

U. S. EQUAL EMPLOYMENT OPPORTUNITY COMMISSION



JON JASON MCCOLLUM; THEODORE COLEMAN,
& ROLAND STEPHENS,

Claimants,

CHARGE

-against-

THE CITY OF NEW YORK,
NEW YORK CITY POLICE DEPARTMENT ("NYPD")
DEPUTY COMMISSIONER DAVID COHEN, &
NYPD ASSISTANT CHIEF THOMAS GALATI,

Respondents.

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Theodore Coleman, Jon Jason McCollum, and Roland Stephens ("Claimants") by and through their attorneys, the New York Civil Liberties Union Foundation and Emery Celli Brinckerhoff & Abady LLP, bring this claim against the City of New York, New York City Police Department ("NYPD") Deputy Commissioner David Cohen, and NYPD Assistant Chief Thomas Galati for discrimination on the basis of race in violation of Title VII of the Civil Rights Act of 1964, 42 U.S.C. § 2000e *et seq.*¹

¹ Claimants have other claims that they need not exhaust in this forum and over which the EEOC has no jurisdiction, which they have not asserted here. *See, e.g.*, N.Y. Exec. Law § 296; N.Y. City Admin. Code § 8-107.

1. **Complainants:** Jon Jason McCollum, Theodore Coleman, Roland Stephens

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2. **Respondents:** City of New York
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NYPD Deputy Commissioner David Cohen
One Police Plaza
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NYPD Assistant Chief Thomas Galati
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On information and belief, attorneys for all of the above respondents may be:

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3. **Description of the violations:** Claimants, who are among a handful of African American detectives in Intelligence Division of the New York City Police Department, have been subject to discrimination on the basis of their race in a number of ways, including by being denied promotions; being assigned to less desirable units; and being given less pay and rank than less qualified white detectives. Discrimination against African Americans has been allowed to flourish as a result of a secretive and standard-less promotions policy

that grants all-white supervisory personnel within the Division unchecked discretion in making promotions and other employment decisions.

4. **Dates of violations:** Commencing in 2001, the start of Claimants' employment in the Intelligence Division, until the present. Each Claimant has experienced ongoing violations in the wrongful denial of promotions, with promotions being announced approximately every month or every two months, most recently on October 28, 2011.

FACTS²

Introduction

Detectives Jon Jason McCollum, Theodore Coleman, and Roland Stephens (collectively "Claimants") are highly experienced African American detectives who have devoted their careers to law enforcement. Over the course of their approximately twenty years in the NYPD, Claimants have repeatedly been commended for their investigative successes, leadership, professionalism, and devotion to achieving the finest results. But in spite of their proven track records of achievement – which are reflected in a history of stellar supervisory recommendations and explicit requests by their supervisors that they be promoted – Claimants have repeatedly been passed up for promotion while less qualified and less experienced white detectives are promoted over them. Today, Det. McCollum and Det. Stephens remain in the exact same grade as when they began their careers as detectives, as Third Grade Detectives. Det. Coleman was recently promoted to the middle grade of Second Grade Detective, but under circumstances that made clear that his promotion was based on the NYPD's desire to stem off a discrimination suit, rather than as the long-overdue recognition of his merit. Specifically, after Claimants complained about discrimination, high-level supervisors responded by stating, in sum and substance, "you'll get one guy" – meaning that one African American detective would be

² This statement is by its very nature not entirely exhaustive of all of the details of all Claimants' incidents of discrimination, nor does it include similar instances of discrimination experienced by other African Americans in the Intelligence Division. Claimants will of course make themselves available for an interview with an EEOC investigator.

promoted. After nearly twenty years on the force, and on the verge of his retirement, Det. Coleman was informed by his union representative that Respondent Galati had determined he would be the “one” African American promoted.

Rather than taking even minimal steps to put in place a fair and transparent promotions policy, the NYPD has chosen to cloak promotions in secrecy, and give the all-white high level supervisors who run the Intelligence Division unfettered discretion to handpick white detectives for promotion over more qualified African American detectives. The NYPD attempts to conceal the discriminatory dynamics at work in a number of ways, including by failing to post vacancies, announce when promotions will be made, establish eligibility criteria, interview candidates, or rank candidates in order of their qualifications. As a result of these secretive policies, Claimants and other African Americans have been repeatedly denied well-deserved promotions – even when recommended by their direct supervisors – without explanation, while less qualified white detectives were promoted above them. They have also been subject to other forms of discrimination, including by being denied desirable assignments, being assigned to investigative units where they have little visibility or opportunity for promotion, and being denied training opportunities. In part as a result of such policies, African Americans are substantially underrepresented in the Intelligence Division – comprising 6% of Intelligence Division personnel as compared to 18% of all NYPD officers and 7% of Intelligence Division detectives as compared to 16% of all detectives – and completely unrepresented in the senior levels of the Intelligence Division, with no African Americans holding a rank above Sergeant. Although Claimants have complained for years about the lack of standards for promotion and its discriminatory effect on African Americans, the NYPD has made no effort to address the

concerns raised by Claimants, including by taking the minimal step of adopting a formal promotions policy.

