

SIGNMENTS				PROMOTIONS	
DATE	ACTIVITY	DATE	ACTIVITY	DATE	RANK
07-13-85	PST-Trg-B			07-13-85	Pol Serv Tech
08-29-85	Tr-Traf/PST-C			06-28-86	Pr-Pl Off II
10-21-85	Tr-Basic I Trng			1-13-97	PR SG+
11-22-85	Tr-PST Traffic-B				
03-31-86	Tr-Basic II Trng				
06-28-86	Tr-W Pct-C				
10-11-86	Tr-W Pct-C/Beale				
01-03-87	Tr-W Pct-D				
06-29-91	TR-5 Pct -C				
8-5-95	TA-TACT Sq.				
10-12-95	Lim Tact Sq - Var				
10-16-95	Ret Full Duty Tact. Var				
1-18-97	TA-Auto Theft				
2-22-97	TR-SCAT S-VAR				
8-21-99	TR-Internal Affairs				
4-15-00	Bid-Home Gen/Assign				

NAME	EMP. NO.	SEX/RACE	CLASSIFICATION
Morris, Charles Robinson, Jr.	5557	M/B	COM

MEMPHIS POLICE DEPARTMENT

Employee Information

S.S.N:	Name: Charles R Morris	IBM # 5557	Badge # 69	Race: B	Sex: M	
Address:	Work Phone	N/A	City Began Date	07/13/85	Seniority Rank	2
City/State/Zip	Work Fax	N/A	County Begin Date	N/A	Grade	27
Phone No.	Work Pager	N/A	Commission Date	06/28/86	Oracle Emp. #	1825
	Work Cell Phone	N/A	Adjusted Date	07/13/85		
Home Email	Room	N/A	Date of Rank	10/11/19	Class	56
D.O.B.	Route	N/A	Date Left	N/A	Standing	29

Job Class	Rank	Org#	RC#	Description	Shift	Assign On	Return Date	Description
3482	LT COLONEL	1471	4811	Airways Station	O	06/04/22		
Special JCC						N/A	N/A	
			1	Permanent				

Memphis Police Department Master Personnel

m14681 - 2/17/2023 9:45:41 AM

Employee Num: 5557		ID Num:		Badge Num: 0754		Image:	
Last: Morris		First: Charles		Middle: R		Suffix:	
Address:		State: TN - Tennessee		Zip		Phone 1:	
City:		Officer Name: Morris Charles R				Phone 2: () -	
Driver License:						Phone 3: () -	
Birth Date:		Agency: MPD - Memphis Police Department		Date Hired: 07/13/1985			
SSN:		Division: Exe		Commission: 06/28/86			
Religion:		Station: 1400		Next Eval:			
Race: B - Black		Shift: C		Seniority:			
Gender: M		Department: Uniform Patrol		Pay Class:			
Height: ' "		Assignment: UNION STA		Emp Class:			
Weight: 0		Rank: Lieutenant - 7		Budget Pos: 0754			
Marriage Date:		Rank Date: 04/12/2002		Labor Org:			
Marital Status:		Inactive: TR		Retirement:			
Status:				Terminated:			
Parent							
Name:		Phone: () -					
Address:		Spouse:					
City:		State:		Zip:		Birth date:	
Remarks: 03/25/03							

Administration Event Detail					
Sequence #	Date	Supervisor	Code	Explanation	
1	1/13/1997		PROM -	Sergeant &	
			Promotion	03-97	
2	1/18/1997		TRAN - Transfer	Auto Theft	
			of Duty	03-97	
3	2/22/1997		TRAN - Transfer	SCAT-South Variable	
			of Duty	08-97	
4	8/21/1999		TRAN - Transfer	INTERNAL	
			of Duty	AFFAIRS	
				39-99	
5	4/15/2000			BID HOME -	
				GENERAL ASSIGN	
				15-00	
6	4/12/2002		PROM -	Lieutenant	
			Promotion		
7	4/20/2002		TRAN - Transfer	Transfer Downtown	
			of Duty	C	
				16-02	
8	4/26/2003		TRAN - Transfer	Entert Ainment	
			of Duty	District Unit (Edu)	
				17-03	
9	6/13/2009		TRAN - Transfer	UNION STATION -	
			of Duty	C	
				24-09	
10	3/10/2012		TRAN - Transfer	UNION STATION-C	
			of Duty	10-12	

11	12/1/2012	TRAN - Transfer of Duty	TACT UNIT 50-12
12	10/26/2013	TC - Title Change	MAJOR 43-13
13	10/26/2013	TRAN - Transfer of Duty	OIS 43-13
14	11/9/2013	TRAN - Transfer of Duty	MT. MORIAH STATION-B 45-13
15	12/7/2013	TRAN - Transfer of Duty	AIRWAYS STATION-A 49-13
16	6/7/2014	TRAN - Transfer of Duty	CSI-C 23-14
17	5/16/2014		DISC: (25)DAY SUSPENSION 24-14
18	12/19/2014	RET - Returned to Permanent Position	RET LIM DUTY CSI-C EFF. 12-19-14 51-14
19	1/8/2015	RET - Returned to Permanent Position	FULL DUTY CSI-C EFF. 01-07-15 02-15
20	1/22/2015	TRAN - Transfer of Duty	CSI-B EFF. 01-24-15 04-15
21	3/28/2009	PROM - Promotion	MAJOR & EFF 03-28-09 14-09
22	4/4/2009	TRAN - Transfer of Duty	UNION STATION-D EFF 04-04-09 14-09
23	8/1/2009	TRAN - Transfer of Duty	OIS EFF 08-01-09 31-09
24	10/11/2019	PROM - Promotion	LT. COLONEL & EFF 10-11-19 42-19
25	10/19/2019	TRAN - Transfer of Duty	EXEC ADMIN/NIGHT DUTY-C(DIST I)EFF 10-19-19 42-19
26	6/4/2022	TRAN - Transfer of Duty	AIRWAYS STATION ADMIN EFF 06-04-22 22-22
27	6/15/2022	LIM - Limited Duty Assignment	AIRWAYS STATION ADMIN EFF 6-15-22 25-22
28	7/26/2022	RET - Returned to Permanent Position	FULL DUTY AIRWAYS STATION ADMIN EFF 07-26-22 30-22



UNITED STATES ATTORNEY'S OFFICE WESTERN DISTRICT OF TENNESSEE

THIS IS TO CERTIFY THAT

Charles Morris

Has successfully completed the following training:

2018 ANTI-TERRORISM ADVISORY COUNCIL (ATAC) CONFERENCE

September 18, 2018
Millington, Tennessee

Memphis Police Dept.
Human Resources

OCT 01 2018

RECEIVED

D. Michael Dunavant

D. Michael Dunavant
United States Attorney

Major Charles Morris

has successfully completed the
VALOR Initiative Sponsored
T3™ (Tact, Tactics, and Trust)

MEMPHIS POLICE DEPARTMENT

AUGUST 22, 2018



Jonathan Wender
President & CEO

www.polis-solutions.net

Polis Solutions, LLC

Custom Training, Consulting and Research to Build Public Trust

Memphis Police Dept.
Human Resources

OCT 01 2018

RECEIVED

Center for Domestic Preparedness



FEMA

This is to certify that

Charles R. Morris

successfully completed the

Initial Law Enforcement Response to Suicide Bomb Attacks

Anniston, AL

(0.80 Continuing Education Units/8 Contact Hours)

Issued this 28th day of July, 2010



Dr. Christopher T. Jones,
Superintendent
Center for Domestic Preparedness

Federal Law Enforcement Training Center



Homeland Security

Certificate of Completion

presented to

Charles Morris

for the successful completion of the

Intelligence Awareness for Law Enforcement Executives

presented by the Office of State and Local Training

08-Jun-12

Course Hours: eight

Memphis, TN

A handwritten signature in black ink, appearing to read "Charles E. Daenzer", written over a horizontal line.

Charles E. Daenzer

Acting Executive Director

Center for Domestic Preparedness



FEMA

This is to certify that

Charles R. Morris

successfully completed the

Law Enforcement Protective Measures for CBRNE Incidents

Anniston, AL

(0.80 Continuing Education Units/8 Contact Hours)

Issued this 27th day of July, 2010



Dr. Christopher T. Jones,
Superintendent
Center for Domestic Preparedness

Center for Domestic Preparedness



This is to certify that

Charles R. Morris

successfully completed the

Field Force Command and Planning

Anniston, AL

(2.40 Continuing Education Units/24 Contact Hours)

Issued this 26th day of May, 2011



A handwritten signature in black ink, appearing to read "Dr. Jones", is written over the printed name and title.

Dr. Christopher T. Jones,
Superintendent
Center for Domestic Preparedness

Certificate of Training

This certifies that

Major Charles Morris

Attended the 3-hour

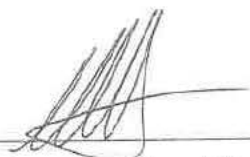
Stewards of Children™

Child sexual abuse prevention and response training for adults.

Memphis Police Department

In-Service Training, 2012

POST Certified



Carol Drake
Education Consultant
Memphis Child Advocacy Center
www.MemphisCAC.org

darkness to light
combating child sexual
abuse with education
stewards of children



Memphis
**Child Advocacy
Center**

Center for Domestic Preparedness



FEMA

This is to certify that

Charles R. Morris

successfully completed the

Law Enforcement Response Actions for CBRNE Incidents

Anniston, AL

(0.80 Continuing Education Units/8 Contact Hours)

Issued this 29th day of July, 2010



Dr. Christopher T. Jones,
Superintendent
Center for Domestic Preparedness

Center for Domestic Preparedness



FEMA

This is to certify that
Charles R. Morris
successfully completed the
COBRA—Hazard Assessment and
Response Management Course (24 Hours)
Anniston, AL
(2.4 Continuing Education Units)

Issued this 18th day of June, 2009



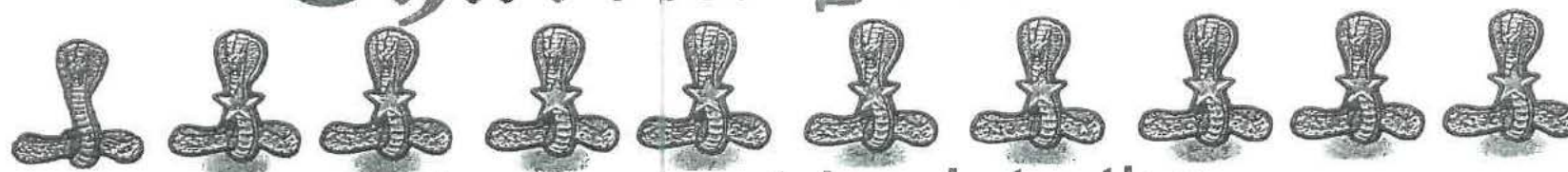
Dr. Christopher T. Jones,
Superintendent
Center for Domestic Preparedness



Congratulations to



Charles Morris



For ten entries into the
Toxic Agent Training Area
COBRA TRAINING FACILITY
Anniston, Alabama 36205

From the Staff of The COBRA Training Facility
June 27th, 2008



Congratulations to



Charles Morris



For nine entries into the
Toxic Agent Training Area
COBRA TRAINING FACILITY
Anniston, Alabama 36205

From the Staff of The COBRA Training Facility
June 19th, 2008

Center for Domestic Preparedness



FEMA

This is to certify that

Charles R. Morris

successfully completed the

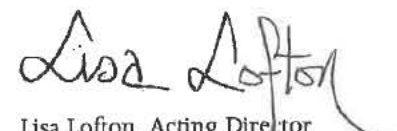
WMD HAZMAT Evidence Collection Course (16 Hours)

Anniston, Alabama

(1.6 Continuing Education Units)

Issued this 25th day of June, 2008




Lisa Lofton, Acting Director
Center for Domestic Preparedness

Center for Domestic Preparedness



FEMA

This is to certify that

Charles R. Morris

successfully completed the

WMD Crime Scene Management for
Emergency Responders Course (8 Hours)

Anniston, Alabama

(0.8 Continuing Education Units)

Issued this 23rd day of June, 2008



Lisa Lofton
Lisa Lofton, Acting Director
Center for Domestic Preparedness

Center for Domestic Preparedness



FEMA

This is to certify that

Charles R. Morris

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

Emergency Management Institute's ICS-400

Advanced ICS Command and General Staff-Complex Incidents

Anniston, Alabama

Issued this 2nd day of February, 2008

(1.4 Continuing Education Units)



A handwritten signature in black ink, likely belonging to Cortez Lawrence.

Cortez Lawrence, Director
Center for Domestic Preparedness

Center for Domestic Preparedness



FEMA

This is to certify that

Charles R. Morris

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

Emergency Management Institute's ICS-400

Advanced ICS Command and General Staff-Complex Incidents

Anniston, Alabama

Issued this 2nd day of February, 2008

(1.4 Continuing Education Units)



A handwritten signature in black ink, likely belonging to Cortez Lawrence.

Cortez Lawrence, Director
Center for Domestic Preparedness

Center for Domestic Preparedness



FEMA

In appreciation for Outstanding Support to the Center for Domestic Preparedness

Charles R. Morris

Is Hereby Recognized for Contributions to the System Assessment
and Validation for Emergency Responders (SAVER)

at Anniston, Alabama

Issued this 20th day of June, 2008

Cortez Lawrence, Acting Director
Center for Domestic Preparedness

Center for Domestic Preparedness



FEMA

This is to certify that

Charles R. Morris

successfully completed the

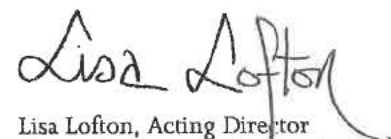
WMD Technical Emergency Response Training Course (32 Hours)

Anniston, Alabama

(3.2 Continuing Education Units)

Issued this 20th day of June, 2008




Lisa Lofton, Acting Director
Center for Domestic Preparedness

Center for Domestic Preparedness



FEMA

This is to certify that

Charles R. Morris

successfully completed the

WMD Hands-On Training Course (16 Hours)

Anniston, Alabama

(1.6 Continuing Education Units)

Issued this 28th day of June, 2008



Lisa Lofton
Lisa Lofton, Acting Director
Center for Domestic Preparedness

THE UNIVERSITY OF
MEMPHIS

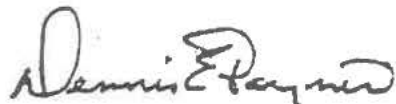
Mid-South Training Institute

Awards this Certificate of Achievement to

CHARLES MORRIS

for satisfactory completion of

ETHICAL CHARACTER DRIVEN LEADERSHIP



Dennis Joyner
*Director, Mid-South Training Institute
The University of Memphis*

1.6 CEUS

October 28, 2004



Dan Lattimore
*Vice Provost for Extended Programs
The University of Memphis*



New Mexico Tech

ENERGETIC MATERIALS RESEARCH AND TESTING CENTER

Charles R Morris

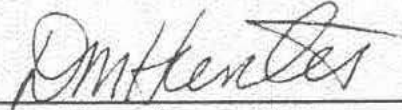
Has successfully completed the

Incident Response to Terrorist Bombings

Technical Operations Course (32 hours) and is awarded 3 Continuing Education Units.

This certificate certifies the holder as an Instructor for the
Incident Response to Terrorist Bombings Awareness Level program
as administered by New Mexico Institute of Mining and Technology.

October 18-21, 2005


Associate Director/Program Manager

CERTIFICATE OF ATTENDANCE

This certificate is awarded to

Charles R. Morris

for completing

AGRICULTURAL EMERGENCY RESPONSE TRAINING

JUNE 18-21, 2007

AUBURN UNIVERSITY
COLLEGE OF VETERINARY MEDICINE

Full Attendance Completed
30 Hours of Continuing Education Credit
Certified by Auburn University
College of Veterinary Medicine

Signature



June 21, 2007

Date

Center for Domestic Preparedness



Homeland Security

This is to certify that

Charles R. Morris

successfully completed the

WMD Basic Agricultural Emergency Response Training Course
(Pilot - 32 Hours)

(3.2 Continuing Education Units)

at Anniston, Alabama

June 17-22, 2007



A handwritten signature in black ink, reading "F. Marion Cain III".

F. Marion Cain III, Director
Center for Domestic Preparedness

Certificate No. 147243

Center for Domestic Preparedness



Homeland Security

This is to certify that

Charles R. Morris

successfully completed the

WMD HAZMAT Evidence Collection Course (16 Hours)

(1.6 Continuing Education Units)

at Anniston, Alabama

June 24-26, 2007



A handwritten signature in black ink, reading "F. Marion Cain III".

F. Marion Cain III, Director
Center for Domestic Preparedness

Certificate No. 147245

Center for Domestic Preparedness



Homeland Security

This is to certify that

Charles R. Morris

successfully completed the

WMD Hazardous Materials Technician Course (COBRA - 24 Hours)

(2.4 Continuing Education Units)

at Anniston, Alabama

June 27-30, 2007



A handwritten signature in black ink, reading "F. Marion Cain III".

F. Marion Cain III, Director
Center for Domestic Preparedness

Certificate No. 147244

Center for Domestic Preparedness



Homeland Security

This is to certify that

Charles R. Morris

successfully completed the

Emergency Responder

Hazardous Materials Technician Course (WMD) 40 - Hour

Compliant with OSHA 29 CFR 1910.120 (q)(6)(iii)

(4.0 Continuing Education Units)

at Anniston, Alabama

October 15-21, 2006



A handwritten signature in black ink, reading "F. Marion Cain III".

F. Marion Cain III, Director
Center for Domestic Preparedness

Certificate No. 100856

THE UNIVERSITY of TENNESSEE



CENTER FOR HOMELAND SECURITY TRAINING

awards this certificate to

Charles Morris

for having successfully completed 40 hours of coursework in

***Threat and Vulnerability
Training***

Level II

Memphis Police Department

June 26-30, 2006

A handwritten signature in black ink, reading 'Michael L. Sullivan'.

Michael L. Sullivan, Director

Law Enforcement Innovation Center

A handwritten signature in black ink, reading 'Romeo H. Morrissey'.

Romeo Morrissey, Assistant Director
Center for Homeland Security Training



The
Terrorism Research
Center

This certifies that

Lieutenant Charles R. Morris

Memphis Police Department

has attended the TRC course

June 26 – 30, 2006

“Threat Assessment and Vulnerability”

Presented in Memphis, TN.

Walter Purdy

Walter Purdy, VP Training, TRC

WWW.TERRORISM.COM

CEVERCEH

2006 JUL 10

Memphis Police Dept.
20060710 10:10 AM



New Mexico Tech

ENERGETIC MATERIALS RESEARCH AND TESTING CENTER

Charles R Morris

RECEIVED
NOV 02 2005

Memphis Police Dept
Human Resources

Has successfully completed the

Incident Response to Terrorist Bombings

Technical Operations Course (32 hours) and is awarded 3 Continuing Education Units.

This certificate certifies the holder as an Instructor for the
Incident Response to Terrorist Bombings Awareness Level program
as administered by New Mexico Institute of Mining and Technology.

October 18-21, 2005



Associate Director/Program Manager

THE UNIVERSITY OF
MEMPHIS

Mid-South Training Institute

Awards this Certificate of Achievement to

CHARLES MORRIS

for satisfactory completion of

ETHICAL CHARACTER DRIVEN LEADERSHIP

RECEIVED
NOV 02 2005
Memphis Police Dept
Human Resources

Dennis E. Joyner

Dennis Joyner
Director, Mid-South Training Institute
The University of Memphis

1.6 CEUS

October 28, 2004

Dan Lattimore

Dan Lattimore
Vice Provost for Extended Programs
The University of Memphis

Center for Domestic Preparedness



Homeland Security

this is to certify that

Charles R. Morris

has successfully met the requirements for
WMD Hands-On-Training Course (COBRA - 16 Hours)
at Anniston, Alabama
March 20, 2004

A handwritten signature in black ink, reading "F. Marion Cain III".

F. Marion Cain III, Acting Director
Center for Domestic Preparedness

Certificate No. 2145275893

Center for Domestic Preparedness



Homeland Security

This is to certify that

Charles R. Morris

successfully completed the

WMD Hands-On-Training Course (COBRA - 16 Hours)

1.6 Continuing Education Units

March 18-20, 2004



A handwritten signature in black ink, reading "F. Marion Cain III".

F. Marion Cain III, Acting Director
Center for Domestic Preparedness

Center for Domestic Preparedness



Homeland Security

This is to certify that

Charles R. Morris

successfully completed the

WMD Incident Command Course (COBRA - 24 Hours)

2.4 Continuing Education Units

March 14-17, 2004



A handwritten signature in dark ink, reading "F. Marion Cain III".

F. Marion Cain III, Acting Director
Center for Domestic Preparedness

Certificate No. 2145275891

Center for Domestic Preparedness



**Homeland
Security**

this is to certify that

Charles R. Morris

has successfully met the requirements for
WMD Law Enforcement Protective Measures Course (TtT - 16 Hours)
at Anniston, Alabama
January 14, 2004

RECEIVED

JAN 20 2004

**Memphis Police Dept.
Human Resources**

A handwritten signature in black ink, reading "F. Marion Cain III".

F. Marion Cain III, Acting Director
Center for Domestic Preparedness

Certificate No. 2145273098

Center for Domestic Preparedness



Homeland Security

This is to certify that

Charles R. Morris

successfully completed the

WMD Law Enforcement Protective Measures Course (TtT - 16 Hours)

1.6 Continuing Education Units

January 12-14, 2004



RECEIVED

JAN 20 2004

Memphis Police
Human Resources

A handwritten signature in black ink, reading "F. Marion Cain III".

F. Marion Cain III, Acting Director
Center for Domestic Preparedness

Center for Domestic Preparedness



**Homeland
Security**

this is to certify that

Charles R. Morris

has successfully met the requirements for
WMD Hands-On-Training Course (COBRA - 16 Hours)
at Anniston, Alabama
January 17, 2004

RECEIVED

JAN 20 2004

Memphis F. B. I. DE
Human Resources

A handwritten signature in dark ink, appearing to read "F. Marion Cain III".

F. Marion Cain III, Acting Director
Center for Domestic Preparedness

Certificate No. 2145273099

000161

Center for Domestic Preparedness



Homeland Security

This is to certify that

Charles R. Morris

successfully completed the

WMD Hands-On-Training Course (COBRA - 16 Hours)

1.6 Continuing Education Units

January 15-17, 2004

RECEIVED

JAN 20 2004

**Memphis Police Dept.
Human Resources**



F. Marion Cain III

F. Marion Cain III, Acting Director
Center for Domestic Preparedness

Certificate No. 2145273099

Center for Domestic Preparedness



**Homeland
Security**

this is to certify that

Charles R. Morris

has successfully met the requirements for
WMD Technical Emergency Response Course (COBRA - 32 Hours)
at Anniston, Alabama
October 22, 2004

RECEIVED
OCT 26 2004
Memphis Police Dept.
Human Resources

RECEIVED
OCT 26 2004
Memphis Police Dept.
Human Resources

A handwritten signature in black ink, reading "F. Marion Cain III".

