

MEMPHIS POLICE DEPARTMENT

Employee Information

S.S.N: Name: Adrian Blakes IBM # 14455 Badge # 6209 Race: B Sex: M

Address:	Work Phone	N/A	City Began Date	06/24/19	Seniority Rank	936
City/State/Zip	Work Fax	N/A			Grade	
Phone No.	Work Pager	N/A	County Begin Date	N/A	Oracle Emp. #	77445
	Work Cell Phone	N/A	Commission Date	11/21/19		
Home Email	Room	N/A	Adjusted Date	06/24/19	Class	130
D.O.B.	Route	N/A	Date of Rank	11/21/20	Standing	28
			Date Left	N/A		

Job Class	Rank	Org#	RC#	Description	Shift	Assign On	Return Date	Description
Special JCC	3372	POLICE OFFICER	Current	1414	4914	Ridgeway Station -	02/15/20	Leave Code
			Temp				N/A	N/A
			Assign Code	1	Permanent			Inactive Status

Memphis Police Department

Master Personnel

ml4681 - 2/17/2023 9:43:04 AM

Employee Num: 14455		ID Num:		Badge Num:		Image:	
Last: BLAKES		First: ANDIAN		Middle: T		Suffix:	
Address:		State:		Zip:		Phone 1:	
City:		Officer Name:				Phone 2:	
Driver License:						Phone 3:	
Birth Date:		Agency: MPD - Memphis Police Department				Date Hired: 06/24/2019	
SSN:		Division:				Commission:	
Religion:		Station:				Next Eval:	
Race: B - Black		Shift:				Seniority:	
Gender: M		Department:				Pay Class:	
Height:		Assignment: TRAINING ACAD				Emp Class:	
Weight:		Rank: Police Recruit - 16				Budget Pos:	
Marriage Date:		Rank Date:				Labor Org:	
Marital Status: M - Married		Inactive:				Retirement:	
Status: COMMISSIONED						Terminated:	
Parent							
Name:		Phone:					
Address:		Spouse:					
City:		State:		Zip:		Birth date:	
Remarks: CORRECT SPELLING FIRST NAME: ADRIAN							

Administration Event Detail					
Sequence #	Date	Supervisor	Code	Explanation	
1	6/24/2019		PERM	EMPLOYED EFF 06-24-19 26-19	
2	11/21/2019		TC - Title Change	PIIP & EFF 11-21- 19 47-19	
3	11/23/2019		TRAN - Transfer of Duty	RIDGEWAY STATION-C EFF 11-23-19 47-19	
4	12/21/2019		TRAN - Transfer of Duty	RIDGEWAY STATION-A & EFF 12-21-19 38-20	
5	1/8/2020		TRAN - Transfer of Duty	RIDGEWAY STATION-B EFF 01-08-20 38-20	
6	2/15/2020		TRAN - Transfer of Duty	RIDGEWAY STATION-C EFF	

			02-15-20
			38-20
7	11/21/2020	TC - Title Change	PII EFF 11-21-20
			47-20
8	11/28/2020		REMAIN IN
			PLACE(RWS-
			C)EFF 11-28-20
			48-20
9	3/21/2021	LIM - Limited	RIDGEWAY
		Duty Assignment	STATION-C & 03-
			21-21
			13-21
10	3/24/2021	RET - Returned to	FULL DUTY
		Permanent	RIDGEWAY
		Position	STATION-C EFF
			03-24-21
			13-21

PRI PERFORMANCE EVALUATION

[X] REGULAR REPORT [] TRANSFER OF OFFICER [] TRANSFER OF SUPERVISOR

EVALUATED OFFICER: Blakes, Adrian

IBM: 14455

ASSIGNMENT: Ridgeway Charlie

RATING SUPERVISOR: Lt. A. Townsel

IBM: 4444

REPORTING PERIOD

FROM: 1/1/21 TO: 12/31/2021

1. JOB KNOWLEDGE

Displays knowledge of law, procedures, policies, and techniques as related to the officer's job tasks.

☐ Meets Job Requirements

☐ Needs Improvement

☒ Exceeds Expectations

Explanatory Comments: Officer Blakes shows to have a proficient knowledge in the application of the law, procedures, policies and techniques during the commission of his duties as a patrolman. Officer Blakes has 13 positive OBRs in this area.

2. JUDGEMENT

Analytic assessment of a situation and taking necessary and appropriate action after consideration of alternative approaches.

