by both his Squad Supervisor and his Platoon Commander about his lack of drive. He has yet to show any improvement. I concur with the above evaluation.

* ACCURATE AND COMPLETE. CONCUR

Online Evaluation

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ACCURATE AND COMPLETE. CONCUR
 SEE SEPARATE REVIEWER'S EVALUATION

THE RATER HAS SHOWN THIS EVALUATION TO ME AND FULLY DISCUSSED ITS CONTENTS, INCLUDING MY RIGHTS AND RESPONSIBILITIES REGARDING BEO ISSUES.

I WISH TO APPEAL THIS EVALUATION

RATEE
SIGNATURE

[Signature] #12943

Date 4/27/09

RATER
SIGNATURE

[Signature]

Date 04/27/09

REVIEWER
SIGNATURE

[Signature]

Date 4/27/09

ALL SUPERVISORS ARE REMINDED TO ENSURE THAT THE ORIGINAL SIGNED EVALUATION IS FILED IN THE PERSONNEL FOLDER AT THE MEMBER'S PERMANENT COMMAND.

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