F. Marion Cain III, Director
Center for Domestic Preparedness

Certificate No. 2145307786

Center for Domestic Preparedness



Homeland Security

This is to certify that

Charles R. Morris

successfully completed the

WMD Technical Emergency Response Course (COBRA - 32 Hours)

3.2 Continuing Education Units

October 17-22, 2004

RECEIVED
OCT 26 2004
Memphis Police Dept.
Human Resources



F. Marion Cain III

F. Marion Cain III, Director
Center for Domestic Preparedness

Certificate No. 2145307786

Center for Domestic Preparedness



Homeland Security

this is to certify that

Charles R. Morris

has successfully met the requirements for
WMD Incident Command Course (COBRA - 24 Hours)
at Anniston, Alabama
March 17, 2004

A handwritten signature in black ink, reading "F. Marion Cain III".

F. Marion Cain III, Acting Director
Center for Domestic Preparedness

Certificate No. 2145275891



DEPARTMENT OF THE ARMY



UNITED STATES ARMY MILITARY POLICE SCHOOL

Diploma

*To all who shall see these presents greeting
Be it known that*

LT CHARLES R MORRIS

*having successfully fulfilled the requirements
of the course of instruction in the*

COUNTERDRUG SPECIAL REACTION TEAM COURSE

10 Through 14 March, 2003

*and having achieved the prescribed grade, has been declared a Graduate.
In testimony whereof, and by the authority vested in us, we do confer this Diploma.
Given at Fort Leonard Wood, Missouri, this 14th day of March, 2003*



Stephen J. Curry

STEPHEN J. CURRY
Brigadier General, USA
Commandant



FLW Form 1451 (June 99)

The Missouri Peace Officers Standard and Training Program (POST) has approved this course for "Approved Provider" training credit, POST Control Number 214011204. 15 hours Technical 5 hours Interpersonal 3 hours Legal 24 hours Skill

Registration No. 86320

State of Tennessee
Peace Officer Standards and Training Commission



This is to certify that
Charles Robinson Morris, Jr.
has met all the requirements cited in Title 38, Chapter 8, of the
Tennessee Code Annotated, and is therefore qualified to serve as a
Law Enforcement Officer in the State of Tennessee. Presented this
the 26th day of August nineteen hundred and eighty six.

Cuny Todd
Chairman

Carroll Alexander
Governor

D.F.

MT THIS POLICE DEPARTMENT
SUPERVISOR PERFORMANCE EVALUATION

[X] REGULAR REPORT [] TRANSFER OF SUPERVISOR

EVALUATED SUPERVISOR: Lt.C.Morris

IBM: 5557

ASSIGNMENT: Tillman B

RATING SUPERVISOR: Maj.K.E.Philipps

IBM: 6746

REPORTING PERIOD

FROM: 01/01/2008 TO: 12/31/2008

1. DEVELOPMENT OF SUBORDINATES

Supervisor is effective in maximizing the potential of subordinates through training, counseling, and development activities; shows ability to understand and to respond appropriately to the needs and viewpoints of subordinates, as well as shows fairness and impartiality in rating subordinate's performance through annual evaluations.

☐ Meets Job Requirements

☐ Needs Improvement

☒ Exceeds Expectations

Explanatory Comments: Lt. Morris does a good job of preparing his officers for success, both in their roles as law enforcement officers and also as successful citizens. His evaluations are accurate, fair, and well-written. One Citizen's Letter.

2. JUDGEMENT

Supervisor shows the ability to develop alternative solutions to problems, to evaluation courses of action and reach sound decisions.

☐ Meets Job Requirements

☐ Needs Improvement

☒ Exceeds Expectations

Explanatory Comments: Lt. Morris exercises good judgment. His decision making ability has been proven to be sound.

3. MANAGEMENT CONTROL

Supervisor is skilled in establishing procedures to monitor processes, tasks, and actions of subordinates; shows the ability to evaluate the results of activities.

☐ Meets Job Requirements

☐ Needs Improvement

☒ Exceeds Expectations

Explanatory Comments: Lt. Morris constantly assesses the performance of the officers under his command. He evaluates their strengths and weaknesses and takes the necessary corrective measures. One Letter of Commendation.

4. STRESS TOLERANCE

Supervisor shows ability to remain self-confident and maintains composure in any situation that is encountered.

☐ Meets Job Requirements

☐ Needs Improvement

☒ Exceeds Expectations

Explanatory Comments: Lt. Morris keeps his cool under the most stressful conditions. He does not lack for self confidence. He rarely raises his voice, yet always gets his point across.

5. COMMUNICATION

Supervisor shows effective communication in individual or group settings; shows the ability to express ideas clearly in written and grammatical form.

☐ Meets Job Requirements

☐ Needs Improvement

☒ Exceeds Expectations

Explanatory Comments: Lt. Morris' written communication shows a great deal of effectiveness and attention to detail.

**MEMPHIS POLICE DEPARTMENT
SUPERVISOR PERFORMANCE EVALUATION**

6. LEADERSHIP

Supervisor is effective in getting ideas accepted and directing a group or an individual toward accomplishing a task.

☐ Meets Job Requirements

☐ Needs Improvement

☒ Exceeds Expectations

Explanatory Comments: Lt. Morris is a capable leader. He expresses himself clearly to the officers under his command. His management style is such that the officers readily follow his command.

7. DECISIVENESS

Supervisor shows readiness to make decisions, render judgments and take prompt action.

☐ Meets Job Requirements

☐ Needs Improvement

☒ Exceeds Expectations

Explanatory Comments: Lt. Morris does not vacillate when a decision needs to be made. He is an experienced supervisor and his sharp judgment produces positive results.

8. INITIATIVE

Supervisor proactively influences situations rather than passively accepts outcomes; originates new ideas or methods in response to problems.

☐ Meets Job Requirements

☐ Needs Improvement

☒ Exceeds Expectations

Explanatory Comments: Lt. Morris has shown the ability to "think outside of the box". He has a great deal of experience, but does is not averse to new ideas and solutions.

9. PLANNING AND ORGANIZATION

Supervisor shows the ability to efficiently establish an appropriate course of action for self and/or others to accomplish a specific goal; makes proper personnel assignments and uses resources efficiently.

☐ Meets Job Requirements

☐ Needs Improvement

☒ Exceeds Expectations

Explanatory Comments: Lt. Morris handles daily roll call planning with skill. He frequently organizes and directs GHSO and Blue Crush Details involving multiple officers from multiple shifts.

10. PROBLEM SOLVING

Supervisor shows skill in identifying problems and gathering relevant information in order to institute solutions.

☐ Meets Job Requirements

☐ Needs Improvement

☒ Exceeds Expectations

Explanatory Comments: Lt. Morris has a keen ability to get to the root of a problem. He weighs alternatives before reaching his conclusions.

RATING SUPERVISOR'S CONCLUSION: Lt. Morris is an outstanding supervisor and has done a masterful job with the Tillman Bravo Shift. Despite his many years of service, Lt. Morris continues to seek out further training and developmental courses. During 2008 he (using his own benefit time) received extensive training in WMD Crime Scene Management and related courses through the Department of Homeland Security in Anniston, Alabama.

EXPECTATIONS FOR UPCOMING EVALUATION PERIOD: Continue to solidify Lt. Morris' role as one of the most capable leaders on the Memphis Police Department.

SUPERVISOR RECOMMENDATIONS FOR ADDITIONAL TRAINING AND CAREER DEVELOPMENT:
Lt. Morris is an excellent candidate for promotion to the next rank.

**MEMPHIS POLICE DEPARTMENT
SUPERVISOR PERFORMANCE EVALUATION**

RATING SUMMARY:

(Highlight Rating)

1. DEVELOPMENT OF SUBORDINATES	Meets Job Requirements	Needs Improvement	Exceeds Expectations
2. JUDGEMENT	Meets Job Requirements	Needs Improvement	Exceeds Expectations
3. MANAGEMENT CONTROL	Meets Job Requirements	Needs Improvement	Exceeds Expectations
4. STRESS TOLERANCE	Meets Job Requirements	Needs Improvement	Exceeds Expectations
5. COMMUNICATION	Meets Job Requirements	Needs Improvement	Exceeds Expectations
6. LEADERSHIP	Meets Job Requirements	Needs Improvement	Exceeds Expectations
7. DECISIVENESS	Meets Job Requirements	Needs Improvement	Exceeds Expectations
8. INITIATIVE	Meets Job Requirements	Needs Improvement	Exceeds Expectations
9. PLANNING AND ORGANIZATION	Meets Job Requirements	Needs Improvement	Exceeds Expectations
10. PROBLEM SOLVING	Meets Job Requirements	Needs Improvement	Exceeds Expectations

RATING SUPERVISOR SIGNATURE *[Signature]* **IBM** 6246 **DATE** 3/11/09

REVIEWING COMMANDER SIGNATURE *[Signature]* **IBM** 1528 **DATE** 3/11/09

EVALUATED SUPERVISOR: 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 SUPERVISOR'S COMMENTS:

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

Continue on back if needed.

SIGNATURE *[Signature]* **IBM** 5337 **DATE** 3/12/09

**MEMPHIS POLICE DEPARTMENT
SUPERVISOR PERFORMANCE EVALUATION**

DATE OF APPEAL:

COMMANDING OFFICER OF APPEAL:

IBM:

RANK:

ASSIGNMENT:

APPEAL SUMMARY:

ADJUSTED RATINGS: (Circle appealed dimensions and adjusted ratings)

1. DEVELOPMENT OF SUBORDINATES	Meets Job Requirements	Needs Improvement	Exceeds Expectations
2 JUDGEMENT	Meets Job Requirements	Needs Improvement	Exceeds Expectations
3. MANAGEMENT CONTROL	Meets Job Requirements	Needs Improvement	Exceeds Expectations
4. STRESS TOLERANCE	Meets Job Requirements	Needs Improvement	Exceeds Expectations
5. COMMUNICATION	Meets Job Requirements	Needs Improvement	Exceeds Expectations
6. LEADERSHIP	Meets Job Requirements	Needs Improvement	Exceeds Expectations
7. DECISIVENESS	Meets Job Requirements	Needs Improvement	Exceeds Expectations
8. INITIATIVE	Meets Job Requirements	Needs Improvement	Exceeds Expectations
9. PLANNING AND ORGANIZATION	Meets Job Requirements	Needs Improvement	Exceeds Expectations
10. PROBLEM SOLVING	Meets Job Requirements	Needs Improvement	Exceeds Expectations

COMMANDING OFFICER SIGNATURE _____ **IBM** _____ **DATE** _____

MEMPHIS POLICE DEPARTMENT
SUPERVISOR PERFORMANCE EVALUATION

☒ REGULAR REPORT ☐ TRANSFER OF SUPERVISOR



EVALUATED SUPERVISOR: Lt. C. Morris IBM: 5557 ASSIGNMENT: Tillman Bravo

RATING SUPERVISOR: Maj. E. Henderson IBM: 3478 REPORTING PERIOD
FROM: 1-1-05 TO: 12-31-05

1. DEVELOPMENT OF SUBORDINATES

Supervisor is effective in maximizing the potential of subordinates through training, counseling, and development activities; shows ability to understand and to respond appropriately to the needs and viewpoints of subordinates, as well as shows fairness and impartiality in rating subordinate's performance through annual evaluations.

1 — 2 — 3 — 4 — 5 — 6 — 7 — 8 — 9
X

Category Rating: 7.5 Explanatory Comments: Officers under his command can readily approach him for advice and direction. He encourages his officers to acquire additional training when available to maximize their potential. He routinely goes out of his way to help officers develop their own strengths. Responds to the needs of his subordinates and respects their viewpoints even when there is dissenting opinion.

2. JUDGEMENT

Supervisor shows the ability to develop alternative solutions to problems, to evaluation courses of action and reach sound decisions.

1 — 2 — 3 — 4 — 5 — 6 — 7 — 8 — 9
X

Category Rating: 8.0 Explanatory Comments: Examines the facts and every possible alternative before putting a decision into action. After weighing his alternatives, he makes the best choice possible with the information that he has. He has an innate ability to make decisions that prevent or minimize future occurrences. He is able to reach most decisions rather quickly due to his field experience.

3. MANAGEMENT CONTROL

Supervisor is skilled in establishing procedures to monitor processes, tasks, and actions of subordinates; shows the ability to evaluate the results of activities.

1 — 2 — 3 — 4 — 5 — 6 — 7 — 8 — 9
X

Category Rating: 7.5 Explanatory Comments: Has been attentive to activities being conducted by special details. Conducts most reviews and monitoring face to face, allowing him to obtain all his information first hand even before its ever put on paper. Makes adjustments to enforcement activity based on dialog and productivity results.

4. STRESS TOLERANCE

Supervisor shows ability to remain self-confident and maintains composure in any situation that is encountered.

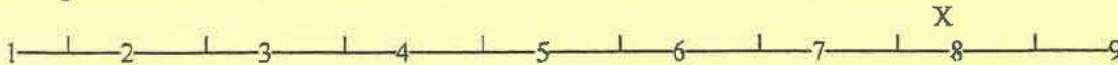
1 — 2 — 3 — 4 — 5 — 6 — 7 — 8 — 9
X

Category Rating: 7.5 Explanatory Comments: Presents himself as a level-headed individual who remains calm in the face of a crisis. Does not get excited by the nature or magnitude of the situation. Exercises great restraint when dealing with hostile crowds or irate citizens with complaints. Maintains his self-discipline and his professionalism at all times.

**MEMPHIS POLICE DEPARTMENT
SUPERVISOR PERFORMANCE EVALUATION**

5. COMMUNICATION

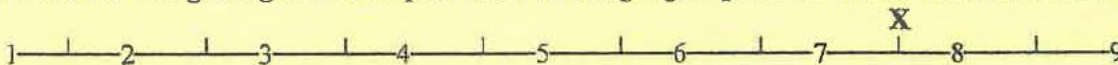
Supervisor shows effective communication in individual or group settings; shows the ability to express ideas clearly in written and grammatical form.



Category Rating: 8.0 **Explanatory Comments:** Appears confident when addressing officers at roll call, commanding their attention and respect. Communicates effectively with officers and the general public. His incident reports are clear, concise and easily understood. Is not nervous when dealing with the media and seems to handle them with ease. He understands what he can and cannot say and delivers his information accurately.

6. LEADERSHIP

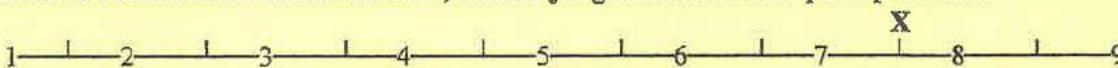
Supervisor is effective in getting ideas accepted and directing a group or an individual toward accomplishing a task.



Category Rating: 7.5 **Explanatory Comments:** Has readily accepted his role as administrative supervisor. He takes it upon himself to assess the needs of the shift and makes adjustment to manpower allocation based on crime and resources. Presents his shift with the most updated crime information possible that's needed to perform the task at hand.

7. DECISIVENESS

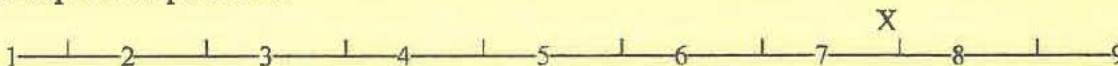
Supervisor shows readiness to make decisions, render judgments and take prompt action.



Category Rating: 7.5 **Explanatory Comments:** Always stands ready to make a decision whenever necessary. Can usually rely on his experience to allow him to successfully handle and make the right decision on most situations. Is not hesitant when it comes to making prompt decisions.

8. INITIATIVE

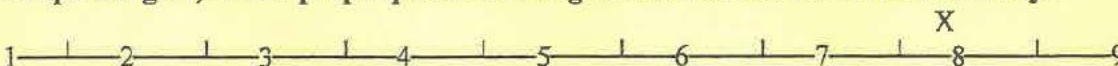
Supervisor proactively influences situations rather than passively accepts outcomes; originates new ideas or methods in response to problems.



Category Rating: 7.5 **Explanatory Comments:** Has received training in Homeland Security which helps him perform well in critical incidents settings. Spends the majority of his time in the field, monitoring and meeting with his subordinates. Actively seeks feedback from subordinates with new and creative ideas on crime enforcement methods and public safety.

9. PLANNING AND ORGANIZATION

Supervisor shows the ability to efficiently establish an appropriate course of action for self and/or others to accomplish a specific goal; makes proper personnel assignments and uses resources efficiently.



Category Rating: 8.0 **Explanatory Comments:** Works closely with other supervisors and other units to accomplish a specific goal and become more productive. Knows the supervisory coverage and projection needed for a specific time frame. Understands the crime specific element needed to resolve crime issues.

**MEMPHIS POLICE DEPARTMENT
SUPERVISOR PERFORMANCE EVALUATION**

10. PROBLEM SOLVING

Supervisor shows skill in identifying problems and gathering relevant information in order to institute solutions.

1 — 2 — 3 — 4 — 5 — 6 — 7 — X — 8 — 9

Category Rating: 7.5 Explanatory Comments: Is constantly on the alert for changes in the criminal environment and the criminal intent. Knows the dynamics of change and how it affects everything. Understands the scope of identifying problems and instituting solutions before understanding the need for change.

RATING SUPERVISOR'S CONCLUSION: Lt. Morris continues to be the designated leader on the Bravo shift. Most of the times he relishes this opportunity, but will occasionally appear to not want to be at the forefront.

RATING SUMMARY:

1. DEVELOPMENT OF SUBORDINATES	<u>7.5</u>	6. LEADERSHIP	<u>7.5</u>
2 JUDGEMENT	<u>8.0</u>	7. DECISIVENESS	<u>7.5</u>
3. MANAGEMENT CONTROL	<u>7.5</u>	8. INITIATIVE	<u>7.5</u>
4. STRESS TOLERANCE	<u>7.5</u>	9. PLANNING AND ORGANIZATION	<u>8.0</u>
5. COMMUNICATION	<u>8.0</u>	10. PROBLEM SOLVING	<u>7.5</u>

TOTAL SCORE: 76.5

RATING SUPERVISOR SIGNATURE [Signature] **IBM** 3478 **DATE** 5/31/06

REVIEWING COMMANDER'S SIGNATURE [Signature] **IBM** 8784 **DATE** 5/31/06

EVALUATED SUPERVISOR: 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 CATEGORY FOR APPEAL:** 1 2 3 4 5 6 7 8 9 10

EVALUATED SUPERVISOR'S COMMENTS:

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

Continue on back if needed.

SIGNATURE [Signature] **IBM** 5557 **DATE** May 12, 2006

MEMPHIS POLICE DEPARTMENT
SUPERVISOR PERFORMANCE EVALUATION

DATE OF APPEAL:

COMMANDING OFFICER OF APPEAL:

IBM:

RANK:

ASSIGNMENT:

APPEAL SUMMARY:

ADJUSTED RATING CATEGORIES/ SCORES:

1 ____ 2 ____ 3 ____ 4 ____ 5 ____ 6 ____ 7 ____ 8 ____ 9 ____ 10 ____

RE-EVALUATED SCORE: ____

COMMANDING OFFICER SIGNATURE _____ IBM _____ DATE _____

RECEIVED
JUN 15 2006
Memphis Police Dept.
Human Resources



MEMPHIS POLICE DEPARTMENT
COMMANDING OFFICER PERFORMANCE REPORT

☒ [XX] REGULAR REPORT

☐ [] TRANSFER OF SUPERVISOR

☐ [] TRANSFER OF OFFICER

OFFICER: **Lt. C. Morris**

IBM: 5557

ASSIGNMENT: **Central Bravo**
REPORTING PERIOD

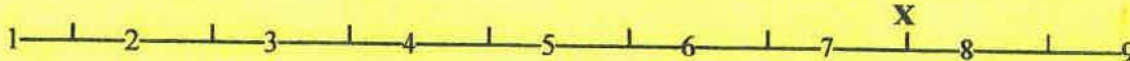
SUPERVISOR: **Major P.A. Lovett**

IBM: 4857

FROM: 1/1/2004 TO: 12/31/2004

1. COMMUNICATION

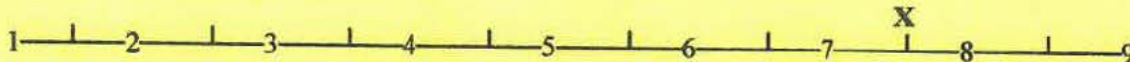
Effectiveness of expression in individual or group situations and the ability to express ideas clearly in writing, and in good grammatical form.



Lt. Morris is confident when addressing officers at roll call commanding their attention and respect. He has an innate ability to communicate effectively with officers or the public regardless of educational level or background. His incident reports are always clear, concise, and well written. His communication strength is his active listening ability. He is very attentive to others, which minimizes misunderstandings with the public and his subordinates.

2. DECISIVENESS

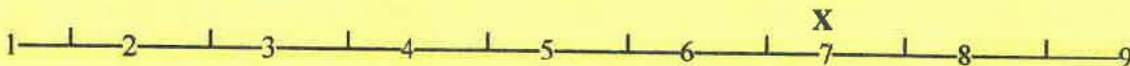
Readiness to make decisions renders judgements, take action or commit oneself.



This supervisor is not bashful about taking a stand. He is confident in his knowledge, and draws upon his varied experience to assess information being ever ready to make decisions and stand by them. He has expanded his knowledge and experience in the area of crisis management of critical incidents by his attendance to several responder training schools administered through the Department of Homeland Security.

3. DEVELOPMENT OF SUBORDINATES

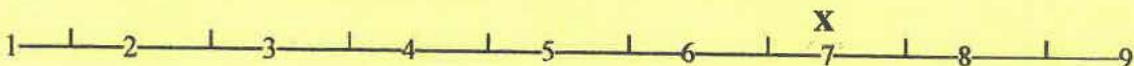
Efforts to maximize human potential of subordinates through training and development activities: ability to understand and to respond appropriately to the needs and viewpoints of subordinates.



This supervisor has made great strides in rewarding his men for the job they do. He has become more meticulous in the delivery of positive job behavior reports and recognizes their importance in the development of a young officer. The officers under his command can readily approach him for discussions. He encourages his officers to acquire additional training when available to maximize their potential. He routinely goes out of his way help officers develop their own strengths.

4. INITIATIVE

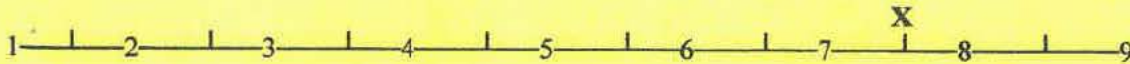
Actively influencing events rather than passively accepting: self-starting. Takes action beyond what is necessarily called for. Originates actions rather than responding to events.



Lt. Morris takes it upon himself to re-direct manpower to areas where there has been an increase in criminal activity. If not doing paperwork, he is out in the street patrolling along side his subordinates. He tries to influence the younger officers to stay away from situations that can place them in compromising positions and monitors older officers for adherence to policy.

5. JUDGEMENT

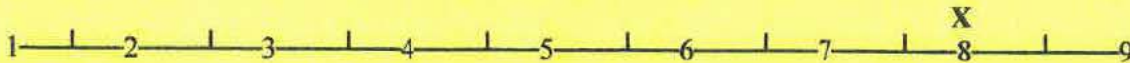
Ability to develop alternative solutions or plans, to evaluate courses of action and reach logical decisions.



Lt. Morris obtains facts, asks questions, and tries to foresee problems before making a decision to take action. He tries to examine all perspectives and then picks the solution that best fits the situation. He possesses an innate ability to make decisions that prevent or minimize future problems in almost any situations.