☐ Meets Job Requirements

☐ Needs Improvement

☒ Exceeds Expectations

Explanatory Comments: Officer Blakes demonstrates sound judgement when determining the correct actions needed during every encounter as a patrol. Officer Blakes' decisions are always based upon Tennessee and MPD Policy. Officer Blakes has 13 positive OBRs in this area.

3. DEALING WITH THE PUBLIC

Ability to deal with the public in a respectful and tactful manner while acting within the scope of the Officer's duty and the law.

☒ Meets Job Requirements

☐ Needs Improvement

☐ Exceeds Expectations

Explanatory Comments: Officer Blakes carries himself in a respectful manner and ensures he is respectful and courteous to all citizens.

4. RELIABILITY

Dependability in job attendance, punctuality and acceptance of responsibility.

☐ Meets Job Requirements

☐ Needs Improvement

☒ Exceeds Expectations

Explanatory Comments: Officer Blakes reports to work in a timely manner and prepared to perform any task assigned. Officer Blakes has 13 positive OBRs in this area.

5. COMMUNICATION

Displays the ability to effectively express ideas clearly in both oral and grammatically correct written form. Includes the necessary and relevant information when completing reports.

☐ Meets Job Requirements

☐ Needs Improvement

☒ Exceeds Expectations

Explanatory Comments: Officer Blakes submits traffic and offense reports that are clear, correct and concise. Officer Blakes' reports are rarely returned for correction or reclassification. Officer Blakes has 13 positive OBRs in this area.

PII PERFORMANCE EVALUATION

6. WORK ATTITUDE

Demonstrates initiative and interest in service to the public by the performance of their job.

☐ Meets Job Requirements

☐ Needs Improvement

☒ Exceeds Expectations

Explanatory Comments: Officer Blakes displays a positive work attitude daily. Officer Blakes answers his call for service promptly. In addition, Officer Blakes often initiates specials to perform traffic enforcement and can be counted on to assist all his fellow officers on their calls. Officer Blakes has 13 positive OBRs in this area.

7. COMPATIBILITY

Ability to work with fellow officers in mutual decision making while taking an equal share of the work load.

☒ Meets Job Requirements

☐ Needs Improvement

☐ Exceeds Expectations

Explanatory Comments: Officer Blakes works hard regardless to his assignment. Officer Blakes can be counted on to respond to "Hot Calls".

8. RECEPTIVENESS

Shows willingness to receive information, follows orders, and accepts counseling from supervisors.

☒ Meets Job Requirements

☐ Needs Improvement

☐ Exceeds Expectations

Explanatory Comments: Officer Blakes displays an eagerness to learn and he receives instruction or correction well.

9. APPEARANCE

Personal and professional pride shown by neatness, grooming, and uniform appearance.

☒ Meets Job Requirements

☐ Needs Improvement

☐ Exceeds Expectations

Explanatory Comments: Officer Blakes reports to work daily in a clean and neat uniform. Officer Blakes' grooming is always up to policy's standard.

10. USE OF EQUIPMENT

Displays knowledge, care, and skill in the use of all issued equipment.

☒ Meets Job Requirements

☐ Needs Improvement

☐ Exceeds Expectations

Explanatory Comments: Officer Blakes has a working knowledge of his equipment and keeps the equipment well maintained.

SUPERVISOR'S COMMENTS: Officer Blakes is a knowledgeable officer that helps in any way possible. He is supportive of the entire shift and can be depended on to do the right thing even when he is not being overseen.

EXPECTATIONS FOR UPCOMING EVALUATION PERIOD: The rater expects Officer Blakes to exceed expectations in many of the categories due to consistent growth at his job. He rater expects him to become of the leaders in the next year.

SUPERVISOR RECOMMENDATIONS FOR ADDITIONAL TRAINING AND CAREER DEVELOPMENT: Officer Blakes should consider being a CIT officer. His personality, patience, and temperament would be an asset to the unit.