6. LEADERSHIP

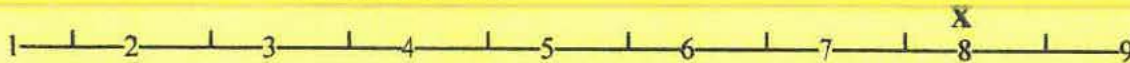
Effectiveness in getting ideas accepted and in guiding a group or an individual toward task accomplishment.



This supervisor's has readily accepted the role of the administrative supervisor. He takes it upon himself to assess the needs of the shift and make roll call adjustments or changes to insure that problems are addressed and action taken. He has participated in several training schools this cycle which specifically address the supervisory aspect of guiding a group for task accomplishment in critical situations. He has successfully incorporated this training into his every day supervisory tasks to enhance the individual performance of his subordinates.

7. MANAGEMENT CONTROL

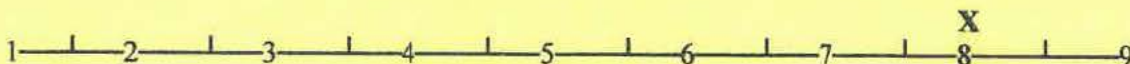
Skill in establishing procedures to monitor (or regulate) processes, tasks, or the activities of subordinates. Ability to evaluate the results of delegated projects and assignments.



Lt. Morris volunteered to attend several training schools to enhance his ability to manage critical situations, even utilizing his own benefit time to attend out of town training. He has been effective in the performance of his duties being attentive to special details such as Residential Burglaries during the day, Larcenies from vehicles and car thefts in Wards 525 and 526, which are not directly under his immediate supervision.

8. PLANNING AND ORGANIZING

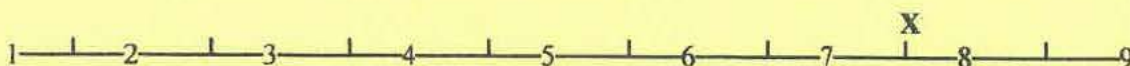
Ability to efficiently establish an appropriate course of action for self and/or others to accomplish a specific goal, make proper assignments of personnel and appropriate use of resources



This Lt. utilizes the Duty Status sheets, in conjunction with scratch roll calls, to project available manpower for any given day to meet the needs of the shift in preparing rollcalls. He routinely schedules officers to work details that compliment that officer's work ethic and area of interest. He works closely with the other Lts. to accomplish the goals and objectives of the shift to make the work effort more productive.

9. PROBLEM ANALYSIS

Skill in identifying problems, securing relevant information and identifying possible causes of problems.



Lt. Morris is aware of shift problems in regards to ongoing criminal activity and the experience level of the officers. He works diligently to balance the younger officers with the more experienced officers to further develop them and provide greater coverage of the Precinct. He is knowledgeable of the "hot spots" within the Precinct and reminds officers regularly to keep them in check.

10. STRESS TOLERANCE

...ability to remain self-assured and maintain performance in a variety of situations: to appear unflustered, to "keep one's cool" under pressure.

1—|—2—|—3—|—4—|—5—|—6—|—7—|—8—|—9
X

This Lt. is level headed, he remains calm in all circumstances and does not over react. He rarely gets excited by the pressures from the job and has on more than one occasion exhibited a tremendous amount of personal restraint. He is a great role model for the younger officers on how to conduct oneself at all times.

ADDITIONAL COMMENTS: Lt. Morris is an excellent supervisor. He cares about the officers he supervises and has earned their respect in return. He has sought additional training to enhance his abilities to manage critical incidents, including weapons of mass destruction. He is an asset to the overall operation. He provides stability between the rank and file and the supervisory staff. I am proud to have him on my supervisory staff.

REPORTING SUPERVISOR:

SIGNATURE

Maj. P. Smith

DATE

1/28/05**OFFICER:**

SIGNATURE

Lt. P. R. Morris

DATE

3/17/05**REVIEWING OFFICER:**

SIGNATURE

Maj. P. Smith

DATE

3/17/05**APPEAL:**YES ☐ NO ☒

ITEMS APPEALED

RATING SUMMARY:

1. COMMUNICATION	7.5	6. LEADERSHIP	8.0
2. DECISIVENESS	7.5	7. MANAGEMENT CONTROL	8.0
3. DEVELOPMENT OF SUBORDINATES	7.0	8. PLANNING AND ORGANIZING	8.0
4. INITIATIVE	7.0	9. PROBLEM SOLVING	7.5
5. JUDGEMENT	7.5	10. STRESS TOLERANCE	7.5
		TOTAL SCORE	75.5

MEMPHIS POLICE DEPARTMENT
SERGEANT - INVESTIGATOR
PERFORMANCE REPORT

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

SEARGENT C. R. Morris

EMP.NBR. 5557

ASSIGNMENT SCAT

REPORTING PERIOD
FROM: 01/01/98
TO: 12/31/98

SUPERVISOR: Lt. L. Jamison

EMP.NBR. 4273

1. COMMUNICATION SKILL

Ability to make oneself understood in face-to-face situations, and to effectively interview witnesses and suspects. Ability to transmit written and oral information clearly, using good grammatical form.

1 2 3 4 5 6 7 X 8 9

Sgt. Morris has the ability to communicate on all social and educational levels. His oral and written communication is clear and concise, containing all the facts and information. 3 Positive OBR.'s.

2. WORK ATTITUDE

Demonstrates an interest in serving the public by the performance of his/her duties. Willingness to work with fellow officers, including mutual decision making, and taking an equal share of the workload. Willingness to receive instructions, follow orders and accept counseling from supervisors.

1 2 3 4 5 6 7 X 8 9

Sgt. Morris has a very good work attitude and works well with his fellow officers. He mutually shares the workloads and in the decision making with peers. He appears to enjoy serving the public in the course of his duties. He served as an alternate equipment officer for the unit. 6 OBR.'s and 2 Letters of Appreciations.

3. JOB KNOWLEDGE

Knowledge and use of law, procedures, policies and techniques related to the investigative function, including the application of prior training and experience.

1 2 3 4 5 6 7 X 8 9

Sgt. Morris has demonstrated that he has more than an adequate amount of knowledge regarding the law and the MPD policies and procedures. He has used that knowledge and prior training to help him make sound decisions in the course of his duties. He is a previously trained tact officer. 3 Positive OBR.'s.

4. RELIABILITY

Dependability in job attendance, punctuality, acceptance of responsibility, reaction to stress, and accuracy in all details of work.

1 2 3 4 5 6 7 X 8 9

Sgt. Morris has a good attendance record. He reports to work on time and will give adequate notification if a problem arise to prevent his punctuality. He has also demonstrated that he has a high tolerance to stress and takes pride in being accurate in his work. 2 OBR.'s and 2 Letters of Appreciation.

5. DEALING WITH THE PUBLIC

Ability to deal with the public in a respectful, tactful manner, within the scope of the officers' duty and within the scope of the law.

1 2 3 4 5 6 7 X 8 9

Sgt. Morris has a very good rapport when dealing with the public. He is courteous and respectful with all individuals he comes in contact with and treats them as he desire to be treated. He has 2 Letters of Appreciation, one of which is from a citizen from the private sector. 2 Letters of Appreciation.

6. DECISIVENESS

Readiness to make decisions, renders judgements, take action or commit one.

[1] POSITIVE OBRS
[0] NEGATIVE OBRS
[1] LETTERS

(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)	(9)
LOW				AVG		X		HIGH

Sgt. Morris gathers all pertinent facts before he makes any logical decisions. Furthermore, his ability to make very rational decisions has resulted in him acquiring additional demanding responsibilities, such as being called upon to handle the most complex investigations.

7. INITIATIVE

Actively influencing events rather than passively accepting; self-starting. Takes action beyond what is necessarily called for. Originates actions rather than just responding to events.

[11] POSITIVE OBRS
[00] NEGATIVE OBRS
[01] LETTERS

(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)	(9)
LOW				AVG			X	HIGH

Sgt. Morris effectively initiates solutions that will eventually assist him in unequivocally bringing his investigations to a successful factual closure. He attended The Street Survival, tactical edge and the winner seminar during March and April of 1999, where he successfully completed all requirements.

8. JUDGEMENT

Ability to develop alternative solutions to problems, to evaluate courses of action and reach logical decisions.

[8] POSITIVE OBRS
[1] NEGATIVE OBRS
[1] LETTERS

(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)	(9)
LOW				AVG			X	HIGH

Sgt. Morris can definitely be accountable for utilizing good sound judgement in all of his investigations and daily activities. He has demonstrated that he has the ability to make difficult decision under pressure without the availability of advice. He requires minimum supervision. While in the SCAT units he used P4414 as a take home car without obtaining permission from a supervisor.

9. PLANNING AND ORGANIZING

Ability to efficiently establish an appropriate course of action to accomplish a specific goal, through the utilization of available resources.

[7] POSITIVE OBRS
[0] NEGATIVE OBRS
[1] LETTERS

(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)	(9)
LOW				AVG			X	HIGH

Sgt. Morris carefully plans and strategically orchestrates his workload and every single movement of his investigation in order that his work is completed in a timely manner. As a result of this admirable technique, he achieves greater results at the conclusion of his investigations.

10. PROBLEM ANALYSIS

Skill in identifying problems, securing relevant information and identifying possible courses of action.

[3] POSITIVE OBRS
[0] NEGATIVE OBRS
[1] LETTERS

(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)	(9)
LOW				AVG			X	HIGH

Sgt. Morris displays the remarkable ability to solve problems before they can create delays in his investigations. He thinks reasonably about ways to perfect his investigation. One of his most important qualities is that he learns from his mistakes.

ADDITIONAL COMMENTS: Sgt. Morris was assigned to this unit on August 21, 1999, since his assignment he has adjusted to the procedures and processes, the computers and the office way of doing things very quickly. He is an excellent addition to our staff.

REPORTING SUPERVISOR:
REVIEWING COMMANDER:
RATED OFFICER:
APPEAL:

SIGNATURE [Signature]
SIGNATURE [Signature]
SIGNATURE [Signature]
SIGNATURE _____

DATE 02-18-00
DATE 02-18-00
DATE 02-18-00
DATE _____

RATING SUMMARY:

1. COMMUNICATION SKILL
2. WORK ATTITUDE
3. JOB KNOWLEDGE
4. RELIABILITY
5. DEALING WITH THE PUBLIC

7.0
8.0
7.5
7.5
7.0

6. DECISIVENESS
7. INITIATIVE
8. JUDGEMENT
9. PLANNING & ORGANIZING
10. PROBLEM ANALYSIS

7.0
8.0
7.5
7.5
7.0

TOTAL SCORE: 74.0

CK

MEMPHIS POLICE DEPARTMENT

SERGEANT - INVESTIGATOR

PERFORMANCE REPORT

☒ REGULAR
REPORT

☐ TRANSFER OF
SUPERVISOR

☐ TRANSFER OF
OFFICER

INVESTIGATOR: Sgt. C. Morris
SUPERVISOR: Lt. C. W. Jackson

EMP. #: 5557
EMP. #: 7990

ASSIGNMENT: I. S. B.
REPORTING PERIOD
FROM: 01/01/99 TO: 12/31/99

1. COMMUNICATION SKILL
[4] POSITIVE OBRS
[1] NEGATIVE OBRS
[1] LETTERS

Ability to make oneself understood in face-to-face situations, and to effectively interview witnesses and suspects. Ability to transmit written and oral information clearly, using good grammatical form.

						X		
(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)	(9)
LOW				AVG				HIGH

Sgt. Morris can intelligently communicate with the complainants, witnesses, and principle officers in all of his investigations, regardless of their social or educational level. His reports are full of details, they are clear, concise very easy to read and contains all the facts and information. He has adapted extremely well since being assigned to this unit in August 21, 1999. He always represented the Inspectional Services Bureau in a professional manner. While assigned to the Scats unit he uses P4414 as a take home care without obtaining permission from a supervisor.

2. WORK ATTITUDE
[13] POSITIVE OBRS
[00] NEGATIVE OBRS
[01] LETTERS

Demonstrates an interest in serving the public by the performance of his/her duties. Willingness to work with fellow officers, including mutual decision making, and taking an equal share of the workload. Willingness to receive instructions, follow orders and accept counseling from supervisors.

						X		
(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)	(9)
LOW				AVG				HIGH

Sgt. Morris realizes how vital it is to serve the public. He has never experienced any problems in working with any of his coworkers as well as other police personnel. Taking on an equal share of the workload is a common practice for Sgt. Morris. He politely accepts instructions and follows orders from his supervisor.

3. JOB KNOWLEDGE
[6] POSITIVE OBRS
[0] NEGATIVE OBRS
[1] LETTERS

Knowledge and use of law, procedures, policies and techniques related to the investigative function including the application of prior training and experience.

						X		
(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)	(9)
LOW				AVG				HIGH

Sgt. Morris has a strong applicable knowledge of the laws and the policies and procedures manual. In 1999, he was instrumental in several felony arrests while assigned to the SCAT Unit and since August 21, 1999 he has handled 8 internal affairs investigations, and 2 miscellaneous complaints. His knowledge and prior training assist him tremendously with his investigations.

4. RELIABILITY
[7] POSITIVE OBRS
[0] NEGATIVE OBRS
[1] LETTERS

Dependability in job attendance, punctuality, acceptance of responsibility, reaction to stress, and accuracy in all details of work.

						X		
(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)	(9)
LOW				AVG				HIGH

Sgt. Morris always reports to work early and will give adequate notification if a problem arise to prevent his punctuality. He is always willing to accept the challenge of acquiring additional responsibilities. Although he is one of the newest investigators to this unit he is very calm during stressful situations and has adjusted extremely well and can be relied upon to conduct a fair and impartial investigation allowing the facts of the case to determine the outcome. His work is always turned in to his supervisor in the required timely manner.

5. DEALING WITH THE PUBLIC
[0] POSITIVE OBRS
[0] NEGATIVE OBRS
[1] LETTERS

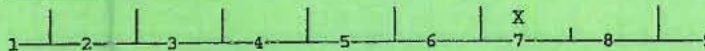
Ability to deal with the public in a respectful, tactful manner, within the scope of the officers' duty and within the scope of the law.

						X		
(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)	(9)
LOW				AVG				HIGH

Sgt. Morris is equipped with the unique ability of dealing with angry citizens and mental cases that come to this office to file a complaint. He maintains his respectable mild-mannerism, during such stressful situations. He is always courteous and respectful with all individuals he come in contact with and treats them as he desires to be treated.

6. DECISIVENESS

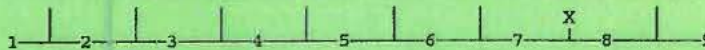
Readiness to make decisions, render judgements, take action or commit oneself.



Sgt. Morris will not hesitate when it comes to making a decision. He makes sound judgement with whatever facts he has available to him and holds steadfast to his decisions once he has committed himself. 10 Positive OBR.'s.

7. INITIATIVE

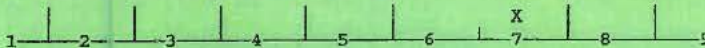
Actively influencing events rather than passively accepting; self-starting. Takes action beyond what is necessarily called for. Originates actions rather than just responding to events.



Sgt. Morris has demonstrated that he has a high level of initiative and has readily conveyed his ideas on how the Scat Unit could be improved both with equipment and operational procedures. He also tries to enhance his abilities and experiences by volunteering for any available schools or training that's open to the unit. 4 Positive OBR.'s.

8. JUDGMENT

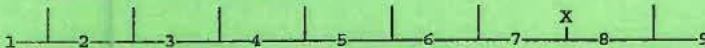
Ability to develop alternative solutions to problems, to evaluate courses of action and reach logical decisions.



Sgt. Morris has demonstrated that he has the ability to make difficult decision under pressure without the availability of advice. Requires little to no supervisory input when given a task to perform. 3 Positive OBR.'s and 2 Negative OBR.'s.

9. PLANNING AND ORGANIZING

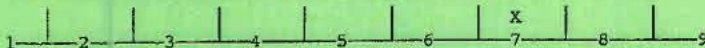
Ability to efficiently establish an appropriate course of action to accomplish a specific goal, through the utilization of available resources.



Sgt. Morris has exhibited the ability to effectively develop a course of action to accomplish specific goals he deems important. He has been instrumental and resourceful in obtaining equipment for the Scat Unit. 3 Positive OBR.'s.

10. PROBLEM ANALYSIS

Skill in identifying problems, securing relevant information and identifying possible courses of action.



Sgt. Morris has adequate skills in identifying problems and after doing can readily develop a course of action that render viable solutions that reflects favorably upon the Dept. 1 Positive OBR.

ADDITIONAL COMMENTS:

Sgt. Morris has attended the following schools: Civil Disobedience, Deaf Awareness Training, STG/Gang Management Training, Hate Crime Training, Methamphetamine Clandestine Lab

REPORTING SUPERVISOR:

SIGNATURE

DATE 2/07/99

SEARGENT:

SIGNATURE

DATE 2-10-98

REVIEWING OFFICER:

SIGNATURE

DATE 2-11-99

APPEAL:

YES

NO

ITEMS APPEALED

RATING SUMMARY:

1. COMMUNICATION SKILL

7.0

6. DECISIVENESS

7.0

2. WORK ATTITUDE

7.5

7. INITIATIVE

7.5

3. JOB KNOWLEDGE

7.5

8. JUDGMENT

7.0

4. RELIABILITY

7.0

9. PLANNING AND ORGANIZING

7.5

5. DEALING WITH THE PUBLIC

7.5

10. PROBLEM ANALYSIS

7.0

TOTAL SCORE 72.50

**MEMPHIS POLICE DEPARTMENT
SERGEANT - INVESTIGATOR
PERFORMANCE REPORT**

[X] REGULAR [] SUPERVISOR
REPORT

TRANSFER OF [] TRANSFER OF
OFFICER

OFFICER SGT. C. MORRIS

EMP.NBR. 5557

ASSIGNMENT SCAT

SUPERVISOR LT. B. D. DAVIS

EMP.NBR. 2046

REPORTING PERIOD

FROM:1-1-97 TO:12-31-97

1. COMMUNICATION SKILL

Ability to make oneself understood in face-to-face situations, and to effectively interview witnesses and suspects. Ability to transmit written and oral information clearly, using good grammatical form.

1 2 3 4 5 6 7 X 8 9

(1) Positive OBR Sgt. Morris has the ability to communicate on all social and educational levels. His oral and written communication is clear and concise, containing all the facts and information.

2. WORK ATTITUDE

Demonstrates an interest in serving the public by the performance of his/her duties. Willingness to work with fellow officers, including mutual decision making, and taking an equal share of the workload. Willingness to receive instructions, follow orders and accept counseling from supervisors.

1 2 3 4 5 6 7 X 8 9

(7) Positive OBR's Sgt. Morris reaches out to the public. He posses an endless strength that he maintain even when pressured. He is a serious yet confident officer.

3. JOB KNOWLEDGE

Knowledge and use of law, procedures, policies and techniques related to the investigative function, including the application of prior training and experience.

1 2 3 4 5 6 7 X 8 9

(5) Positive OBR's Sgt. Morris clearly understands purposes objectives practices and procedures of this department. He also assist "On-line" when SCAT is in firearms training.

4. RELIABILITY

Dependability in job attendance, punctuality, acceptance of responsibility, reaction to stress, and accuracy in all details of work.

1 2 3 4 5 6 7 X 8 9

(2) Positive OBR's Sgt. Morris requires very little supervision. Reports to work on time and ready for assignment. Carries and handles his load.

5. DEALING WITH THE PUBLIC

Ability to deal with the public in a respectful, tactful manner, within the scope of the officers' duty and within the scope of the law.

1 2 3 4 5 6 7 X 8 9

(1) Positive OBR Sgt. Morris faces many delicate situations daily. He deals with the public in a professional manner finding some common ground of agreement.

6. DECISIVENESS

Readiness to make decisions, render judgements, take action or commit oneself.

1 2 3 4 5 6 7 X 8 9

(2) Positive OBR's Sgt. Morris is always available when needed. Doesn't allow personal feelings, prejudices, nor animosities to influence his decisions. He volunteered for the Interstate Interdiction.

7. INITIATIVE

Actively influencing events rather than passively accepting; self-starting. Takes action beyond what is necessarily called for. Originates actions rather than just responding to events.

1 2 3 4 5 6 7 8 9
X

(6) Positive OBR's Sgt. Morris has great ideas for improving his work environment. He is able to get people to open up to him, which makes it easier to obtain the facts as well as the truth when investigating a crime.

8. JUDGMENT

Ability to develop alternative solutions to problems, to evaluate courses of action and reach logical decisions.

1 2 3 4 5 6 7 8 9
X

(5) Positive OBR's Sgt. Morris being a trained TACT officer has the ability to make difficult decisions where there is little time or opportunity to seek advice.

9. PLANNING AND ORGANIZING

Ability to efficiently establish an appropriate course of action to accomplish a specific goal, through the utilization of available resources.

1 2 3 4 5 6 7 8 9
X

Sgt. Morris uses quick methods in assessing given situations. He concentrates on developing resourceful solutions.

10. PROBLEM ANALYSIS

Skill in identifying problems, securing relevant information and identifying possible courses of action.

1 2 3 4 5 6 7 8 9
X

(1) Positive OBR Sgt. Morris follows up on all criminal leads, seeking and identifying sources to apprehend criminals and combat crime.

ADDITIONAL COMMENTS:

ORIGINAL MEMBER OF SCAT!! Yearly Reports reflects his participation in SCAT (Misdemeanor Arrests - 1803, Felony Arrests - 2364 & Citations - 5022). Sgt. Morris received (8) Positive OBR's, (4) Letters of Appreciation, and attended numerous schools and seminars during this evaluation period.

REPORTING SUPERVISOR:

SIGNATURE

Lt D. D. Davis

DATE *02/17/98*

OFFICER:

SIGNATURE

Sgt. C. J. Morris

DATE *02/18/98*

REVIEWING OFFICER:

SIGNATURE

Major E. Dabkin

DATE *2/17/98*

APPEAL:

YES

NO *X*

ITEMS APPEALED

RATING SUMMARY:

1. COMMUNICATION SKILL	7.0	6. DECISIVENESS	7.0
2. WORK ATTITUDE	7.5	7. INITIATIVE	7.0
3. JOB KNOWLEDGE	7.5	8. JUDGMENT	7.0
4. RELIABILITY	7.5	9. PLANNING AND ORGANIZING	7.0
5. DEALING WITH THE PUBLIC	7.0	10. PROBLEM ANALYSIS	7.0

71.50



MEMPHIS POLICE DEPARTMENT
OFFICER PERFORMANCE REPORT

CK

REGULAR TRANSFER OF TRANSFER OF
[X] REPORT SUPERVISOR OFFICER

OFFICER C.R. Morris EMP. NBR. 5557 ASSIGNMENT: TACT Unit
SUPERVISOR Lt. P.A. Lovett EMP. NBR. 4857 FROM: JANUARY 1, 1996 TO: DECEMBER 31, 1996

1. JOB KNOWLEDGE

Use of knowledge of law, procedures, policies, and techniques related to the patrol function, including the application of police training.

Letters of Commendation
Letters of Appreciation
5 Positive DBRs
Negative DBRs



Officer Morris is the newest member of the Tactical Unit. Although he has not been afforded the opportunity to attend a full basic TACT school, he has utilized his police training and experience to his advantage and applied it successfully to tactical situations.

2. JUDGEMENT

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

Letters of Commendation
Letters of Appreciation
5 Positive DBRs
Negative DBRs



This officer takes his time, assesses situations, and develops alternatives prior to taking any kind of action. He has demonstrated an innate ability to apply common sense with successful results.

3. USE OF EQUIPMENT

Knowledge, care and skill in the use of firearms, and all issued equipment.

Letters of Commendation
Letters of Appreciation
2 Positive DBRs
Negative DBRs



Officer Morris has been assertive in learning how to operate and maintain equipment available to TACT officers. He has become very proficient with several weapons including the M16 and the .308 rifle. He keeps all of his issued equipment in excellent condition. He was involved in two non-chargeable accidents this report period.

4. DEALING WITH THE PUBLIC

Ability to deal with the public in a respectful, tactful style, within the scope of the officer's duty and within the scope of the law.

Letters of Commendation
Letters of Appreciation
3 Positive DBRs
Negative DBRs



Officer Morris has effectively demonstrated his ability to deal with the public in almost any given situation. His interpersonal skills resulted in his involvement with dietary protection assignments, as well as his appointment to equipment officer.

5. RELIABILITY

Dependability in job attendance, punctuality, acceptance of responsibility, reaction to stress, and accuracy in all details of work.

Letters of Commendation
Letters of Appreciation
Positive DBRs
Negative DBRs



Officer Morris is consistently prompt to work and training assignments. He takes responsibility for his own actions and can be relied upon to do his best in any assignment. His attention to detail is another quality which led to his appointment to equipment officer.

6. APPEARANCE

Personal and professional pride shown by personal neatness and grooming, and general appearance.

Letters of Commendation
Letters of Appreciation
2 Positive DBRs
Negative DBRs



This officer takes pride in his personal appearance as he demonstrates in both his physical conditioning and his professional appearance in uniform. His uniform is always well kept and shoes shined.

7. COMPATIBILITY

Ability to work with fellow officers, including mutual decision making, and taking an equal share of the workload.

Letters of Commendation
Letters of Appreciation
Positive OPRs
Negative OPRs



Officer Morris has excelled in his ability to work with other officers in the TACT unit. Although confronted with skepticism he has effectively risen to the challenge and emerged a victor. He graciously shares in the workload and gets involved in the decision making process.

8. COMMUNICATION

Ability to make oneself understood in face-to-face situations and to transmit and receive information in written and oral form.

Letters of Commendation
Letters of Appreciation
Positive OPRs
Negative OPRs



Officer Morris is very adept at communicating effectively on any education level. He makes himself understood both verbally and in written form.

9. RECEPTIVENESS

Willingness to receive information, follow orders, and accept counseling from supervisors.

Letters of Commendation
Letters of Appreciation
Positive OPRs
Negative OPRs



Officer Morris accepts constructive criticism well from both supervisors and his peers. Being the newest member of the unit, ofcs. can be very critical, however Officer Morris has taken it in stride. He has listened and learned making himself an integral of the TACT team. He also was a willing participant in the annual Torch Run for Special Olympics.

10. WORK ATTITUDE

Demonstrates initiative and interest in service the public by the performance of his/her job, including the fair and objective enforcement and administration of the law.

Letters of Commendation
Letters of Appreciation
Positive OPRs
Negative OPRs



Officer Morris exhibits a willingness to learn. He projects a pride in himself which spills over into his duties. He eagerly accepts additional responsibility and is committed to learning as much as he can.

ADDITIONAL COMMENTS: Since coming to the TACT Unit, Officer Morris has proven himself a team player and has attended one week long Regional TACT hosted by this department and a week long Basic TACT school hosted by the SCSD SWAT team. He actively participated in both schools and eagerly participates in regular training sessions with the entire unit.

REPORTING SUPERVISOR:

SIGNATURE

[Signature]

DATE

2/24/97

OFFICER:

SIGNATURE

[Signature]

DATE

3/4/97

REVIEWING OFFICER:

SIGNATURE

[Signature]

DATE

3/4/97

APPEAL:

YES

NO

IF YES, APPEAL TO:

TRAINING SUMMARY:

1. JOB KNOWLEDGE

2.0

4. APPEARANCE

9.0

2. JUDGEMENT

7.0

7. COMPATIBILITY

2.5

3. USE OF EQUIPMENT

6.0

8. COMMUNICATION

3.5

4. DEALING WITH THE PUBLIC

7.5

9. RECEPTIVENESS

1.0

5. RELIABILITY

7.0

10. WORK ATTITUDE

8.0

TOTAL SCORE

73

MEMPHIS POLICE DEPARTMENT
OFFICER PERFORMANCE REPORT

7742-2697

CK

☒ REGULAR REPORT ☐ TRANSFER OF SUPERVISOR ☐ TRANSFER OF OFFICER

OFFICER C.R. MORRIS EMP. NBR. 5557 ASSIGNMENT SOUTH C. UNIFORM PATROL
SUPERVISOR LT. M.B. MCCALED EMP. NBR. 5321 REPORTING PERIOD
FROM: JAN. 1, 1994 TO: DEC. 31, 1994

1. JOB KNOWLEDGE

Use of knowledge of law, procedures, policies and techniques related to the patrol function, including the application of prior training.

☒ POSITIVE DBRS
☐ NEGATIVE DBRS
☐ LETTERS



OFFICER IS A NINE YEAR VETERAN AND DEMONSTRATES HIS KNOWLEDGE OF THE LAW AND POLICY AND PROCEDURES ON A DAILY BASIS BY PLACING PROPER CHARGES ON ARREST TICKETS, MISDEMEANOR CITATIONS AND TRAFFIC TICKETS; KNOWS PROPER PROCEDURES TO FOLLOW IN PRESERVING CRIME SCENES, TAGGING EVIDENCE TO PRESERVE THE CHAIN OF CUSTODY AND IS UTILIZED AS AN INTERSTATE INTERDICTION AND FIELD TRAINING OFFICER.

2. JUDGMENT

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

☒ POSITIVE DBRS
☐ NEGATIVE DBRS
☐ LETTERS

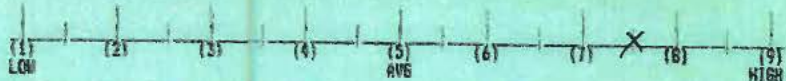


USES SOUND JUDGEMENT WHEN EVALUATING ALTERNATIVES TO SITUATIONS BEFORE SETTLING ON A COURSE OF ACTION; KEEPS SUPERVISORS ADVISED OF POTENTIALLY DANGEROUS SITUATIONS AND MAKES SUGGESTIONS TO SUPERVISORS REGARDING IDEAS HE HAS. LEVEL HEADED AND SELDOM BECOMES EXCITED, EVEN WHEN THE SITUATION IS TENSE.

3. USE OF EQUIPMENT

Knowledge, care and skill in the use of firearms and all issued equipment.

☒ POSITIVE DBRS
☐ NEGATIVE DBRS
☐ LETTERS



KNOWS THE PROPER USE AND CARE OF ALL ISSUED EQUIPMENT; LAP TOP COMPUTER TRAINED; KEEPS HIS PERSONAL EQUIPMENT IN TOP OPERATING CONDITION; OPERATES HIS POLICE UNIT WITHIN THE GUIDELINES OF THE DEPARTMENT; NO TRAFFIC ACCIDENTS THIS REPORTING PERIOD.

4. DEALING WITH THE PUBLIC

Ability to deal with the public in a respectful, tactful style, within the scope of the officers' duty and within the scope of the law.

☒ POSITIVE DBRS
☐ NEGATIVE DBRS
☐ LETTERS

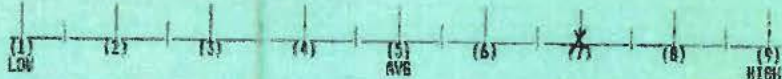


TREATS ALL PERSONS WITH RESPECT AND IN A MANNER HE WOULD HIMSELF LIKE TO BE TREATED; IS ALWAYS TACTFUL AND SHOWS GENUINE CONCERN FOR CITIZENS AND THEIR PROBLEMS. NO CITIZEN COMPLAINTS.

5. RELIABILITY

Dependability in job attendance, punctuality, acceptance of responsibility, reaction to stress and accuracy in all details of work.

☒ POSITIVE DBRS
☐ NEGATIVE DBRS
☐ LETTERS



ALWAYS REPORTS TO DUTY ASSIGNMENTS EARLY; CAN BE COUNTED ON TO CARRY OUT SPECIAL ASSIGNMENTS THAT ARISE WITH SHORT NOTICE IN AN EFFICIENT MANNER; PAPER WORK IS ALWAYS COMPLETE AND TURNED IN ON TIME; OFFICER DOES NOT ABUSE SICK LEAVE AND IS CAPABLE OF WORKING WITH VERY LITTLE SUPERVISION.

6. APPEARANCE

Personal and professional pride shown by personal neatness and grooming, and general appearance.

☒ POSITIVE DBRS
☐ NEGATIVE DBRS
☐ LETTERS



UNIFORMS ARE ALWAYS PRESSED, CLEAN AND NEAT; SHOES ARE POLISHED TO A HIGH GLOSS; HAIR IS WORN WITHIN THE DEPARTMENT'S STANDARDS; OFFICER PRESENTS A PROFESSIONAL POLICE IMAGE.

MEMPHIS POLICE DEPARTMENT
OFFICER PERFORMANCE REPORT

☒ REGULAR REPORT ☐ TRANSFER OF SUPERVISOR ☐ TRANSFER OF OFFICER

OFFICER Morris, C. EMP. NO. 5557 ASSIGNMENT: South Precinct "C" Shift
SUPERVISOR Lt. M. E. Minor EMP. NO. 5983 FROM: January 1, 1995 TO: December 31, 1995

1. JOB KNOWLEDGE

Use of knowledge of law, procedures, policies, and techniques related to the patrol function, including the application of police training.

(1) — (2) — (3) — (4) — (5) — (6) — (7) — (8) — (9)
LOW AVG HIGH

Officer Morris has an above average knowledge of federal, state and local laws. He utilizes this information effectively. He places the correct charges on arrest documentation. He keeps current on the policies and procedure changes. He takes every opportunity to expand on his knowledge through additional training. He is an FTO, Interstate Interdiction certified, and has been selected by the Tactical Unit.

2. JUDGEMENT

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

(1) — (2) — (3) — (4) — (5) — (6) — (7) — (8) — (9)
LOW AVG HIGH

Officer Morris generally makes accurate, timely decisions based on fact. His judgment generally goes unquestioned by his supervisors. He is very confident in himself and does not hesitate to take action based on his assessment of the situation.

3. USE OF EQUIPMENT

Knowledge, care and skill in the use of firearms, and all issued equipment.

(1) — (2) — (3) — (4) — (5) — (6) — (7) — (8) — (9)
LOW AVG HIGH

Officer Morris handles Memphis Police Department issued equipment within the guidelines of departmental policies and procedures. He is laptop computer certified.

4. DEALING WITH THE PUBLIC

Ability to deal with the public in a respectful, tactful style, within the scope of the officer's duty and within the scope of the law.

(1) — (2) — (3) — (4) — (5) — (6) — (7) — (8) — (9)
LOW AVG HIGH

Officer Morris was selected to the FTO program partly because of his interpersonal skills. He has the ability to tactfully handle situations and resolve problems before they escalate.

5. RELIABILITY

Dependability in job attendance, punctuality, acceptance of responsibility, reaction to stress, and accuracy in all details of work.

(1) — (2) — (3) — (4) — (5) — (6) — (7) — (8) — (9)
LOW AVG HIGH

Officer Morris is punctual and does not abuse the sick leave policy. He needs very little supervision. He was selected for the FTO program, the Interstate Interdiction Unit, and the Tack Unit partly because of his reliable, consistent work record.

6. APPEARANCE

Personal and professional pride shown by personal neatness and grooming, and general appearance.

(1) — (2) — (3) — (4) — (5) — (6) — (7) — (8) — (9)
LOW AVG HIGH

Officer Morris exceeds departmental grooming and uniform standards. He takes pride in his appearance and projects a positive image for the Memphis Police Department.

7. COMPATIBILITY

Ability to work with fellow officers, including mutual decision making, and taking an equal share of the workload.

- (1.5) POSITIVE DBRS
- () NEGATIVE DBRS
- (2) LETTERS



OFFICERS INTERACTS WELL WITH HIS FELLOW OFFICERS AND SUPERVISORS; HANDLES HIS SHARE OF THE WORK LOAD; PARTICIPATES IN THE MUTUAL DECISION MAKING WHEN SITUATIONS DICTATE; UTILIZED AS AN ALTERNATE FTO AND GETS ALONG WELL WITH EVERY ROOKIE HE HAS BEEN PLACED WITH.

8. COMMUNICATION

Ability to make oneself understood in face-to-face situations and to transmit and receive information in written and oral form.

- (1) POSITIVE DBRS
- () NEGATIVE DBRS
- (1) LETTERS



RADIO TRANSMISSIONS ARE CLEAR AND EASILY UNDERSTOOD; WRITTEN REPORTS ARE NEAT, CLEAR, AND CONCISE, CONTAINING ALL THE NECESSARY INFORMATION FOR CONTINUED INVESTIGATIONS. CAN COMMUNICATED ON ALL SOCIAL LEVELS.

9. RECEPTIVENESS

Willingness to receive information, follow orders, and accept counselling from supervisors.

- (2) POSITIVE DBRS
- () NEGATIVE DBRS
- (1) LETTERS



RESPONDS QUICKLY WHEN GIVEN ASSIGNMENTS AND INSTRUCTIONS; RECEIVES COUNSELLING IN POSITIVE MANNER AND UTILIZES THE COUNSELLING AS A LEARNING EXPERIENCE. ACCEPTS ALL ASSIGNMENTS WITH NO NEGATIVE FEEDBACK.

10. WORK ATTITUDE

Demonstrates initiative and interest in serving the public by the performance of his/her job, including the fair and objective enforcement and administration of the law.

- (1.5) POSITIVE DBRS
- () NEGATIVE DBRS
- (2) LETTERS



OFFICER DEMONSTRATES A POSITIVE WORK ATTITUDE ON A DAILY BASIS; ENJOYS HIS WORK AND WILL FROM TIME TO TIME MAKE SUGGESTIONS AS TO HOW METHODS COULD BE CHANGES TO IMPROVE EFFICIENCY; DISPLAYS THIS POSITIVE ATTITUDE WHEN TRAINING NEWER OFFICERS.

ADDITIONAL COMMENTS: OFFICER MORRIS IS A VETERAN OFFICER WHO CAN BE COUNTED ON TO HANDLE SITUATIONS ON HIS OWN; NEEDS LITTLE SUPERVISION; IS A SELF STARTER AND A STEADY PRODUCER. OFFICER MORRIS IS A JOY TO WORK WITH AND SUPERVISE.

REPORTING SUPERVISOR: SIGNATURE [Signature] DATE 1/23/95
 OFFICER: SIGNATURE [Signature] DATE 2/19/95
 REVIEWING OFFICER: SIGNATURE _____ DATE _____
 APPEAL: YES ☐ NO ☒ ITEMS APPEALED _____

RATING SUMMARY:	1. JOB KNOWLEDGE	<u>7.5</u>	6. APPEARANCE	<u>8</u>
	2. JUDGMENT	<u>7.5</u>	7. COMPATIBILITY	<u>7.5</u>
	3. USE OF EQUIPMENT	<u>7.5</u>	8. COMMUNICATION	<u>6.5</u>
	4. DEALING WITH THE PUBLIC	<u>7.5</u>	9. RECEPTIVENESS	<u>6.5</u>
	5. RELIABILITY	<u>7</u>	10. WORK ATTITUDE	<u>7.5</u>
	TOTAL SCORE	<u>73</u>		

0.7

CK

**MEMPHIS POLICE DEPARTMENT
SERGEANT - INVESTIGATOR
PERFORMANCE REPORT**

☒ REGULAR
REPORT

☐ TRANSFER OF
SUPERVISOR

☐ TRANSFER OF
OFFICER

INVESTIGATOR: Sgt. C. Morris

EMP. #: 5557

ASSIGNMENT: Inspectional Services Bureau

SUPERVISOR: Lt. M. Burton Jr.

EMP. #: 0649

REPORTING PERIOD
FROM: 01/01/001 TO: 12/31/01

1. COMMUNICATION SKILL

Ability to make oneself understood in face-to-face situations, and to effectively interview witnesses and suspects. Ability to transmit written and oral information clearly, using good grammatical form.

X

(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)	(9)
LOW				AVG				HIGH

Sgt. Morris can intelligently communicate with the complainants, witnesses and officers in all his investigations, regardless of their social or educational level. Although his reports has to be returned to him frequently for grammatical errors, they do contain all facts and relevant information. He always represents the Inspectional Services Bureau in a professional manner.

2. WORK ATTITUDE

Demonstrates an interest in serving the public by the performance of his/her duties. Willingness to work with fellow officers, including mutual decision making, and taking an equal share of the workload. Willingness to receive instructions, follow orders and accept counseling from supervisors.

X

(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)	(9)
LOW				AVG				HIGH

Sgt. Morris realizes how vital it is to serve the public. He works well with his other co-workers as well as other police personnel. He works an equal share of the work load and follows instructions from his supervisors.

3. JOB KNOWLEDGE

Knowledge and use of law, procedures, policies and techniques related to the investigative function, including the application of prior training and experience.

X

(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)	(9)
LOW				AVG				HIGH

Sgt. Morris understands the laws and the policies and procedures manual. He is able to apply the principles of the laws and policies in an appropriate manner.

4. RELIABILITY

Dependability in job attendance, punctuality, acceptance of responsibility, reaction to stress, and accuracy in all details of work.

X

(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)	(9)
LOW				AVG				HIGH

Sgt. Morris always reports to work early and will give adequate notification if a problem arises that will prevent him from being timely. He is very calm during stressful situations and can be relied upon to conduct a fair and impartial investigation. In addition to his regular duties, he is also on the shoot team and can be relied upon to respond when he is paged for a callout. He willingly accepts new responsibilities.

5. DEALING WITH THE PUBLIC

Ability to deal with the public in a respectful, tactful manner, within the scope of the officers' duty and within the scope of the law.

X

(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)	(9)
LOW				AVG				HIGH

Sgt. Morris shows a tremendous amount of respect for the public at all times. He is able to deal politely with irate citizens who come to the Inspectional Services Bureau.

6. DECISIVENESS

Readiness to make decisions, render judgments, take action or commit oneself.

X

(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)	(9)
LOW				AVG				HIGH

Sgt. Morris gathers all pertinent facts before he makes logical decisions. He has demonstrated on occasion that he can make sound decisions with little or no supervision.

RECEIVED

APR 23 2002

Memphis Police Dept.
Personnel

7. COMPATIBILITY

Ability to work with fellow officers, including mutual decision making, and taking an equal share of the work load.



Officer Morris works well with and has earned the respect of his coworkers. He shares decision making responsibilities well with others. He goes out of his way to assist other officers. Officer Morris does not hesitate to take charge of a busy scene. He keeps his supervisors advised.

8. COMMUNICATION

Ability to make oneself understood in face-to-face situations and to transmit and receive information in written and oral form.



Officer Morris converts verbal information into well written, concise and accurate reports. He articulates information well on any educational level. He was chosen to participate in the PTO and Interstate interdiction programs partly because of his exceptional communication skills.

9. RECEPTIVENESS

Willingness to receive information, follow orders, and accept counselling from supervisors.



Officer Morris accepts constructive criticism and counselling well. He readily seeks the advice of others when he feels it necessary. Officer Morris learns from his mistakes. He acknowledges his errors and does not repeat them.

10. WORK ATTITUDE

Demonstrates initiative and interest in service the public by the performance of his/her job, including the fair and objective enforcement and administration of the law.



Officer Morris is highly motivated. He takes every opportunity to improve himself. He takes pride in his job and is sincere about doing the best job he possibly can. He is eager to assume added responsibilities, as shown by his commitment to accept additional training. His initiative and desire are exemplary.

Additional Comments: Officer Morris was chosen to participate in the PTO, Interstate Interdiction, and Vact Unit. Prior to his acceptance into the Vact Unit he was one of the most productive officers on the shift.

REPORTING SUPERVISOR: SIGNATURE

L. J. Doherty

DATE

2-26-96

OFFICER: SIGNATURE

C. A. Morris

DATE

Feb 26 '96

REVIEWING OFFICER: SIGNATURE

Myra J. [illegible]

DATE

3/4/96

APPEAL: YES

NO

☒

ITEMS APPEALED

RATING SUMMARY

1. JOB KNOWLEDGE

7.5

6. APPEARANCE

8.0

2. JUDGEMENT

7.5

7. COMPATIBILITY

7.5

3. USE OF EQUIPMENT

7.5

8. COMMUNICATION

7.5

4. DEALING WITH THE PUBLIC

7.5

9. RECEPTIVENESS

7.0

5. RELIABILITY

7.0

10. WORK ATTITUDE

7.5

TOTAL SCORE

74.5

7. INITIATIVE

Actively influencing events rather than passively accepting; self-starting. Takes action beyond what is necessarily called for. Originates actions rather than just responding to events.

X

(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)	(9)
LOW				AVG				HIGH

Sgt. Morris is a self-starter when he handles his case assignments. He doesn't wait on his supervisor to motivate him to do his job. Sgt. Morris assisted with instructing at the Citizens Police Academy. He also attended specialized training to help develop his skills. He also volunteered and assisted with speaking to the recruits in regard to Internal Affairs activities.

8. JUDGEMENT

Ability to develop alternative solutions to problems, to evaluate courses of action and reach logical decisions.

X

(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)	(9)
LOW				AVG				HIGH

Sgt. Morris makes accurate judgmental decisions after carefully considering all alternative approaches. He requires little supervision.

9. PLANNING AND ORGANIZING Ability to efficiently establish an appropriate course of action to accomplish a specific goal, through the utilization of available resources.

X

(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)	(9)
LOW				AVG				HIGH

Sgt. Morris is systematic and detailed in his investigations. He maintains accurate notes and documentation during the course of his investigations. However he needs to learn to make good use of the time he spends on his investigations, and turn his cases in on a timely manner.

10. PROBLEM ANALYSIS

Skill in identifying problems, securing relevant information and identifying possible courses of action.

[] POSITIVE OERS
[] NEGATIVE OERS
[] LETTERS

X

(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)	(9)
LOW				AVG				HIGH

Sgt. Morris has shown the ability to deal with critical situations while obtaining all the necessary information for his investigation in a diligent manner. He deals with problems with confidence, taking the best approach possible after weighing all options.

ADDITIONAL COMMENTS: Sgt. Morris has adequate skills to turn in cases that have been thoroughly investigated. He has handled thirty-six Internal Affairs complaints and 10 miscellaneous complaints. He is also on the shoot team and he responds in a timely manner when called upon. Sgt. Morris is a good investigator and seems to enjoy working in the Inspectional Services Bureau.