MEMPHIS POLICE DEPARTMENT PII PERFORMANCE EVALUATION

RATING SUMMARY:

(Circle Rating)

1. JOB KNOWLEDGE	Meets Job Requirements	Needs Improvement	Exceeds Expectations
2. JUDGEMENT	Meets Job Requirements	Needs Improvement	Exceeds Expectations
3. DEALING WITH THE PUBLIC	Meets Job Requirements	Needs Improvement	Exceeds Expectations
4. RELIABILITY	Meets Job Requirements	Needs Improvement	Exceeds Expectations
5. COMMUNICATION	Meets Job Requirements	Needs Improvement	Exceeds Expectations
6. WORK ATTITUDE	Meets Job Requirements	Needs Improvement	Exceeds Expectations
7. COMPATIBILITY	Meets Job Requirements	Needs Improvement	Exceeds Expectations
8. RECEPTIVENESS	Meets Job Requirements	Needs Improvement	Exceeds Expectations
9. APPEARANCE	Meets Job Requirements	Needs Improvement	Exceeds Expectations
10. USE OF EQUIPMENT	Meets Job Requirements	Needs Improvement	Exceeds Expectations

RATING SUPERVISOR SIGNATURE Lt. A. Jowansel IBM 4444 DATE 2/28/22

REVIEWING COMMANDER SIGNATURE [Signature] IBM #5632 DATE 2/28/22

EVALUATED OFFICER: I acknowledge that I have reviewed and received a copy of this evaluation and that I may appeal the results. I have received advice regarding the results of this evaluation, expectations for the upcoming year, and career advice regarding advancement and additional training that may be available.

APPEAL: YES ☐ NO ☒ CIRCLE DIMENSION(S) FOR APPEAL: 1 2 3 4 5 6 7 8 9 10

EVALUATED OFFICER'S COMMENTS:

(If appealing, address dimensions to be appealed using factual and relevant information)

Continue on back if needed.

SIGNATURE Adrian Blake IBM 14455 DATE 2.28.22

MEMPHIS POLICE DEPARTMENT
PII PERFORMANCE EVALUATION

DATE OF APPEAL:

COMMANDING OFFICER OF APPEAL:

IBM:

RANK:

ASSIGNMENT:

APPEAL SUMMARY:

ADJUSTED RATINGS: (Circle appealed dimensions and adjusted ratings)

1. JOB KNOWLEDGE	Meets Job Requirements	Needs Improvement	Exceeds Expectations
2. JUDGEMENT	Meets Job Requirements	Needs Improvement	Exceeds Expectations
3. DEALING WITH THE PUBLIC	Meets Job Requirements	Needs Improvement	Exceeds Expectations
4. RELIABILITY	Meets Job Requirements	Needs Improvement	Exceeds Expectations
5. COMMUNICATION	Meets Job Requirements	Needs Improvement	Exceeds Expectations
6. WORK ATTITUDE	Meets Job Requirements	Needs Improvement	Exceeds Expectations
7. COMPATIBILITY	Meets Job Requirements	Needs Improvement	Exceeds Expectations
8. RECEPTIVENESS	Meets Job Requirements	Needs Improvement	Exceeds Expectations
9. APPEARANCE	Meets Job Requirements	Needs Improvement	Exceeds Expectations
10. USE OF EQUIPMENT	Meets Job Requirements	Needs Improvement	Exceeds Expectations

COMMANDING OFFICER SIGNATURE _____ IBM _____ DATE _____

Search Person Transfer

Transfer

Blakes,

Adrian

Review

AB

Name Blakes, Adrian

Person Number 77445

Assignment Number E77445

Job Police Officer II_Prob

Position Officer.Police.II_Prob..140312.00014

Department 140312-Police Precinct Personnel

Location 144914-Ridgeway Station-C

Manager Lanier, Kathleen

Basic
Details

Transfer Date 11/21/2020

Transfer
Action Transfer

Transfer
Reason

Job
Details

Attribute	Current Value	Proposed Value
Position	Officer.Police.II_Prob..140312.00014	Officer.Police.II..140312.01556
Job	Police Officer II_Prob	Police Officer II
Grade	Spec Mkt 4.00C	Police.10

Work
Measure

Details

Current Value	
Value	Unit
Proposed Value	
Value	Unit

Location
Details

Attribute	Current Value	Proposed Value
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Manager
Details:

Assignment

Current Value			
Name	Assignment Number	Assignment Status	Type
Proposed Value			
Name	Assignment Number	Assignment Status	Type

Grade

Step

Details

Current Value			
Grade Ladder	Grade	Step	IncrementNumber
Proposed Value			
Grade Ladder	Grade	Step	Increment Number
Police 10 Ladder	Police.10	Pol10_1-2Yrs	

Collective
Agreement

Attribute	Current Value	Proposed Value
Bargaining Unit	9999 - Non-represented	0018 - MPA