REPORTING SUPERVISOR:
REVIEWING COMMANDER:
RATED OFFICER:
APPEAL:

SIGNATURE [Signature]
SIGNATURE [Signature]
SIGNATURE [Signature]
SIGNATURE [Signature]

DATE 2/26/02
DATE 2-26-02
DATE 2/26/02
DATE 2/26/02

RATING SUMMARY:

1. COMMUNICATION SKILL 7.5
2. WORK ATTITUDE 7.5
3. JOB KNOWLEDGE 7.5
4. RELIABILITY 7.5
5. DEALING WITH THE PUBLIC 8.0

6. DECISIVENESS 7.5
7. INITIATIVE 8.0
8. JUDGEMENT 7.5
9. PLANNING & ORGANIZING 7.0
10. PROBLEM ANALYSIS 7.5

TOTAL SCORE: 75.5

C. Charles Morris

MEMPHIS POLICE DEPARTMENT
SERGEANT - INVESTIGATOR
PERFORMANCE REPORT

☒ REGULAR
REPORT

☐ TRANSFER OF
SUPERVISOR

☐ TRANSFER OF
OFFICER

INVESTIGATOR: Sgt. C. Morris

EMP. #: 5557

ASSIGNMENT: I. S. B.

SUPERVISOR: Lt. D. E. PORTER

EMP. #: 6738

REPORTING PERIOD
FROM: 01/01/00 TO: 12/31/00

1. COMMUNICATION SKILL

Ability to make oneself understood in face-to-face situations, and to effectively interview witnesses and suspects. Ability to transmit written and oral information clearly, using good grammatical form.

☒ POSITIVE OBRS
☐ NEGATIVE OBRS
☐ LETTERS

X

(1) (2) (3) (4) (5) (6) (7) (8) (9)
LOW AVG HIGH

He communicates intelligently with the complainants, witnesses, and principle officers, who he interviews. His reports seldom have to be returned to him so that corrections can be made.

2. WORK ATTITUDE

Demonstrates an interest in serving the public by the performance of his/her duties. Willingness to work with fellow officers, including mutual decision making, and taking an equal share of the workload. Willingness to receive instructions, follow orders and accept counseling from supervisors.

☒ POSITIVE OBRS
☐ NEGATIVE OBRS
☐ LETTERS

X

(1) (2) (3) (4) (5) (6) (7) (8) (9)
LOW AVG HIGH

He recognizes the importance of serving the public. He is continually seeking and accepting new responsibilities. He gets along well with all of his coworkers. He contributes his verbal input in group activities. He follows the instructions that are given to him by his supervisor.

3. JOB KNOWLEDGE

Knowledge and use of law, procedures, policies and techniques related to the investigative function, including the application of prior training and experience.

☒ POSITIVE OBRS
☐ NEGATIVE OBRS
☐ LETTERS

X

(1) (2) (3) (4) (5) (6) (7) (8) (9)
LOW AVG HIGH

He understands the laws and the policies and procedures manual. He is able to apply the principles of the laws and policies in an appropriate manner.

4. RELIABILITY

Dependability in job attendance, punctuality, acceptance of responsibility, reaction to stress, and accuracy in all details of work.

☒ POSITIVE OBRS
☐ NEGATIVE OBRS
☐ LETTERS

X

(1) (2) (3) (4) (5) (6) (7) (8) (9)
LOW AVG HIGH

He makes it a daily regimen to report to work in a punctual fashion. He always notifies his supervisor when he is running late for legitimate reasons. He displays a strong degree of calmness, during stressful situations. He willingly accepts new responsibilities.

5. DEALING WITH THE PUBLIC

Ability to deal with the public in a respectful, tactful manner, within the scope of the officers' duty and within the scope of the law.

☒ POSITIVE OBRS
☐ NEGATIVE OBRS
☐ LETTERS

X

(1) (2) (3) (4) (5) (6) (7) (8) (9)
LOW AVG HIGH

He shows a tremendous amount of respect for the public at all times. He is able to deal politely with irate citizens who come to the Inspection Services Office.

6. DECISIVENESS

Readiness to make decisions, render judgments, take action or commit oneself.

| | POSITIVE OBRS
| | NEGATIVE OBRS
| | LETTERS

(1) (2) (3) (4) (5) (6) (7) (8) (9)
LOW AVG HIGH

X

He carefully makes independent decisions that have a true impact on the outcome of his investigations.

7. INITIATIVE

Actively influencing events rather than passively accepting; self-starting. Takes action beyond what is necessarily called for. Originates actions rather than just responding to events.

| | POSITIVE OBRS
| | NEGATIVE OBRS
| | LETTERS

(1) (2) (3) (4) (5) (6) (7) (8) (9)
LOW AVG HIGH

X

He is definitely a self-starter when he handles his case assignments. He doesn't wait on his supervisor to motivate him to do his job.

8. JUDGEMENT

Ability to develop alternative solutions to problems, to evaluate courses of action and reach logical decisions.

| | POSITIVE OBRS
| | NEGATIVE OBRS
| | LETTERS

(1) (2) (3) (4) (5) (6) (7) (8) (9)
LOW AVG HIGH

X

He makes accurate judgmental decisions after carefully considering all alternative approaches. He require very little supervision.

9. PLANNING AND ORGANIZING

Ability to efficiently establish an appropriate course of action to accomplish a specific goal, through the utilization of available resources.

| | POSITIVE OBRS
| | NEGATIVE OBRS
| | LETTERS

(1) (2) (3) (4) (5) (6) (7) (8) (9)
LOW AVG HIGH

X

He handles all of his case assignments in a methodical fashion. He plans a realistic course of action that will assist him in accomplishing his goal of successfully bringing his cases to a detailed factual closure.

10. PROBLEM ANALYSIS

Skill in identifying problems, securing relevant information and identifying possible courses of action.

| | POSITIVE OBRS
| | NEGATIVE OBRS
| | LETTERS

(1) (2) (3) (4) (5) (6) (7) (8) (9)
LOW AVG HIGH

X

He anticipates potential problems, during the course of his investigations. He always has a plan in place that will convert the problems into logical solutions.

ADDITIONAL COMMENTS: Sgt. Morris is dedicated to turning in cases that have been thoroughly investigated. He seems to really enjoy working in the Inspectional Services Bureau.

REPORTING SUPERVISOR:
REVIEWING COMMANDER:
RATED OFFICER:
APPEAL:

SIGNATURE *[Signature]*
SIGNATURE *[Signature]*
SIGNATURE *[Signature]*
SIGNATURE *[Signature]*

DATE 5-11-2001
DATE 5-14-01
DATE 5-11-01
DATE

RATING SUMMARY:

1. COMMUNICATION SKILL 7.5
2. WORK ATTITUDE 8.0
3. JOB KNOWLEDGE 7.5
4. RELIABILITY 7.5
5. DEALING WITH THE PUBLIC 7.0

6. DECISIVENESS 7.0
7. INITIATIVE 7.5
8. JUDGEMENT 7.5
9. PLANNING & ORGANIZING 7.5
10. PROBLEM ANALYSIS 7.5

TOTAL SCORE: 74.5

DF

MEMPHIS POLICE DEPARTMENT
COMMANDING OFFICER PERFORMANCE REPORT

ck

OFFICER: Lt. C.R. Morris EMP. NBR. 5557 ASSIGNMENT Central B
SUPERVISOR Major M. Balee EMP. NBR. 3122 FROM: 01/01/2003 TO: 12/31/2003

1. COMMUNICATION SKILLS Effectiveness of expression in individual or group situations and the ability to express ideas clearly in writing, in good grammatical form.

1	2	3	4	5	6	7	8	9
LOW				AVG		x		HIGH

Capable of effectively communicating on all levels from the rank and file officer to the average citizen. Presents effective, organized written documents when submitting them for information and review. Possesses good verbalization skills often on a daily basis and makes certain that he is understood by the hearer. Has received one positive OBR in this dimension for this time frame.

2- obr's

2. DECISIVENESS Readiness to make decisions, render judgements, take action or commit oneself.

1	2	3	4	5	6	7	8	9
LOW				AVG		x		HIGH

Lt. Morris exercises his ability to make sound decisions, taking the process through a logical sequence until his decision is reached. Once his direction is established, he commits to his plan and is not afraid to alter it if necessary. Also, has the ability to consider all alternatives before making final decision.

3. DEVELOPMENT OF SUBORDINATES Efforts to maintain human potential of subordinates through training and development activities; ability to understand and to respond appropriately to the needs and viewpoints of subordinates.

1	2	3	4	5	6	7	8	9
LOW				AVG		x		HIGH

Interacts with subordinates, while taking the leadership role in setting a good example for them to follow. Is not afraid to encourage and motivate personnel to seek higher levels of performance. Keeps up with the progress of Trainees and offers them the benefit of his experience to enhance their growth.

4. INITIATIVE Actively, influencing events rather than passively accepting; self-starting. Takes action beyond what is necessarily called for. Originates actions rather than just responding to events.

1	2	3	4	5	6	7	8	9
LOW				AVG		x		HIGH

Often takes the lead in identifying those events and situations that require advanced planning and personnel projections. Does not wait to be informed of impending circumstances, but rather, will offer opinions and influence to address it in advance.

1-obr

5. JUDGEMENT Ability to develop alternative solutions to problems, to evaluate courses of action and reach logical decision.

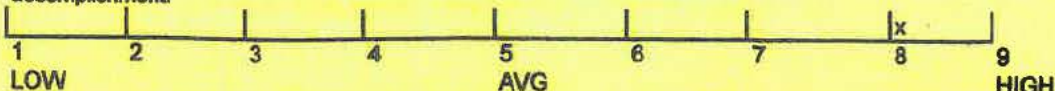
1	2	3	4	5	6	7	8	9
LOW				AVG		x		HIGH

Has demonstrated that he possesses the analytical skills necessary to effectively handle most problems or situations. Lt. Morris considers all relevant facts before reaching conclusions. Is very capable of evaluating the proper course of action while considering workable solutions in dealing with problems confronting him.

1-obr

6. LEADERSHIP

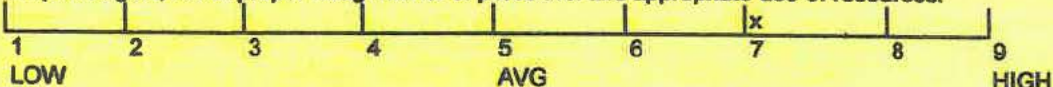
Effectiveness in getting ideas accepted and in guiding a group or individual toward task accomplishment.



Interacts well in a group setting where he has to project himself and his ideas. Has the ability to lead a group toward the successful completion of a task. Presents a calming influence with a confident demeanor that makes others comfortable and following his lead.

7. MANAGEMENT CONTROL Skill in establishing procedures to monitor (or regulate) processes, tasks, or the activities of subordinates. Ability to evaluate the results of delegated assignments and projects.

Spends an appropriate amount of time monitoring the actions of his subordinates through their normal daily activity. Determines officer productivity and output through reports and Comstat discussions. Handles complaints in a very professional manner, gaining all the facts to articulate to complainants. Has helped many complaints from becoming bigger problems than necessary.

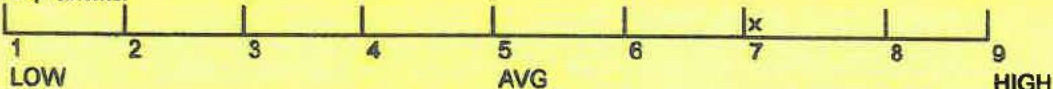
8. PLANNING & ORGANIZING Ability to efficiently establish an appropriate course of action for self and/or others to accomplish a specific goal, make proper assignments of personnel and appropriate use of resources.

Is very adept at handling those situations requiring specific attention usually with the numerous special events associated with this precinct. Will make certain that existing plans will work and that they adequately address the situation. Is willing to coordinate his efforts with those of other units to work jointly on precinct problems.

1-obr

9. PROBLEM ANALYSIS

Skill in identifying problems, securing relevant information and identifying possible causes of problems.

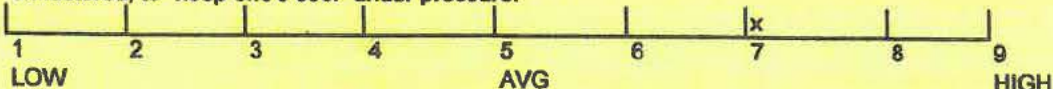


Understands the process of problem analysis. Has been observed identifying root causes of problems and utilizing teamwork concept to abate the problem. Will usually take a methodical approach to conducting special assignments, keeping an open mind toward possible developments.

2-obr's

10. STRESS TOLERANCE

The ability to remain self-assured and maintain performance in a variety of situations; to appear unflustered, to "keep one's cool" under pressure.



Always projects a high degree of calmness and confidence. Does not appear to respond negatively to stressful situations. Does not overreact under excitable conditions. Attends training which measures responses under hostile conditions and adverse situations.

2-obr's

ADDITIONAL COMMENTS: Lt. Morris has attended four seminars this reporting period, accounting for over 60 hours in additional training. Lt. Morris is seeking to expand his knowledge base through any specialized training made available to him. Seeks to add to his training whenever possible.

REPORTING MAJOR:

SIGNATURE

Major E. E. Hendon

DATE 1-23-04

REVIEWING INSPECTOR:

SIGNATURE

Major E. E. Hendon

DATE 1-23-04

X RATED OFFICER:

SIGNATURE

L. C. R. Moand

DATE 1-23-04

APPEAL:

YES ☐ NO ☒ ITEMS APPEALED

RATING SUMMARY:

RATED OFFICER:

L. C. R. Moand

EMP.#

5557

REPORTING MAJOR:

Major E. E. Hendon

EMP.#

3478

1. COMMUNICATION SKILL

7

6. LEADERSHIP

8

2. DECISIVENESS

7

7. MANAGEMENT CONTROL

7

3. DEV. OF SUBORDINATES

7

PLANNING & ORGANIZING

7

4. INITIATIVE

7

9. PROBLEM ANALYSIS

7

JUDGEMENT

7

10. STRESS TOLERANCE

7

TOTAL SCORE

71

RECEIVED

MAR 11 2004

Memphis Police Dept.
Human Resources

MEMPHIS POLICE DEPARTMENT
COMMANDING OFFICER PERFORMANCE REPORT

OFFICER: Lt. C. R. Morris EMP. NBR. 5557 ASSIGNMENT Downtown Precinct
SUPERVISOR Major L. Jamison EMP. NBR. 4273 FROM: 05/01/2002 TO: 12/31/2002

1. COMMUNICATION SKILLS Effectiveness of expression in individual or group situations and the ability to express ideas clearly in writing, in good grammatical form.

1	2	3	4	5	6	7	8	9
LOW				AVG	X			HIGH

Lt. Morris effectively communicates on all socio-economic levels. He has demonstrated that he is very capable of clearly expressing himself in his daily written documents and presentations.

2. DECISIVENESS Readiness to make decisions, render judgements, take action or commit oneself.

1	2	3	4	5	6	7	8	9
LOW				AVG	X			HIGH

Lt. Morris has exhibited an ability to make good sound decisions and readily takes actions when necessary. He makes good judgement calls and is not afraid to stick by his decisions once he commits himself.

3. DEVELOPMENT OF SUBORDINATES Efforts to maintain human potential of subordinates through training and development activities; ability to understand and to respond appropriately to the needs and viewpoints of subordinates.

1	2	3	4	5	6	7	8	9
LOW				AVG	X			HIGH

Lt. Morris actively works with his subordinates and tries to inspire them in the development of their training. He keeps himself open and available for counseling and guidance. He remains objective in dealing with subordinates' issues and concerns. He has developed a very good rapport with his shift subordinates.

4. INITIATIVE Actively, influencing events rather than passively accepting; self-starting. Takes action beyond what is necessarily called for. Originates actions rather than just responding to events.

1	2	3	4	5	6	7	8	9
LOW				AVG		X		HIGH

Lt. Morris is a supervisor who projects a high level of initiative. He motivates and influences his subordinates by actively participating with them in the performance of their daily activities. He will often initiate actions in handling situations prior to the development of potential problems.

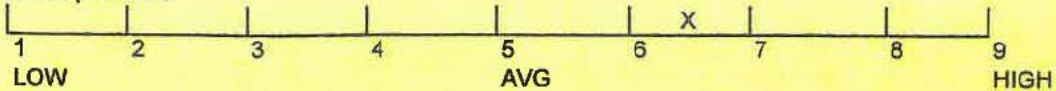
5. JUDGEMENT Ability to develop alternative solutions to problems, to evaluate courses of action and reach logical decision.

1	2	3	4	5	6	7	8	9
LOW				AVG	X			HIGH

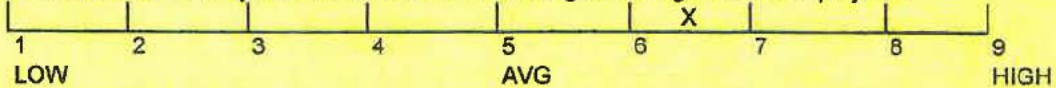
Lt. Morris has demonstrated that he possesses the analytical skills to effectively handle problems or situations. He considers all relevant facts before reaching conclusions and decisions. He is very capable of evaluating a proper course of action or developing workable solutions in dealing with problems he is faced with.

6. LEADERSHIP

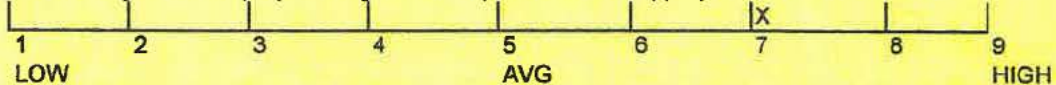
Effectiveness in getting ideas accepted and in guiding a group or individual toward task accomplishment.



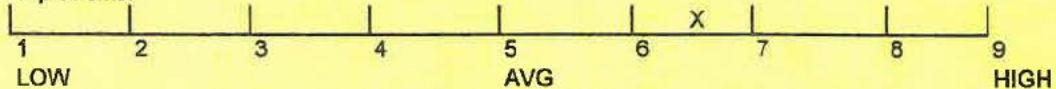
Lt. Morris has projected a positive image in this dimension and is very effective in eliciting his subordinates to carry out their daily duties in a professional manner. He was recognized by his shift subordinates in the form of a positive OBR from the shift for his role as their Leader and his positive influence on them.

7. MANAGEMENT CONTROL Skill in establishing procedures to monitor (or regulate) processes, tasks, or the activities of subordinates. Ability to evaluate the results of delegated assignments and projects.

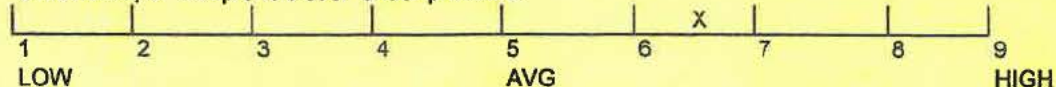
Lt. Morris has demonstrated that he possess good management control skills when dealing with his subordinates. He keeps himself abreasted of the activities and calls handed by his subordinates and monitors their behavior to insure that there are no improprieties.

8. PLANNING & ORGANIZING Ability to efficiently establish an appropriate course of action for self and/or others to accomplish a specific goal, make proper assignments of personnel and appropriate use of resources.

In working the Downtown Precinct's Entertainment District Lt. Morris has on numerous occasions handled the rigorous demands of planning & organizing specialized events during the past year. He has further handled the responsibility of being the lead supervisor in carrying out the deployment of operational plans involved with these specialized events/activities.

9. PROBLEM ANALYSIS Skill in identifying problems, securing relevant information and identifying possible causes of problems.

Lt. Morris has demonstrated that he posses a keen analytical ability in identifying problems or problematic situations. He has demonstrated that he is capable of securing pertinent information available to him in evaluating the root cause for any given problem.

10. STRESS TOLERANCE The ability to remain self-assured and maintain performance in a variety of situations; to appear unflustered, to "keep one's cool" under pressure.

Lt. Morris has demonstrated that he has a high stress-tolerance level when working under stressful conditions. He remains calm when working under pressure. He keeps his cool in volatile situations and does not let the situations negatively affects his job performance.

ADDITIONAL COMMENTS: Lt. Morris is a recently promoted Lieutenant who has adjusted to his supervisory position smoothly. He has adjusted to the rigorous demands placed on him in his assignment at the Downtown Precinct, especially in working in the weekly operational planning of events involving the Downtown's Entertainment District. He has proven to be an asset to the Downtown Precinct and will continue to develop as a first class supervisor.

REPORTING MAJOR:

SIGNATURE

Major L. Jamison

DATE

03/03/03

REVIEWING INSPECTOR:

SIGNATURE

Wesley D. Smith

DATE

3-6-03

RATED OFFICER:

SIGNATURE

H.C.R. Morris

DATE

03/03/03

APPEAL:

YES ☐

NO ☒

ITEMS APPEALED

RATING SUMMARY:

RATED OFFICER:

H.C.R. Morris

EMP.#

5557

REPORTING MAJOR:

Major L. Jamison

EMP.#

4273

1. COMMUNICATION SKILL	<u>6.5</u>	6. LEADERSHIP	<u>6.5</u>
2. DECISIVENESS	<u>6.5</u>	7. MANAGEMENT CONTROL	<u>6.5</u>
3. DEV. OF SUBORDINATES	<u>6.5</u>	8. PLANNING & ORGANIZING	<u>7</u>
4. INITIATIVE	<u>7</u>	9. PROBLEM ANALYSIS	<u>6.5</u>
5. JUDGEMENT	<u>6.5</u>	10. STRESS TOLERANCE	<u>6.5</u>

TOTAL SCORE

66

MEMPHIS POLICE DEPARTMENT
SERGEANT - INVESTIGATOR
PERFORMANCE REPORT

[X] REGULAR [] SUPERVISOR
REPORT

TRANSFER OF [] TRANSFER OF
OFFICER

OFFICER SGT. C. MORRIS

EMP.NBR. 5557

ASSIGNMENT SCAT

SUPERVISOR LT. B. D. DAVIS

EMP.NBR. 2046

REPORTING PERIOD
FROM:1-1-97 TO:12-31-97

1. COMMUNICATION SKILL

Ability to make oneself understood in face-to-face situations, and to effectively interview witnesses and suspects. Ability to transmit written and oral information clearly, using good grammatical form.

1 2 3 4 5 6 7 X 8 9

(1) Positive OBR Sgt. Morris has the ability to communicate on all social and educational levels. His oral and written communication is clear and concise, containing all the facts and information.

2. WORK ATTITUDE

Demonstrates an interest in serving the public by the performance of his/her duties. Willingness to work with fellow officers, including mutual decision making, and taking an equal share of the workload. Willingness to receive instructions, follow orders and accept counseling from supervisors.

1 2 3 4 5 6 7 X 8 9

(7) Positive OBR's Sgt. Morris reaches out to the public. He posses an endless strength that he maintain even when pressured. He is a serious yet confident officer.

3. JOB KNOWLEDGE

Knowledge and use of law, procedures, policies and techniques related to the investigative function, including the application of prior training and experience.

1 2 3 4 5 6 7 X 8 9

(5) Positive OBR's Sgt. Morris clearly understands purposes objectives practices and procedures of this department. He also assist "On-line" when SCAT is in firearms training.

4. RELIABILITY

Dependability in job attendance, punctuality, acceptance of responsibility, reaction to stress, and accuracy in all details of work.

1 2 3 4 5 6 7 X 8 9

(2) Positive OBR's Sgt. Morris requires very little supervision. Reports to work on time and ready for assignment. Carries and handles his load.

5. DEALING WITH THE PUBLIC

Ability to deal with the public in a respectful, tactful manner, within the scope of the officers' duty and within the scope of the law.

1 2 3 4 5 6 7 X 8 9

(1) Positive OBR Sgt. Morris faces many delicate situations daily. He deals with the public in a professional manner finding some common ground of agreement.

6. DECISIVENESS

Readiness to make decisions, render judgements, take action or commit oneself.

1 2 3 4 5 6 7 X 8 9

(2) Positive OBR's Sgt. Morris is always available when needed. Doesn't allow personal feelings, prejudices, nor animosities to influence his decisions. He volunteered for the Interstate Interdiction.

Search Person Transfer

Transfer
Morris,
Charles
R. :
Review



Name Morris, Charles R.

Person Number 1825

Assignment Number E1825

Job Major

Position Major....140401.00026

Department 140401-Crimes Against Persons

Location 145452-POL Crime Scene Investigation B

Manager Johnson, Stanley R.

Basic Details

Transfer Date 10/11/2019

Transfer Action Transfer

Transfer Reason

Job Details

Attribute	Current Value	Proposed Value
Position	Major...140401.00026	Colonel.Lieutenant...140101.00018
Job	Major	Lieutenant Colonel
Grade	Spec Mkt 4.14A	Spec Mkt 4.15
Department	140401-Crimes Against Persons	140101-Exec/Admin - Police Services

Work
Measure
Details

Current Value	Unit
Proposed Value	Unit

Location Details

Attribute	Current Value	Proposed Value
-----------	---------------	----------------

Manager
Details:
Assignment

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

Collective
Agreement

Attribute	Current Value	Proposed Value
-----------	---------------	----------------

Manage

Direct

Reports

Manage
Direct
Reports
Details

Manage Direct Reports Effective Date 10/11/2019

Manage Direct Reports Action Manager Change

Manage Direct Reports Reason Transfer of Manager

Reassign

Line

Reports

Name	Current Manager	Proposed Manager
------	-----------------	------------------

Add

Direct

Reports

Direct Report	Current Manager	Proposed Manager	Proposed Manager Type
---------------	-----------------	------------------	-----------------------

Compensation

Details

	Current Value	Proposed Value
Start Date	7/1/2019	10/11/2019
End Date	10/10/2019	
Action	Allocate Workforce Compensation	Transfer
Action Reason	Cost of Living Adjustment	
Salary Basis	Biweekly	Biweekly
Salary Amount		
Conversion Rate		
Adjustment Amount		
Adjustment Percentage		
Annual Salary		
Annualized Full-Time Salary		
Next Salary Review Date		
Grade Name	Spec Mkt 4.14A	Spec Mkt 4.15
Salary Range		
Compa-Ratio		
Salary Range Position		
Quartile		
Quintile		

Other
Compensation
Proposed
Compensation

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

Current
Compensation

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

Roles

Added
Roles

Role Name	Provisioning Method
Administrator	Manual
Operator	Manual
Viewer	Manual
Guest	Manual
...	...

Comments

10/11/2019
11:49 AM Nat
Employee is
being promoted
from rank of
Major to
Lt.Colonel eff
10/11/2019 NG
10/11/2019

Attachments

IB 84-19 Lt. ...

Approvers

Transfer Morris, Charles R.: Review



Name Morris, Charles R.
Assignment Number E1825
Position Major....140401.00026
Location 145452-POL Crime Scene Investigation B

Person Number 1825
Job Major
Department 140401-Crimes Against Persons
Manager Johnson, Stanley R.

Basic Details

Transfer Date 10/11/2019
Transfer Action Transfer
Transfer Reason

Job Details

Attribute	Current Value	Proposed Value
Position	Major....140401.00026	Colonel/Lieutenant....140101.00018
Job	Major	Lieutenant Colonel
Grade	Spec Mkt 4.14A	Spec Mkt 4.15
Department	140401-Crimes Against Persons	140101-Exec/Admin - Police Services

Work Measure Details

Current Value	
Value	Unit
Proposed Value	
Value	Unit

Location Details

Attribute	Current Value	Proposed Value
-----------	---------------	----------------

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

Collective Agreement

Attribute	Current Value	Proposed Value
-----------	---------------	----------------

Manage

Direct

Reports

Manage

Direct

Reports

Details

Manage Direct Reports Effective Date 10/11/2019

Manage Direct Reports Action Manager Change

Manage Direct Reports Reason Transfer of Manager

Reassign

Line

Reports

Name	Current Manager	Proposed Manager
------	-----------------	------------------

Add

Direct

Reports

Direct Report	Current Manager	Proposed Manager	Proposed Manager Type
---------------	-----------------	------------------	-----------------------

Compensation

Details

	Current Value	Proposed Value
Start Date	7/1/2019	10/11/2019
End Date	10/10/2019	
Action	Allocate Workforce Compensation	Transfer
Action Reason	Cost of Living Adjustment	
Salary Basis	Biweekly	Biweekly
Salary Amount		
Conversion Rate		
Adjustment Amount		
Adjustment Percentage		
Annual Salary		
Annualized Full-Time Salary		
Next Salary Review Date		
Grade Name	Spec Mkt 4.14A	Spec Mkt 4.15
Salary Range		
Compa-Ratio		
Salary Range Position		
Quartile		
Quintile		

Other -

Compensation

Proposed
Compensation

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

Current
Compensation

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

Roles

Added
Roles

Role Name	Provisioning Method
-----------	---------------------

Comments

10/11/2019 11:49 AM Nat
Employee is
being promoted
from rank of
Major to
Lt.Colonel eff
10/11/2019 NG
10/11/2019

Approvers

Attachments

IB 84-19 Lt. ...

Transfer: Review

Effective Date 24-Jan-2015

Employee Name Morris, Charles

Organization Email Address

Employee Number 1825

Department 140312-Police
Precinct Personnel

Job Management

Manager Sheffield, Darrell

Review your changes and, if needed, attach supporting documents.

☐ Indicates Changed Items.

Assignment

Current

Department 140312-Police Precinct Personnel

Job Management

Position Name Major....140312.00027

Grade Name Spec Mkt 4.14A

Timekeeper Group Police

Bargaining Unit 018A-MPA-NUDP

Union Member Yes

Primary Assignment Yes

Proposed

140401-Crimes Against Persons ☐

Management

Major....140401.00026 ☐

Spec Mkt 4.14A

Police

9999 - Non-represented ☐

Yes

Yes

Location

Current

Location 145452-POL Crime Scene Investigation
B

Country United States

Proposed

145452-POL Crime Scene Investigation
B

United States

New Manager

Worker Name	Current Manager Name	Proposed Manager Name	Effective Transfer Date
Morris, Charles	Sheffield, Darrell	Crowe, Donald	24-Jan-2015

Additional Information

Attachments

To help approvers understand the request, you can attach supporting documents, images, or links to this action. Supporting documents include Marriage Certificate, Divorce Decree, Driver License, Birth Certificate or Other legal documentation. Instead of attaching supporting documents here, you may forward them to data management as well.

None

Name Change

If your name has changed, contact service desk to update email account and phone directories. If your email id gets changed, contact HR data management to update your email in Human Resources.

Approvers

MEMPHIS POLICE DEPARTMENT
STATEMENT OF CHARGES

0524-17 *if*
BJ/PR

Oracle # 21292

PII Charles Morrow
Name/ Rank

11690
Employee #

June 30, 2017
Date

Mt. Moriah Station-Bravo
Assignment

SO# 44-18

Notice is hereby given that you are being charged with violation(s) of Policy, Law, or Regulations as shown below:

D. R. # 803

ROUGH OR CARELESS HANDLING OF EQUIPMENT

Date of Occurrence: May 2, 2017

Sustained - Written Reprimand

Brief Statement of Particulars: On 05/02/2017 at 1030 hours, Officer C. Morrow #11690 reported the loss of his "BWC" device equipment to supervisors at the Mt. Moriah Precinct. Officer Morrow advised at 0920 hours, he responded to a service call at _____ and upon arrival, he found that his body worn camera was missing from his torso. After checking his patrol vehicle and retracing previous paths of travel, the camera equipment could not be located. Officer Morrow's actions place him in violation of DR 803 (Rough or Careless handling of equipment) which states: A member shall use due care in handling City, State, County or Federal government equipment, or property issued to them in the performance of their duties. A member shall immediately report any damaged, lost or unserviceable equipment or property in their care. A member shall not willfully or negligently lose, alter, damage, or destroy City, State, County or Federal government issued equipment or property in their care.

(The Officer's disciplinary resume will be Reviewed and become part of this file)

Written Response Ordered:

☒ Yes ☐ No

Memphis Police Dept.
Human Resources

OCT 01 2017

RECEIVED

L. H. Ward 949
Issuing Officer

A. R. Copeland #1513
Charging Officer

I acknowledge receipt of this notice and understand that further investigation may result in additional charges, amendment of the above charges, or dismissal of these charges. I further understand that a written response to these charges at this time is at my discretion unless specifically instructed to file same by the issuing officer.

C. Morrow #11690
Signature of Officer

Was officer relieved of duty?

☐ Yes ☒ No

Reviewed by:

☒ Deputy Director ☒ Dep. Chief ☒ Work Station Commander

Delegated to:

☐ Deputy Chief ☐ Station/Bureau Major R. G. Hill
Major/Lt. Colonel/Colonel

Revised 3/11/08

Sent to Chief 7/1/17

000209

000209

0524-17

ADMINISTRATIVE SUMMONS

MEMPHIS POLICE DEPARTMENT

DATE: June 30, 2017

vs.

PII Charles Morrow #11690 Mt. Moriah Station-Bravo
NAME, RANK, ASSIGNMENT, IBM#

IAB #: N/AI. ALLEGATION (Brief statement of complaint)

On 05/02/2017, Officer C. Morrow #11690 reported the loss of his "BWC" equipment. Officer advised that he noticed his equipment missing after arriving on the scene of a call for service at [redacted]. After checking his patrol vehicle and retracing previous paths of travel, the camera equipment could not be located.

II. RULES, REGULATIONS, OR ORDERS VIOLATEDD. R. # 803ROUGH OR CARELESS HANDLING OF EQUIPMENTIII. HEARINGDate: 9/18/2017 Time: 3:00 p.m.Place: mms

You ARE entitled to representation during this hearing.

SERVED BY: H. Wood, Lt. MMSB, 9479
NAME, RANK, ASSIGNMENT, IBM#

DATE: 9/11/2017TIME: 0731 hrs

SERVICE REFUSED: _____

SIGNATURE OF OFFICER: C. Morrow #11690

YOUR ATTENDANCE AT THE HEARING NOTICED HEREIN IS REQUIRED, UNLESS EXCUSED DUE TO A MEDICAL EMERGENCY. FAILURE TO ATTEND WILL BE CONSTRUED BY THE HEARING OFFICER AS A WAIVER OF YOUR RIGHT TO BE HEARD. ATTENDANCE WILL BE EXCUSED DUE TO A MEDICAL EMERGENCY AT THE SOLE DISCRETION OF THE HEARING OFFICER AND ONLY IF YOU HAVE DELIVERED OR CAUSED TO BE DELIVERED TO THE HEARING OFFICER, PRIOR TO THE HEARING DATE, A WRITTEN STATEMENT OF MEDICAL CONDITION PREPARED AND SIGNED BY YOUR TREATING PHYSICIAN, DESCRIBING YOUR MEDICAL CONDITION AND ADVISING THAT YOU ARE NOT ABLE TO ATTEND THE HEARING AS A RESULT OF SAID CONDITION.

HEARING SUMMARY FORM

0524-17

Hearing:

09/08/2017
Date

1500 hours
Time

Location: Mt. Moriah Station

Attended by: Officer Charles Morrow #11690
Officer Kenneth Walcott #10280

Hearing Officer: Major Robbin Campbell #1638

D. R. 803 Rough or Careless Handling of Equipment: **Sustained**
Action Ordered: **Written Reprimand**

Statement of Hearing Officer:

On Friday, 09/08/2017 at 3:00 p.m., a hearing was held at the Mt. Moriah Station in regards to a statement of charges on Officer Charles Morrow #11690, who is assigned to the MMS Bravo Shift for the violation of DR-803 Rough or Careless Handling of Equipment. On 05/02/2017 at 1030 hours, Officer C. Morrow #11690 reported the loss of his "BWC" device equipment to supervisors at the Mt. Moriah Precinct. Officer Morrow advised at 0920 hours, he responded to a service call at : and upon arrival, he found that his body worn camera was missing from his torso. After checking his patrol vehicle and retracing previous paths of travel, the camera equipment could not be located. Officer Morrow's actions place him in violation of DR 803 (Rough or Careless handling of equipment) which states: A member shall use due care in handling City, State, County or Federal government equipment, or property issued to them in the performance of their duties. A member shall immediately report any damaged, lost or unserviceable equipment or property in their care. A member shall not willfully or negligently lose, alter, damage, or destroy City, State, County or Federal government issued equipment or property in their care.

Officer Morrow was given the opportunity to explain how he lost his BWC. He stated that he was at Mt. Moriah and Moriah View performing traffic enforcement when he last saw his BWC. Officer Morrow said that it must have fallen off of his shirt while writing a ticket before he received his call on Luzon.

Major Campbell explained the necessity of disciplinary action for this policy violation. All officers are responsible for being cautious and taking due regard as it relates to their MPD issued equipment.

After reviewing the facts and listening to Officer Morrow take ownership of the lost BWC, the charge of D. R. 803 Rough or Careless Handling of Equipment was sustained. Officer Morrow's disciplinary resume was reviewed. As of 07/30/2017,

Officer Morrow had no previous D. R. 803 Rough or Careless Handling of Equipment charges. As a result, I have ordered the following actions be taken:

D. R. 803 Rough or Careless Handling of Equipment: Sustained
Action Ordered: Written Reprimand

Morgan R. Hill, Coughlin #11638
Hearing Officer

Any employee holding a position not exempted from the provisions of Article 34 Civil Service, and not in the initial probationary period, who has been suspended in excess of ten, (10) days, terminated, or demoted, may appeal to the Civil Service Commission within ten, (10) calendar days after notification in writing of such action. In the event of multiple suspensions, only that suspension which causes the total number of days suspended to exceed five, (5) days within a six month period, and any subsequent suspension within said period shall be appeal able to the Commission. If the disciplinary action is 10 days or less, the officer may submit to a grievance procedure or an internal appeal, but not to both.

In addition Chapter I Section 5 page 4 states in part: "Commissioned police officers with a status of suspension, probation, non-enforcement, relieved of duty, or leave of absence are not permitted to engage in any Secondary Employment and/or any Off Duty Security Employment where the officer's status is dependant on his/her state commissioned status. No commissioned police officer is permitted to engage in any Secondary Employment and/or Off duty Security Employment for a period of thirty (30) days after the final disposition of (1) any sustained Statement of Charges for violation of the Sick Abuse policy or (2) any sustained Statement of Charges resulting in a suspension and/or reduction in rank" Notification will be made to the Secondary Employment Office regarding this suspension. Violation of the above listed policy could result in additional charges.

Appeal: ____ Will X Will Not Be Filed

Grievance: ____ Will X Will Not Be Filed

I understand that by requesting the grievance procedure that I am waiving my right to recourse through the Internal or Civil Service Commission Appeal Process.

9/08/2017

Date

C. Morrow #11690

Employee Signature



MEMPHIS POLICE DEPARTMENT
Mt. Moriah Station

Written Reprimand



Date: 09/08/2017

Employee's Name: Charles Morrow IBM: 11690 Rank: PII

Policy Number Violated: D. R. #803 ROUGH OR CARELESS HANDLING OF EQUIPMENT

Statement of Charge Number: #0524-17

Circumstances:

On 5/02/2017 at 0920 hours, Officer Morrow arrived on the scene at
. As you got out of your vehicle, you noticed that you were missing
your BWC and the last time that you had it was at Mt. Moriah and Moriah
View while on a traffic stop. You retraced your steps to search for your
BWC but did not locate it. You then notified your supervisor. This places
you in violation of DR#803 which states: A member shall use due care in
handling City, State, County or Federal government equipment, or property
issued to them in the performance of their duties. A member shall
immediately report any damaged, lost or unserviceable equipment or
property in their care. A member shall not willfully or negligently lose,
alter, damage, or destroy City, State, County or Federal government issued
equipment or property in their care.

G. A. W. 11690
Supervisor's Signature

C. Morrow #11690
Officer's Signature



MEMPHIS POLICE DEPARTMENT EQUIPMENT REPLACEMENT REQUEST

DUTY ASSIGNMENT: MMS-B

DATE: 5/2/17

REASON FOR REQUEST (CHECK ONE)

LOST: ☒ STOLEN: ☐ DAMAGED: ☐ OFFENSE REPORT #: _____

To: Lt. R. Copeland

On 5/2/17 at approximately 0920 hrs., I arrived on the scene of report call at _____ As I exited my patrol car, I attempted to activate my body worn camera. I immediately noticed the camera, as well as the mounting magnet was not on my chest. After completing the report, I carefully retraced my steps and checked the interior of my patrol car. The camera was used on a traffic stop at Mt Moriah and Moriah View at 0805 hrs. on today's date. I had additional Officers re-check the interior of my car. After retracing my path of travel and patrol car, I was unsuccessful locating the camera. The missing camera was then immediately reported.

I respectfully request that I, C. Morrow 11690, be issued a replacement.

Received Finance Office

MAY 05 2017

Respectfully submitted:

P2 C. Morrow 11690
Rank/Name/ID#

Select uniform store for item pick-up: _____

☐ ☐ ☐ ☐

Supervisor's Comments: Lt. R. Copeland #1513 recommender equipment (BWC) replacement. Please replace BWC - H.C. Jackson

☐ REPLACEMENT DENIED (item will be replaced at cost of officer)

☐ APPROVED FOR REPLACEMENT

LIEUTENANT: Lt. R. Copeland #1513

DATE: 05/02/17

MAJOR/ LT. COLONEL: H.C. Jackson 4392

DATE: 5/2/17

COLONEL: Colonel Joe Davis

DATE: 5/4/17

DEPUTY CHIEF: P. K. Stewart

DATE: _____

FINANCE MANAGER: Quinn Adams 5/16/17

FORWARDED TO OFFICER'S DUTY STATION:

DATE: _____

F



OM COMPANY:

DATE:

5/2/17

MEMPHIS POLICE DEPARTMENT SUBROGATION AGREEMENT

I, C. MORROW, IBM# 11690, hereby acknowledge that I am responsible for any damage, loss or theft of any Memphis Police Department issued firearm, body armor or other equipment.

I specifically agree to assign any proceeds to or reimburse the City of Memphis Police Department from the proceeds of any recovery from a third party or parties, through a settlement or compromise, to the full extent of the cost of said firearm, body armor or equipment.

Dated and signed this 2ND day of MAY, 20 17.


Signature of Police Employee

11690
IBM #



MEMPHIS POLICE DEPARTMENT MEMORANDUM



To: Lt. R. Copeland

Subject: Lost BWC

From: C. Morrow 11690

Date: 5/2/17

On 5/2/17 at approximately 0920 hrs., I arrived on the scene of report call at . As I exited my patrol car, I attempted to activate my body worn camera. I immediately noticed the camera, as well as the mounting magnet was not on my chest. After completing the report, I carefully retraced my steps and checked the interior of my patrol car. The camera was used on a traffic stop at Mt Moriah and Moriah View at 0805 hrs. on today's date. I had additional Officers re-check the interior of my car. After retracing my path of travel and patrol car, I was unsuccessful locating the camera. The missing camera was then immediately reported.

RECEIVED

Page 1 of 6

JUN 12 2014

1054-13

City of Memphis
Police Division
Inspectional Services Bureau

Memphis Police Dept.
Human Resources

Case # SH2013-043 Statement of Charges

Officer's Name: Morris, Charles

IBM # 5557

Rank: Major / TACT

Assignment: TACT Unit

Date: January 16, 2014

Notice is hereby given that you are being charged with violation(s) of policy, law or regulations as shown below:

~~DR 120 Neglect of Duty~~

Rescinded Per Settlement Agreement

DR 101 Compliance With Regulations to wit: Duties of Members: Supervisory Members

Sustained Fifteen (15) Days Suspension

Date of Occurrence: October 15, 2013

Statement of Particulars:

Total: Fifteen (15) Days Suspension
Twenty Five (25) SWO's

On Tuesday, October 15, 2013, TACT Unit officers were involved in a barricade situation at 1383 Worthington. During the incident, two TACT Unit officers were shot. The suspect refused to surrender, and chemical ordnance was deployed into the residence by TACT Unit officers. Shortly afterwards, the residence became fully engulfed in flames. The body of the suspect was later located inside the residence. The investigation into this incident revealed the following issues surrounding the TACT Unit's procedures;

- Response and Request Situations
- TACT Unit responsibilities in coordinating with the Negotiation Team
- The storage, dissemination, deployment, and inventory of chemical ordnance
- The general lack of supervisory control regarding the implementation of the procedures set forth in the TACT Unit SOP

This situation began with an assistance request from Uniform Patrol for an attempt to locate a suspect wanted for attempted murder. Once it was verified that the suspect was at 1383 Worthington, TACT officers entered the residence wearing only their soft armor. In regard to

assistance requests, TACT SOP, Section 1: Operations, Annex B: Response & Requests Procedures, Part III: Response Procedures for Tactical Operations, paragraph 4 states:

TACT personnel will dress out in their tactical uniforms/gear and await instructions or respond to any immediate threats that require immediate response (i.e. active shooter).

However, there appears to be a contradiction in the TACT SOP. TACT SOP Section 1: Operations, Annex N: Warrant Service and Procedures, page 23, paragraph 1 states in part:

The preferred uniform of TACT officers serving high-risk warrants will be BDU's.

You as the commander of the TACT Unit should have been familiar with the TACT SOP in its entirety. The issue regarding proper dress out gear for each type of situation should have been addressed and implemented.

Per TACT SOP regarding attempt pick-ups, the supervisor on the scene should have made sure that the TACT officers were dressed in their tactical uniforms/gear prior to making entry into the bedroom of the residence where the suspect was believed to be.

~~Once the first TACT officer was shot and the situation transitioned from attempt pick-up to~~ barricade situation, the Negotiation Team was called to the scene. The following issues were discovered as they relate to the TACT Unit's coordination with the Negotiation Team.

- The Negotiation Team van was not available as it was down for maintenance and had been for an extended period of time.
 - Since the negotiator van was down for maintenance, the throw phone was unavailable because it is stored in the negotiator van.
- "Mr. Microphone", a portable public address system, was not in the TACT Equipment vehicle, where it is normally stored. A TACT Officer had to be sent back to retrieve it.
 - The batteries in the wireless microphone for "Mr. Microphone" were corroded and needed to be replaced.
 - There were no AA batteries on the TACT Equipment vehicle. AA batteries are common to other equipment used by the TACT Unit as well.
 - The wireless microphone for "Mr. Microphone" did not match the radio frequency for the receiver and would not have worked if there were batteries.
- Without the throw phone or "Mr. Microphone", the Negotiation Team opted for a hand held megaphone, or bullhorn. The bullhorn that was on the TACT equipment vehicle was not charged, and again there were no AA batteries to use as optional power.
- Having exhausted all options of communications, the Negotiation Team was forced to use the BEAR as a negotiation platform, which takes a tool away from the TACT unit and also moves extra personnel closer to the target location. The BEAR is also an ineffective negotiating tool, because you must negotiate from inside the BEAR via

the PA system. The target can hear the negotiator, but the negotiators, inside a sealed, bulletproof, vehicle, cannot hear the target.