Direct
ReportsDirect
Reports
Details

Manage Direct Reports Effective Date 11/21/2020

Manage Direct Reports Action Manager Change

Manage Direct Reports Reason Transfer of Manager

Add
Direct
Reports

Direct Report	Current Manager	Proposed Manager	Proposed Manager Type
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Compensation
Details

	Current Value	Proposed Value
Start Date	11/21/2019	11/21/2020
End Date	11/20/2020	
Action	Transfer	Transfer
Action Reason		
Salary Basis	Biweekly	Biweekly
Salary Amount		USD)
Conversion Rate		
Adjustment Amount		
Adjustment Percentage		
Annual Salary		
Annualized Full-Time Salary		
Next Salary Review Date		

Grade Name	Spec Mkt 4.00C	Police.10
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Salary Range

Compa-Ratio

Salary Range Position

Quartile

Quintile

Other

Compensation

Proposed
Compensation:

Plan	Option	Start Date	End Date	Value	Units	Award Frequency	Status
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Current
Compensation:

Plan	Option	Start Date	End Date	Value	Units	Award Frequency	Status
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Roles

Added
Role<

Role Name	Provisioning Method
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Comments

12/11/2020 10:28 AM Nat
Employee is being reclassified from P11P to P11 upon completion of probation eff. 11/21/20

Approvers

Attachments

130th Class P...

Search Person Transfer

Transfer

Blakes,

Adrian

Review

AB

62

Name Blakes, Adrian

Assignment Number E77445

Position Recruit.Police...140105.00279

Location 141712-POL Basic Training I

Person Number 77445

Job Police Recruit

Department 140105-Training Academy

Manager McNeil, Dennis L.

Basic

Details

Transfer Date 11/21/2019

Transfer
Action TransferTransfer
Reason

Job

Details

Attribute	Current Value	Proposed Value
Position	Recruit.Police...140105.00279	Officer.Police.II_Prob...140312.00014
Job	Police Recruit	Police Officer II_Prob
Grade	Spec Mkt 4.00D	Spec Mkt 4.00C
Department	140105-Training Academy	140312-Police Precinct Personnel
DateProbationEnd	6/24/2020	6/23/2020

Work

Measure

Details

Current
Value

Value

Unit

Proposed
Value

Value

Unit

1 Full-time equivalent

Location

Details

Attribute	Current Value	Proposed Value
Location	141712-POL Basic Training I	144914-Ridgeway Station-C

Manager

Details

Assignment

Current
Value

Name	Assignment Number	Assignment Status	Type
McNeil, Dennis	E3842	Active - Payroll Eligible	Line manager

Proposed
Value

Name	Assignment Number	Assignment Status	Type
Lanier, Kathleen	E3866	Active - Payroll Eligible	Line manager

Grade

Step

Details

Current
Value

Grade Ladder	Grade	Step	IncrementNumber
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Proposed
Value

Grade Ladder	Grade	Step	Increment Number
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Collective

Agreement

Attribute	Current Value	Proposed Value
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Manage Direct Reports

Manage Direct
Reports
Details

Manage Direct Reports Effective Date 11/21/2019
Manage Direct Reports Action Manager Change
Manage Direct Reports Reason Transfer of Manager

Add
Direct
Reports

Direct Report	Current Manager	Proposed Manager	Proposed Manager Type
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Compensation Details

	Current Value	Proposed Value
Start Date	7/1/2019	11/21/2019
End Date	11/20/2019	
Action	Allocate Workforce Compensation	Transfer
Action Reason	Cost of Living Adjustment	
Salary Basis	Biweekly	Biweekly
Salary Amount		.USD)
Conversion Rate		
Adjustment Amount		
Adjustment Percentage		
Annual Salary		
Annualized Full-Time Salary		
Next Salary Review Date		
Grade Name	Spec Mkt 4.00D	Spec Mkt 4.00C
Salary Range		
Compa-Ratio		
Salary Range Position		
Quartile		
Quintile		

Other Compensation

Proposed
Compensation

Plan	Option	Start Date	End Date	Value	Units	Award Frequency	Status
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Current
Compensation

Plan	Option	Start Date	End Date	Value	Units	Award Frequency	Status
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Roles

Added
Roles

Role Name	Provisioning Method
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Comments

11/21/2019 11:35 AM Nat
Employee is being reclassified from Recruit to PIIP upon completion of initial training effective 11/21/2019 (130th Session)

Approvers

Attachments

recruit to piip ...