TACT SOP, Section 1: Operations, Annex E: Negotiators, Part III: Areas of Responsibility, Subsection F states:

For the hostage team special equipment may be required, throw phones, bullhorn. The equipment should be readily available.

Per TACT SOP, the Negotiation Team equipment should be maintained and readily available.

Once it became clear that the suspect was not going to surrender or cooperate with the negotiation attempts, the command to deploy gas was given. After the gas was deployed, the second TACT officer was shot. Soon afterwards, the residence became fully engulfed in flames and was almost completely destroyed.

The investigation revealed that "outdoor use only" ordnance was deployed into the residence by TACT Unit officers. The Memphis Fire Department investigation did not reveal what started the fire, and the cause of the fire was ruled "Undetermined". However, the question remained as to how "outdoor use only" ordnance was deployed in this type of situation.

The following issues were discovered relative to the storage, dissemination, deployment, and inventory of the chemical ordnance utilized by the TACT Unit:

- The cases for the SL-1 40mm launchers were on the TACT Equipment Van. The cases are designed to hold the launchers and several "Barricade Penetrators". The cases should have been restocked with "Barricade Penetrators" after deployment on the previous barricade situation. However, the cases were not restocked. Rounds believed to be "barricade penetrators" had to be located in buckets in the TACT Equipment Van and loaded into the launchers in the middle of a highly dangerous and tense situation.
- At some point, "outdoor use only" chemical munitions became mixed with munitions designed for indoor barricade situations
- The true number of chemical munitions deployed via the SL-1 40mm launchers could not be determined as it was discovered that after deploying rounds utilizing the SL-1 40mm launchers, it is "common practice" for the TACT officers to pick up the spent casings to return to the equipment officer. The spent casings were placed in the cases and returned to the TACT Office at the conclusion of the situation. It appeared that the spent casings were mixed with other spent casings from the previous barricade situation where munitions were deployed from the SL-1 40mm launcher. That incident occurred on September 26, 2013 at 2424 Sherry Cove.
- The inventories of the chemical munitions stored on the TACT Equipment Van as well as in the TACT Storage Cage were not up to date.

These issues appear to be an institutional problem, surrounding the TACT Unit as a whole, whereas the procedures followed involving the above listed issues are of "common practice" and not those set forth in the TACT Unit SOP. You were assigned as the commander of the TACT Unit on December 1, 2012 and remained in that position until October 26, 2013. As the commander of the TACT Unit, you had supervisory authority and responsibility over TACT Unit personnel to ensure their compliance with all policy, goals, rules, regulations, orders, training, and directives of the Memphis Police Department. There is a lack of institutional control regarding the inventory of TACT equipment and munitions, as well as the implementation of the Standard Operating Procedures. The responsibility for that institutional control lies squarely on the shoulders of the supervisors of the Memphis Police Department's TACT Unit.

It appears that the TACT Unit's approach to day to day operations is one of "common practices" and not of the procedures defined in the TACT Unit's SOP. While each sworn officer of the Memphis Police Department faces the dangers of police work, the TACT Unit officers are expected to be readily available to be called upon to face the most dangerous of situations. The issues revealed in this investigation show a lack of accountability and a less than desirable attitude towards the day to day operations of the TACT Unit. This is a direct reflection of leadership. Ineffective leadership produces ineffective performance throughout the entire unit. The commander of the TACT Unit has the responsibility for the performance of all subordinates placed under him, and while he can delegate authority and functions to subordinates, he cannot delegate responsibility. Therefore, you are found to be in violation of DP 120 Neglect of Duty and DP 101 Compliance with Regulations to wit: Duties of Members: Supervisory Members.

excluded per Detention Agreement 5/23/17
 The Memphis Police Department's DP 120 Neglect of Duty states:

- A. Each member, because of his or her rank and assignment, is required to perform certain duties and assume certain responsibilities. Failure to properly function in these areas constitutes neglect of duty. This regulation prohibits any omission or failure to act by any member of the Department, whether on-duty or off-duty, when such action is required by the stated policy, goals, rules, regulations, orders, and directives of this Department. It applies to any member who, through carelessness, inefficiency, or design, fails to implement the policy, goals, rules, regulations, orders, training, and directives of this Department.
- B. A member with supervisory responsibility is required to properly supervise their subordinates in compliance with the above, and the failure of any supervisor to do so through deliberateness, carelessness, neglect, or inefficiency shall be a violation.

The Memphis Police Department's Policy and Procedure Manual, Chapter 1, Section 1, Page 12, Part III; Regulations Establishing the Duties of Members, Subsection B; Supervisory Members states:

Supervisory members will be responsible for adherence to the Department's policies, regulations, orders, and procedures. They are responsible and accountable for the maintenance of discipline and will provide leadership, supervision, training, and ensure

I acknowledge receipt of this notice and understand that further investigation may result in additional charges, amendment of the above charges, or dismissal of these charges.

I further understand that a written response to these charges at this time is at my discretion unless specifically instructed to file same by the issuing officer.

Major C. M. [Signature]
Signature of Officer: 5557

Written Response Ordered? ☐ Yes ☒ No

Was officer relieved of duty? ☐ Yes ☒ No

Reviewed by: ☒ 2/27/14 Dep. Dir. ☐ Dep. Chief ☐ Work Station Commander

Delegated to: ☒ Dep. Chief ☐ Station/Bureau

D/C A.C. [Signature] 4667
Major/Lt. Colonel/Colonel

City of Memphis
Police Division
Inspectional Services Bureau

Administrative Summons

Memphis Police Department VS.
Morris, Charles IBM: 5557

Date: January 16, 2014
ISB Case #: SH2013-043

I. Allegation

It is alleged that Major Charles Morris did not fulfill his supervisory duties as commander of the TACT Unit.

II. Rules, regulations or orders violated.

~~DR-120 Neglect of Duty~~

- Rescinded per Settlement Agreement

DR 101 Compliance With Regulations to wit: Duties of Members: Supervisory Members

III. Hearing

Date: *May 16th*
Friday, March 28th, 2014

Place: *~ 12-20*

Time: *9:00 AM*

** Major C. G. Morris*

You are entitled to representation during this hearing.

Served by:

Det. D. Sheffield
Name/Rank/Assignment/IBM

Date:

3/17/2014

Time:

0525

Signature of Officer:

Major C. G. Morris 5557

YOUR ATTENDANCE AT THE HEARING NOTICED HEREIN IS REQUIRED, UNLESS EXCUSED DUE TO A MEDICAL EMERGENCY. FAILURE TO ATTEND WILL BE CONSTRUED BY THE HEARING OFFICER AS A WAIVER OF YOUR RIGHT TO BE HEARD. ATTENDANCE WILL BE EXCUSED DUE TO A MEDICAL EMERGENCY IN THE SOLE DISCRETION OF THE HEARING OFFICER, AND ONLY IF YOU HAVE DELIVERED, OR CAUSED TO BE DELIVERED, TO THE HEARING OFFICER, PRIOR TO THE HEARING DATE, A WRITTEN STATEMENT OF MEDICAL CONDITION, PREPARED AND SIGNED BY THE YOUR TREATING PHYSICIAN, DESCRIBING YOUR MEDICAL CONDITION AND ADVISING THAT YOU ARE NOT ABLE TO ATTEND THE HEARING AS A RESULT OF SAID CONDITION.

HEARING SUMMARY FORM

1054-13

Hearing:
May 16th, 2014
Date

2:00pm
Time

Location: (Rm 12-20)

Attended by: Major Charles Morris #5557
Officer Mike Williams #5702
Colonel Pat Burnett #0666

Hearing Officer: Deputy Chief A.C. Knight

Statement of Hearing Officer: (See Page 2-10)

Action Ordered: Fifteen 15 Days Suspension

DR 101 Compliance with Regulations to wit: Duties of Members: Supervisory Members
Sustained - Fifteen (15) Days Suspension

~~DR 120 Neglect of Duty~~ - Rescinded per Settlement Agreement

D/C A.C. Knight
Hearing Officer

Any employee holding a position not exempted from the provisions of Article 34 Civil Service, and not in the initial probationary period, who has been suspended in excess of ten, (10) days, terminated, or demoted, may appeal to the Civil Service Commission within ten, (10) calendar days after notification in writing of such action. In the event of multiple suspensions, only that suspension which causes the total number of days suspended to exceed five, (5) days within a six month period, and any subsequent suspension within said period shall be appeal able to the Commission. If the disciplinary action is 10 days or less, the officer may submit to a grievance procedure or an internal appeal, but not to both.

In addition Chapter I Section 5 page 4 states in part: "Commissioned police officers with a status of suspension, probation, non-enforcement, relieved of duty, or leave of absence are not permitted to engage in any Secondary Employment and/or any Off Duty Security Employment where the officer's status is dependant on his/her state commissioned status. No commissioned police officer is permitted to engage in any Secondary Employment and/or Off duty Security Employment for a period of thirty (30) days after the final disposition of (1) any sustained Statement of Charges for violation of the Sick Abuse policy or (2) any sustained Statement of Charges resulting in a suspension and/or reduction in rank" Notification will be made to the Secondary Employment Office regarding this suspension. Violation of the above listed policy could result in additional charges.

Appeal: Will Will Not Be Filed

Grievance: Will Will Not Be Filed

I understand that by requesting the grievance procedure that I am waiving my right to recourse through the Internal or Civil Service Commission Appeal Process.

May 28, 2014
Date

[Signature]
Employee Signature

Statement of Hearing Officer: SOC # 1054-13

Statement of Hearing Officer: On May 16, 2014 at 2:00 P.M., an administrative hearing was held for Major Charles Morris, resulting from an Inspectional Services Bureau (ISB) investigation, case #SH2013-043 for violation of DR – 101 Compliance with Regulations, to wit: Duties of Members: Supervisory Members [REDACTED] of Day. *Rescinded Per Settlement Agreement 4/18/5-23-11*

Present at this hearing were Major Charles Morris, Officer Mike Williams (Union Representative), Colonel Pat Burnett, and Deputy Chief A.C. Knight (Hearing Officer). Prior to this hearing Major Morris had been made aware of the pending Statement of Charges by way of being served an Administrative Summons on March 17, 2014 at 5:25am, which he did sign acknowledging receipt and was provided with a copy.

These charges stem from a barricade incident on October 15th, 2013 at [REDACTED]. Suspect Aaron Dumas was wanted in connection with a double shooting that occurred days before. Officers from the Airways Station received information regarding Dumas' whereabouts and contacted the TACT Unit for assistance. After making the scene at [REDACTED], it was determined that suspect Dumas was in a bedroom located on the northeast side of the home. As TACT Officers attempted to enter the bedroom to arrest Dumas, shots were fired by Dumas and TACT Officer Timothy Jackson was shot in the leg. TACT Officers extracted Officer Jackson and retreated to obtain more favorable cover. Aaron Dumas remained in the bedroom and a subsequent barricade situation began.

During the course of the barricade, approval was granted to deploy chemical agent, via two SL-1 40mm Launchers, into the bedroom where Dumas had barricaded himself. Shortly after chemical agent was deployed, Dumas fled from the bedroom, firing two shots towards TACT officers as he ran towards the rear of the house. A second TACT Officer, Paul Hutchison, was struck in the leg by the gunfire from Dumas. Shortly afterwards, a fire was observed in the bedroom where Dumas had originally barricaded himself. As the fire grew larger and began to spread throughout the structure, TACT officers were ordered to pull back and maintain the perimeter for containment purposes. When the scene was deemed safe enough for the Memphis Fire Department to extinguish the fire, the structure had been totally destroyed and Dumas was found dead in a bathroom towards the rear of the house.

The subsequent Inspectional Services Bureau (ISB) investigation revealed the following issues surrounding the TACT Unit's procedures;

Issue #1 Response and Requests Situations

This situation began with an assistance request from Uniform Patrol for an attempt to locate a suspect wanted for two (2) counts of attempted murder. Once it was verified that the suspect was at [REDACTED] TACT Officers entered the house wearing only their soft body armor. In regard to assistance requests, TACT SOP, Section 1: Operations, Annex B: Response & Requests Procedures, Part III: Response Procedures for Tactical Operations, paragraph 4 states: *"TACT personnel will dress out in their tactical uniforms/gear and await instructions or respond to any immediate threats that require immediate response (i.e. active shooter)."*

However, there appears to be a contradiction in the TACT SOP. TACT SOP Section 1: Operations, Annex N: Warrant Service and Procedures, page 23, paragraph 1 states in part: ***"The preferred uniform of TACT officers serving high-risk warrants will be BDU's"***.

The Hearing Officer determined that Major Morris was not on the scene at the TACT Office when the original request for assistance was made; nor did he proceed to with Lt. Prince and the original five (5) TACT Officers. Major Morris advised that it is not standard practice to allow TACT Officers to "double-up", leaving their level III turn-out gear in their respective SUV's at the TACT Office. The Hearing Officer finds that this was a decision made solely by Lt. Prince and that Major Morris should not be held accountable for this specific issue.

Issue #2 TACT Unit responsibilities in coordinating with the Negotiation Team

Once the first TACT Officer was shot and the situation transitioned from an attempted pick-up to a barricade situation, the Negotiation Team was called to the scene. In the Statement of Charges, ISB identifies several problems related to the TACT Unit's coordination with the Negotiation Team and the Negotiation Team's equipment.

Problem #1 - The Negotiation Team Van was in the shop and had been for an extended period of time. The "Throw-phone" was in the van and not available for use on the scene.

The Hearing Officer determined that the Negotiation Van had only been in the shop for one week. The Hearing Officer also determined that the "Throw-phone" is hard-wired into the Negotiation Van, therefore could not have been transferred to another vehicle. The Hearing Officer determined that this particular issue is out of the control of Major Morris and he cannot be held responsible.

Problem #2 – The Mr. Microphone, a portable public address system, was not in the TACT equipment van, where it is normally stored. A TACT Officer had to be sent from the scene on _____, back to the TACT Office to pick up the equipment. When the equipment arrived on the scene, it was determined that the batteries (AA Size) were corroded and needed to be replaced. An inventory of the TACT Equipment Van indicated that there were no batteries readily available in the van. It was also determined that the wireless microphone did not match the radio frequency for the speaker and would not have worked even if there were spare batteries in the equipment van.

Problem #3 – With the "Throw-phone" and the Mr. Microphone being unavailable for use, the Negotiation Team opted for the use of the megaphone or "Bullhorn". The megaphone located on the TACT equipment van was not charged and did not work. New batteries were not an option because there we no batteries in the equipment van inventory.

In regards to problems #2 & #3, the TACT SOP, Section 1: Operations, Annex E: Negotiators, Part III: Areas of Responsibility, Subsection F states: ***"For the Hostage Team, special equipment may be required, throw-phone, bullhorn. The equipment should be readily available"***. TACT SOP, Section V: Equipment, Annex B: Equipment Van and Equipment, paragraph three, states: ***"The assigned personnel and the TACT Unit's designated equipment officer will be responsible for accounting, inspecting, and maintaining in operational order***

the inventory of equipment stored in the equipment van". TACT SOP, Section V: Equipment, Annex B: Equipment Van and Equipment, paragraph seven, states in part: "At a minimum, the following specialized equipment will be maintained in the equipment van: Mr. Microphone and speaker, Megaphone, and Batteries".

The Hearing Officer finds that Major Morris, as the TACT Commander, has the ultimate responsibility to see that the designated equipment officer and/or other TACT Officers assigned to the Tact Unit, as well as the TACT Unit Supervisors; specifically Lt. Prince, perform their duties regarding the operational order of the equipment van as outlined in the TACT SOP. Per the TACT Unit Organizational Chart, the designated equipment officer (TACT Officer Godfrey Howard) reports directly to Lt. Prince. The Hearing Officer finds that Major Morris has the ultimate responsibility to ensure that the designated equipment officer and the TACT Supervisor in which the designated equipment officers reports to, performs their duties as outlined in the TACT SOP.

Problem #4 – Having exhausted all options of communications, the Negotiation Team was forced to use the BEAR as a negotiation platform, which takes a tool away from the TACT Unit and also moves extra personnel closer to the target location. The BEAR is also an ineffective negotiating tool, because you must negotiate from inside the BEAR via the PA system. The Target can hear the negotiator, but the negotiators, inside a sealed, bulletproof, vehicle, cannot hear the target.

The Hearing Officer, through the course of the investigation, found that the BEAR can be and has been used as a negotiating platform in the past, with successful results. An example was provided to the Hearing Officer by Lt. Greenleaf (on September 29th, 2010) in his administrative hearing on March 21st, 2014. The Hearing Officer finds that the use of the BEAR as a negotiating platform does not constitute a problem as it relates to this incident.

Issue #3 The storage, dissemination, deployment, and inventory of chemical ordinance

Once the situation became clear that the suspect was not going to surrender or cooperate with the negotiation attempts, the command to deploy chemical agent into the structure was granted. Soon after chemical munitions were deployed into the structure, the structure became fully engulfed in flames.

The ISB investigation revealed that "Outdoor use only" ordnance was deployed into the structure by TACT Officer(s). The Memphis Fire Department investigation revealed that the fire originated in the bedroom where the suspect was barricaded, but the cause of the fire was "Undetermined".

The following problems were discovered relative to the storage, dissemination, deployment, and inventory of the chemical agents used by the TACT Unit:

Problem #1 – Two Pelican cases were stored and located in the equipment van on October 15th, 2013. Each pelican case contains a 40mm SL-1 launcher and room for six (6) chemical munition rounds (Specifically Barricade Penetrators). During the barricade situation, TACT

Officer P. Penny checked the pelican cases for possible use and found that one of the pelican cases contained a 40mm SL-1 launcher and only one (1) Barricade Penetrator round. The second case contained a 40mm SL-1 launcher and six (6) Barricade Penetrator rounds. It became obvious that the pelican case containing only one (1) Barricade Penetrator had not been restocked since the last barricade, which created a situation where additional chemical munitions had to be restocked in the middle of a highly dangerous and on-going situation. In regards to problem #1, the TACT SOP, Section V: Equipment, Annex B: Equipment Van and Equipment, paragraph three, states: ***"The assigned personnel and the TACT Unit's designated equipment officer will be responsible for accounting, inspecting, and maintaining in operational order the inventory of equipment stored in the equipment van"***.

Through the course of the investigation, the Hearing Officer determined that each pelican case should contain a 40mm SL-1 launcher and six (6) Barricade Penetrator rounds, in preparation for the next call-out. The Hearing Officer determined that the TACT Unit deployed a minimum of four (4) Barricade Penetrator rounds into a residence at _____ on September 26th, 2013. It became obvious that the spent chemical munitions deployed on Sherry Cove, some twenty (20) days prior to the _____ incident, were never inventoried or restocked. Per the TACT Unit's SOP, assigned personnel and the designated equipment officer are responsible for restocking and inventorying the equipment kept in the equipment van, including chemical munitions. Major Morris has the ultimate supervisory responsibility to ensure that the TACT SOP is being followed by all of his subordinates of the TACT Unit; specifically the designated equipment officer and the TACT Supervisor in which the designated equipment officer reports to. Payroll records show that you were present at work for a total of six (6) working days between September 26th, 2013 and October 15th, 2013. The Hearing Officer finds that the designated equipment officer's failure to restock the pelican case and inventory the spent chemical munitions deployed at 2424 Sherry Cove, some twenty (20) days prior, along with Lt. Prince's failure to see that the designated equipment officer fulfilled his duty, was the catalyst for the 37mm Riot Control rounds, marked for "outdoor use only" to be introduced on the scene at _____. As the commander of the TACT Unit, you are ultimately responsible to see that procedures spelled out in the TACT SOP are fulfilled.

Problem #2 – At some point, "Outdoor use only" chemical munitions became mixed with munitions designed for indoor barricade situations.

During the course of the investigation and subsequent hearings, the Hearing Officer determined that TACT Officer P. Penny, upon finding one of the pelican cases containing only one (1) Barricade Penetrator, told TACT Officer G. Howard (Designated equipment officer) to retrieve additional chemical munitions from the equipment van. TACT Officer Howard proceeded to the equipment van and instructed Sgt. Tom Warrick (Bomb Tech and unfamiliar with the location of the chemical munitions) to retrieve two containers from underneath one of the bench seats in the equipment van. The containers under the bench seats contained 37mm Riot Control rounds, marked "Outdoor use only". TACT Officer G. Howard took both containers back to TACT Officer Penny's location, where Penny loaded three (3) 37mm Riot Control rounds into the pelican case found to contain only one (1) Barricade Penetrator.

The Hearing Officer determined through the course of the investigation and multiple hearings, that TACT Officer G. Howard is one of, if not the most senior TACT Officer in the Unit. TACT Officer Howard had been assigned the designated equipment officer duties for

approximately nineteen (19) months prior to October 15th, 2013, and should have known where all chemical munitions are stored in the equipment van. The Hearing Officer determined that although Major Morris has the ultimate supervisory responsibility over TACT Officer G. Howard, TACT Officer Howard should have been aware of the storage location for all chemical munitions in the equipment van and Major Morris should not be held accountable for TACT Officer Howard's action in this specific incident.

Problem #3 – The true number of chemical munitions deployed via the 40mm SL-1 launchers on the scene at _____ could not be determined as it was discovered that after deploying chemical munition rounds from the SL-1 launchers, it is common practice for TACT Officers to pick up the spent casings and return them to the equipment officer / equipment van. At the conclusion of the barricade at _____ TACT Officers picked up some of the spent casings and placed them in the equipment van, ultimately mixing them with four (4) additional spent casings that had been left in the equipment van since the barricade on September 26th, 2013.

In regards to problem #3, the TACT SOP, Section V: Equipment, Annex B: Equipment Van and Equipment, paragraph three, states: ***"The assigned personnel and the TACT Unit's designated equipment officer will be responsible for accounting, inspecting, and maintaining in operational order the inventory of equipment stored in the equipment van"***.

And

The TACT SOP, Section 5: Equipment, Annex B: Equipment Van and Equipment, Paragraph 2 states: ***"The TACT Unit's designated equipment officer will be responsible for the regularly scheduled preventive maintenance, routine maintenance, soundness and cleanliness, of the equipment van."***

And

The TACT SOP, Section 5: Equipment, Annex C: Equipment Van Procedures, Subsection III: Conclusion states in part: ***"A brief inventory will be made to confirm that all equipment has been returned to the Command Post/Equipment Van. A list will be made of all ordnance expended and ammunition issued for replacement purposes and turned in to the shift supervisor."***

During the course of the investigation, the Hearing Officer was able to determine that a total of ten (10) chemical munition rounds were deployed via two 40mm SL-1 launchers by TACT Officers on the scene at _____. TACT Officer Clemons deployed five (5) barricade penetrators and TACT Officer Butler deployed one (1) barricade penetrator from the same 40mm SL-1 launcher. TACT Officer Silvers deployed four (4) chemical munitions (one barricade penetrator & three 37mm Riot Control rounds) from a separate 40mm SL-1 launcher. Upon the conclusion of the barricade, TACT Officers canvassed the area and picked up both SL-1 launchers and five spent barricade penetrator casings from the scene.

On October 16th, 2013, ISB investigators arrived at the TACT Office to continue their investigation from the day before. ISB investigators recovered nine (9) spent barricade penetrator casings from the equipment van and one (1) spent 37mm Riot Control casing from

one of the SI-1 launchers, for a total of ten spent casings, which coincided with the statements made by TACT Officers regarding the number of chemical munitions fired on the scene at

ISB investigators then proceeded back to . At , ISB investigators recovered four (4) additional spent chemical munition casings. Investigators recovered one additional spent 40mm barricade penetrator casing on the north side of , as well as one spent 40mm barricade penetrator casing and two spent 37mm Riot Control casings on the East side of . The additional four (4) casing now brought the total spent casings up to fourteen (14), which contradicts the statements made by TACT Officers.

Ultimately the investigation determined that three (3) 37mm Riot Control rounds and seven (7) 40mm barricade penetrator rounds were deployed on the scene at , for a total of ten (10) chemical munition rounds. The additional four (4) spent 40mm barricade penetrator casings were determined to have been left in the equipment van since the barricade. The Hearing Officer finds that Major Morris has the ultimate responsibility as the TACT Commander to ensure that ALL subordinates assigned to the TACT Unit perform their duties as defined in the TACT SOP. The fact that the spent casings from remained in the equipment van for twenty (20) days and were ultimately mixed with the spent casings from . made it impossible for investigators to determine exactly which barricade penetrator rounds were deployed at . This issue could have been avoided had Major Morris ensured through the TACT supervisors, that a list of expended ordnance was compiled and turned in as indicated in TACT SOP, Section 5: Equipment, Annex C: Equipment Van Procedures, Subsection III: Conclusion.

Problem #4 – The inventories of the chemical munitions stored on the TACT equipment van, as well as in the TACT Storage Cage were not up to date.

ISB investigators, along with personnel from the Firearms Training Unit conducted inventories (Specifically for Gas Munitions) of the TACT Unit Equipment Van and the Tact Unit Storage Cage, located at the TACT Office. Investigators were provided with an inventory sheet for the TACT Unit equipment van dated October 1st, 2013. There were discrepancies in the amount of ordnance present in the equipment van and what was documented on the inventory sheet. Investigators were also provided with an inventory sheet for the TACT equipment cage, dated March 2013. Not only did the amount of ordnance differ from the numbers on the inventory sheet, there were also large amounts of older ordnance, some with manufacture dates as old as 1982. In addition to the old ordnance, there were large amounts of old tactical vests, helmets, and other tactical gear stored on the floor of the equipment cage.

Investigators also observed items not related to TACT being stored in the equipment cage. These items included boxes of items belonging to DARE/GREAT, as well as multiple sports trophies belonging to the Sports Federation.

The Hearing Officer was able to determine throughout the course of the investigation and multiple hearings that previous TACT Commanders, Retired Major Tim Canady and/or Retired Colonel Anthony Rosser, agreed to allow DARE/GREAT and the Sports Federation to house items in the TACT equipment cage. In doing so, this cluttered the equipment cage and made it difficult to be accountable for all TACT equipment if and when needed. Major Morris advised in his hearing that he was aware of the condition of the equipment cage and had given away

some of the items belonging to DARE/GREAT. Major Morris advised that he was still in the process of working on the equipment cage at the time of his removal from the TACT Unit. It is the Hearing Officers opinion that Major Morris, Lt. Greenleaf, and Lt. Prince, as the supervising authority at the TACT Unit, should have made plans to remove the items not belonging to TACT, and to make additional preparations for the older TACT equipment to be disposed of, or housed at the Firearms Training Unit. These preparations should have been made to enhance functionality of the equipment cage.

Issue #4 The general lack of supervisory control regarding the implementation of the procedures set forth in the TACT Unit SOP.

In addition to the above TACT SOP documentation, two additional problems were noted.

Problem #1 - Upon receiving the authority to deploy gas into the structure at there was no communication between the TACT Commander and Supervisors, as to a "Gas Deployment Plan".

The Hearing Officer determined in Major Morris' hearing that he was unaware of which TACT Officers would deploy the chemical munitions, nor how much ordnance would be deployed. The Hearing Officer finds that this information should have been readily known by Major Morris, through his designated monitoring supervisor, Lt. Prince. The Hearing Officer concluded that other than advising that Signal Blue had been authorized, no other communication was made between Major Morris, Lt. Greenleaf, Lt. Prince or TACT Officers on the immediate scene, regarding a chemical munitions deployment plan. It is vital for TACT Officers, as well as TACT Commander and Supervisors, to work within a team concept during tense, volatile, dangerous situations; since impulsive uncoordinated actions can lead to failures in barricade situations.

Problem #2 - Upon deployment of chemical munitions into the structure at no record was being kept regarding the time of the Signal Blue, number of rounds fired, area deployed within structure. This documentation is located in TACT SOP, Section 5: Command Post Operation Checklist, Subsection III, A & B.

The Hearing Officer determined that any documentation related to the Command Post Check-off list would be the responsibility of Lt. Greenleaf, as he was assigned by Major Morris to be the command post liaison during the incident. Lt. Greenleaf did not provide any documentation as stipulated in the TACT SOP, nor did he delegate a subordinate to do so. Major Morris has the ultimate responsibility to see that this specific procedure in the TACT SOP is fulfilled.

The problems and issues surrounding the TACT Unit appear to be "institutional" in nature; whereas the procedures followed involving the above listed problems and issues are of "common practice" and not those set forth in the TACT Unit SOP.

Major Morris had been the TACT Commander for approximately ten (10) months. The Hearing Officer will give consideration for the short period of time assigned to the TACT Unit.

As the commander of the TACT Unit, Major Morris has supervisory authority and responsibility over TACT Unit personnel, to include the supervisors, to ensure their compliance with all policies, rules, goals, regulations, orders, training, and directives of the Memphis Police Department. It appears that the TACT Unit's approach to tactical operations is one of "common practice" and not of the procedures defined in the TACT Unit SOP. Although police work in general is considered dangerous in nature, TACT Unit members are expected to be readily available to be called upon to face the most dangerous of situations, such as the incident at on October 15th, 2013.

The issues and problems revealed in the ISB investigation, as well as the Hearing Officer's multiple hearings, showed a lack of accountability relating to Response and Requests Situations, Coordinating with the Negotiation Team, the Storage, Dissemination, Deployment, and Inventory of Chemical Ordnance, and Supervisory Control regarding the Implementation of the Policies set forth in the TACT Unit SOP. This is a direct reflection of the TACT Unit leadership. A lack of accountability at a commanding level produces a lack of accountability in the supervisory level, which in turn affects the performance of the entire unit.

As the commander, Major Morris has the responsibility for knowing and adhering to, the TACT SOP. As the TACT Commander, Major Morris is also responsible for the performance of all subordinates under his control, and while Major Morris can delegate authority and functions to supervisors and other subordinates, he cannot delegate responsibility.

DR 101 Compliance with Regulations to wit: Duty of Members: Supervisory Members states in part: *"Supervisory members will be responsible for adherence to the Department's policies, regulations, orders, and procedures. They are responsible and accountable for the maintenance of discipline and will provide leadership, supervision, training, and ensure the efficiency of unit operations."*

Supervisory Members will:

1. **Lead, direct, train, supervise, and evaluate members in their assigned duties.**
2. *Provide leadership and guidance in developing loyalty and dedication to the police profession.*
3. *Perform specific duties and functions as assigned by the Director or superior officer.*
4. *Uphold a member who is properly performing his duty, deal fairly and equitably with all members and, when necessary, correct a subordinate in a dignified manner.*
5. *Cooperate with other units of the Department, other City agencies, and other police agencies.*
6. *Recommend remedial or disciplinary action for inefficient, incompetent, or unsuitable members.*
7. **Ensure that all policies, rules, regulations, orders and directives of the Department are enforced and implemented by their subordinates.**
8. **Remain accountable for the failure, misconduct or omission by their subordinates.**

The hearing officer finds that **Issue #2; Problem #2 & #3, Issue #3; Problem #4, and Issue #4; Problem #1 & #4** pertain to DR 101 Compliance with Regulations to wit: Duty of Members: Supervisory Members. After careful review of the facts of this case and the totality of the circumstances involved, DR 101 Compliance with Regulations to wit: Duty of Members: Supervisory Members is **SUSTAINED and a Fifteen (15) Days Suspension Ordered.**

DR 120 Neglect of Duty states in part:

- A. *Each member, because of his or her rank and assignment, is required to perform certain duties and assume certain responsibilities. Failure to properly function in these areas constitutes neglect of duty. This regulation prohibits any omission or failure to act by any member of the Department, whether on-duty or off-duty, when such action is required by the stated policy, goals, rules, regulations, orders, and directives of this Department. It applies to any member who, through carelessness, inefficiency, or design, fails to implement the policy, goals, rules, regulations, orders, training, and directives of this Department.*
- B. *A member with supervisory responsibility is required to properly supervise their subordinates in compliance with the above, and the failure of any supervisor to do so through deliberateness, carelessness, neglect, or inefficiency shall be a violation.*

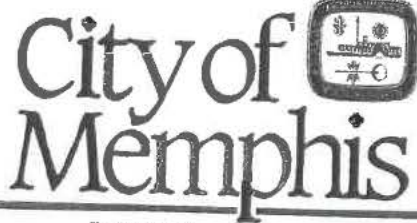
The hearing officer finds that **Issue #3; Problem #1 & #3**, pertain to ~~DR 120 Neglect of Duty~~
After careful review of the facts of this case and the totality of the circumstances involved, DR
120 Neglect of Duty is ~~SUSTAINED and a Ten (10) Days Suspension Ordered.~~

Rescinded per Settlement Agreement *mf 5-23-17*

Total Suspension Days ordered - ~~Twenty-five (25)~~

Fifteen 15

mf 5-23-17



TENNESSEE

A C WHARTON, JR. - Mayor
GEORGE M. LITTLE - Chief Administrative Officer
DIVISION OF POLICE SERVICES
TONEY C. ARMSTRONG - Director

May 28th, 2014

Charles Morris

Major Morris:

An administrative hearing was concluded on Wednesday, May 28th, 2014 at 1:00pm, relative to Statement of Charges #1054-13, which originated from ISB investigation #SH2013-043 and alleges Major Charles Morris violated Departmental Rule #101 Compliance with Regulations, To Wit: Duties of Members: Supervisory Members and Departmental Rule #120 Neglect of Duty. At the conclusion of this administrative hearing both charges were sustained and Major Morris was suspended without pay for Twenty-Five (25) Days. *my 52317*
Fifteen 15 my 52317

You have ten (10) calendar days after receiving written notification of the action taken to file an appeal with the Civil Service Commission. You may file your request for a Civil Service Hearing in person or by mail to the following:

The Civil Service Administration
City Hall Room #406

Your correspondence should be marked to the attention of Jill Madajczyk. If you have any questions regarding filing an appeal, please contact Jill Madajczyk at

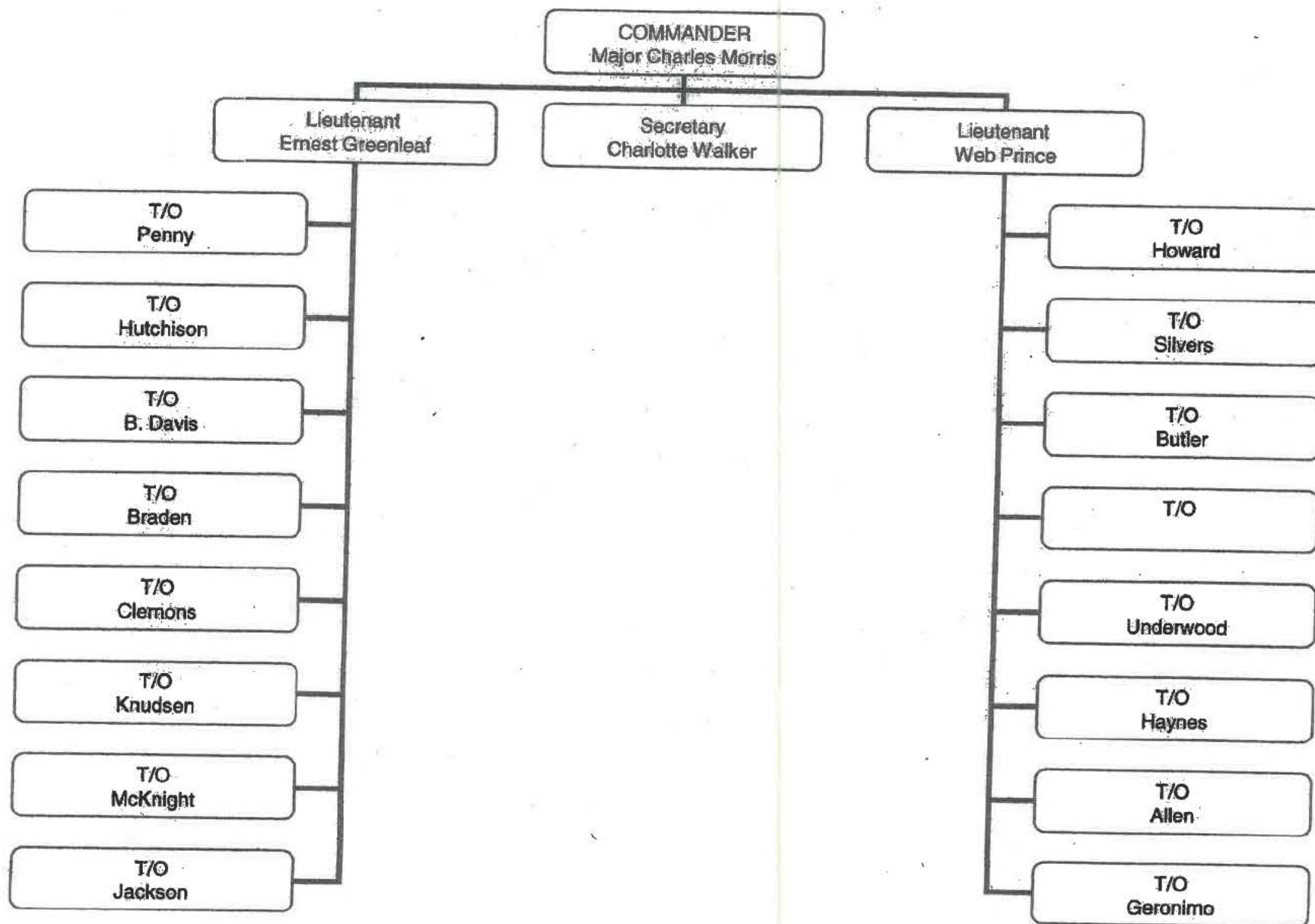
Sincerely

AC Knight
Arley C. Knight, Deputy Chief
Special Operations
Memphis Police Department

Cc: Toney Armstrong, Director
Police Human Resources
Zayid Saleem, Police Legal Advisor

TACT ORGANIZATIONAL CHART

Item (10)



DM SH#30-03

STATEMENT OF CHARGES

1139 *AL*
TH

Personnel

C. R. Morris Jr. Lt.
Name/Rank

5557
Emp. #

RECEIVED

JUL 21 2003

December 17, 2002
Date

Uniform Patrol; Downtown Precinct
Assignment

"C"
Shift

**Memphis Police Dept.
Human Resources**

Notice is hereby given that you are being charged with violation(s) of Policy, Law, or Regulations as shown below:

D. R. 803 "Rough or Careless Handling of City or Department Property".

Date of Occurrence: November 12, 2002

Brief Statement of Particulars: On Saturday November 9, 2002 @ 1715 hours, you were operating As you were traveling westbound on S. Pkwy. E., the front of _____ struck the rear of an Oldsmobile that was stopped on S. Pkwy. E.; just east of Humber. Sgt. J. L. Wright; S.T.I.S. "C" Shift, responded to the scene and submitted a "Crash Report". Sgt. Wright indicated in his "Crash Report" that both vehicle sustained moderate damage and the drivers of both vehicles were injured and transported to the M.E.D. by Memphis Fire Department ambulance.

As a result of this incident, the "Accident Review Board" determined that your actions placed you in violation of D. R. 803 "Rough or Careless Handling of City or Department Property". D. R. 803 "Rough or Careless Handling of City or Department Property" states "A member shall use care in handling Department equipment and property and shall report immediately any that is lost, damaged or in bad order. A member shall not willfully or negligently lose, damage, or destroy City or Department property."

(Use reverse side for additional remarks)

Written Response Ordered:

____ Yes ☒ No

Major Glenn Williams
Issuing Officer

[Signature]
Charging Officer

ONE DAY SUSPENSION

I acknowledge receipt of this notice and understand that further investigation may result in additional charges, amendment of the above charges, or dismissal of these charges. I further understand that a written response to these charges at this time is at my discretion unless specifically instructed to file same by the issuing officer.

C. R. Morris Jr. 5557
Signature of Officer

Was Officer relieved of duty? ____ Yes ____ No

Reviewed by: ____ Director ____ Dep. Director ____ Deputy Chief

Delegated to: ____ Dep. Director ____ Deputy Chief ____ Precinct/Bureau

____ Other _____

ADMINISTRATIVE SUMMONS

Memphis Police Department

DATE: 04-10-03

vs

Lt. C.R. Morris

5557

Downtown "C" Shift

NAME

IBM#

ASSIGNMENT

I. **ALLEGATION (BRIEF STATEMENT OF COMPLAINT)**

On November 9, 2002, @ 1715 hours, you were operating and were traveling westbound on S. Pkwy. E., the front of your vehicle struck the rear of an Oldsmobile that was stopped on S. Pkwy. E: just east of Humber. Both vehicles sustained moderate damage and both drivers were injured.

The officer's disciplinary resume' will be reviewed and become a part of this file.

II. **RULES, REGULATIONS, OR ORDERS VIOLATED**

Rough or Careless Handling of City or Departmental Property Dr # 803

III. **HEARING**

DATE: 04/11/03

PLACE: Downtown Precinct

TIME: 2:15 P.M.

YOU ARE /ARE NOT ENTITLED TO REPRESENTATION DURING THIS HEARING

SERVED BY: Major Glenn Williams

DATE: 04-11-03

TIME: 2:15 P.M.

OFFICER'S SIGNATURE: Lt. C.R. Morris #5557

YOUR ATTENDANCE AT THE HEARING NOTICED HEREIN IS REQUIRED, UNLESS EXCUSED DUE TO A MEDICAL EMERGENCY. FAILURE TO ATTEND WILL BE CONSTRUED BY THE HEARING OFFICER AS A WAIVER OF YOUR RIGHT TO BE HEARD. ATTENDANCE WILL BE EXCUSED DUE TO A MEDICAL EMERGENCY AT THE SOLE DISCRETION OF THE HEARING OFFICER AND ONLY IF YOU HAVE DELIVERED OR CAUSED TO BE DELIVERED TO THE HEARING OFFICER, PRIOR TO THE HEARING DATE, A WRITTEN STATEMENT OF MEDICAL CONDITION PREPARED AND SIGNED BY YOUR TREATING PHYSICIAN, DESCRIBING YOUR MEDICAL CONDITION AND ADVISING THAT YOU ARE NOT ABLE TO ATTEND THE HEARING AS A RESULT OF SAID CONDITION.

**MEMPHIS POLICE DEPARTMENT
ACCIDENT REVIEW RECOMMENDATIONS
TRAFFIC DIVISION**

**GENERAL ORDER 8-75
RE: DRIVING SAFETY PROGRAM**

NAME: Morris, C. RANK: Lt. I.B.M.: 5557

BUREAU OR PRECINCT: Uniform Patrol: Downtown Precinct

LOCATION: S. Parkway E. and Humber DATE AND TIME: 11-9-02 at 1715 hours

CHARGEABLE: YES X NO

COMMENTS:

On Saturday, November 9, 2002 at 1715 hours, Lieutenant Morris was operating westbound on S. Parkway E. As was westbound on S. Parkway E. and after going ~~through the intersection at Lauderdale~~ he looked down to get his microphone and the front of truck the rear of an Oldsmobile. Sergeant J. Wright; S.T.I.S. "A" Shift, responded to the scene and submitted a "Crash Report". Sergeant Wright indicated moderate damages to both vehicles. The occupants of both vehicles were transported to area hospitals by Fire Department Ambulance.

Upon review of this incident, the "Accident Review Board" determined that your actions did place you in violation of D. R. 803 "Rough or Careless Handling of City or Department Property".


RECOMMENDING OFFICER


TRAFFIC DIVISION COMMANDER

NO ACTION:

DISCIPLINARY ACTION: X


BUREAU/PRECINCT COMMANDER


DEPUTY CHIEF

HEARING SUMMARY FORM I

HEARING: 04/11/03
DATE

1415 Hrs.
TIME

ORIGINAL
DOWNTOWN PRECINCT
LOCATION

ATTENDED BY:

Lt. C. Morris #5557
Major G. Williams #9416

HEARING OFFICER:

Inspector S.J. Smith #7854
Precinct Commander

On Friday, April 11, 2003, at 1415 hours, I held an Administrative Hearing at the Downtown Precinct for Lt. C. Morris IBM#5557. Lt. Morris was charged with violating DR#803 Rough and Careless Handling of City or Departmental Property. This charge was the result of a two-car accident that Lt. Morris was involved in on November 9, 2002, at South Parkway East, just East of Humber.

Lt. Morris stated as he was traveling on the Parkway his mike fell from the cradle and he looked down to retrieve it and struck vehicle #2 in the rear causing moderate damage to vehicle #2 and heavy damage to vehicle #1 being driven by Lt. Morris. This is the third chargeable accident that Lt. Morris has had since 1986 with the last one occurring in 2000. Although, Lt. Morris has a good driving record and was taking care of an errand and was ticketed for the accident, the writer feels that the accident location was out of his assigned area and the heavy damage to his vehicle warrants a one- (1) day suspension.

ACTION ORDERED:

(1) ONE DAY SUSPENSION


HEARING OFFICER

ANY EMPLOYEE HOLDING A POSITION NOT EXEMPTED FROM THE PROVISIONS OF ARTICLE 34 CIVIL SERVICE, AND NOT IN THE INITIAL PROBATIONARY PERIOD, WHO HAS BEEN SUSPENDED IN EXCESS OF TEN (10) DAYS, TERMINATED, OR DEMOTED MAY APPEAL TO THE CIVIL SERVICE COMMISSION WITHIN TEN (10) CALENDAR DAYS AFTER NOTIFICATION IN WRITING OF SUCH ACTION. IN THE EVENT OF MULTIPLE SUSPENSIONS, ONLY THAT SUSPENSION WHICH CAUSES THE TOTAL NUMBER OF DAYS SUSPENDED TO EXCEED FIVE (5) DAYS WITHIN A SIX MONTH PERIOD, AND ANY SUBSEQUENT SUSPENSION WITHIN SAID PERIOD SHALL BE APPEALABLE TO THE COMMISSION.

APPEAL REQUEST WILL

 X WILL NOT BE FILED

April 16, 2003
DATE

Lt. C. Morris #5557
SIGNATURE

DISTRIBUTION: PERSONNEL, BRANCH COMMANDER / DIVISION COMMANDER, PRECINCT