Race-Based Discrimination in the Intelligence Division of the NYPD

The Intelligence Division is one of the most elite and prestigious divisions within the NYPD. Intelligence Division detectives are known to be amongst the most talented, hard-working, and well-respected members of the NYPD. A police officer who is promoted to the rank of detective in the Intelligence Division receives a coveted gold shield, additional training opportunities, better assignments, and a substantial increase in compensation. Newly promoted detectives begin at the lowest grade, Third Grade Detective, and are eligible to be promoted to Second Grade Detective, and then to Detective, First Grade.

The Intelligence Division is headed by Respondents Deputy Commissioner David Cohen and Assistant Chief Thomas Galati, and comprised of close to 600 employees, including approximately 280 detectives. The Intelligence Division is divided into four main groups – Criminal Intelligence, Operational Analysis, Municipal Security, and Public Security – which are in turn subdivided into several units that specialize in various areas of intelligence. The lowest rank within the Intelligence Division is that of police officer, followed by detective (divided into Third, Second, and First Grade Detective). Above the rank of detective are the supervisory ranks, starting with Sergeant, then Lieutenant, Captain, and Deputy Inspector, followed by several supervisory ranks up to Deputy Commissioner Cohen. Out of the approximately 600 people in the Intelligence Division, the overwhelming majority are white, with only approximately 35 African American employees. There are 8 African American sergeants out of a total of approximately 161 sergeants, and the majority of the African American sergeants are field officers who were appointed from outside of the Intelligence Division, directly from

precincts. All of the high-level supervisory personnel in the Intelligence Division are white; there are no African Americans above the rank of Sergeant. There are only approximately 21 African American detectives in the entire Division, as opposed to approximately 224 white detectives. Of the African American detectives, the vast majority are of the lowest grade, Third Grade Detective.

There is an enormous difference in compensation and prestige between a Third Grade Detective – which is just one rank above police officer – and the most senior First Grade Detective. First Grade Detectives have base compensation levels approximately \$30,000 above Third Grade Detectives and approximately \$20,000 above Second Grade Detectives, and are eligible for a similar compensation premium in their overtime, cash payments for unused vacation and compensation time, and retirement pensions. The difference in retirement pension money between a First and Third Grade Detective is over \$15,000 per year, for the life of that detective. First Grade Detectives are provided opportunities for better training; are invited to formal social events within the NYPD; given additional opportunities for professional networking and can earn significantly more in private practice upon retirement from the NYPD than lower-ranked detectives. Promotions within detective grades are recognized as major accomplishments, with announcements submitted to all commands within the NYPD. Each promotion is recognized with a formal ceremony at NYPD headquarters, where the detective appears in full dress uniform in the presence of his family and friends, and personally receives his promotion from the NYPD Commissioner.

The NYPD professes that promotions are the result of merit alone. But in practice, race plays an impermissible role in all levels of the highly subjective promotions

process. From the beginning to end, the process of being promoted into the Intelligence Division – and succeeding within it – is opaque and works against African Americans.

Discrimination begins with the entry-level rank of police officer. There are no written guidelines that govern when a police officer will be transferred into the Intelligence Division, nor is there a written test a police officer must pass to become a detective. Rather, the only general guideline is that any police officer assigned to investigative work will be promoted to detective within 18 months. Only an exceedingly small percentage of African American police officers are ever given investigative work and given the opportunity to transfer to the Intelligence Division in the first instance. As a result, there is a stark disparity in the percent of African Americans in the Intelligence Division, as opposed to the police force in general. African Americans constitute 18% of all NYPD police officers and 16% of all NYPD detectives, but only 6% of Intelligence Division personnel and 7% of Intelligence Division detectives. At the same time, whites are substantially *overrepresented* in the Intelligence Division, constituting 50% of all NYPD police officers and 57% of all detectives, but 80% of the Intelligence Division and 80% of Intelligence Division detectives. *See Exhibit A, EEO Summary Table.* At higher levels of seniority, African Americans continue to be increasingly under-represented, with *no* African Americans above the rank of Sergeant in the entire Intelligence Division. That is, there are *no* African American Lieutenants, Captains, or other high-level supervisory personnel.

Unlawfully Discriminatory Promotions Process for Intelligence Division Detectives

Discrimination persists at every level of the promotions process within the Intelligence Division. As grossly underrepresented “outsiders,” Claimants are not privy to the secret process that governs promotions. They have been given no information about any criteria that are relevant for promotions, nor have they been told about what they can do to maximize

their chances of promotion. On occasion, they have been asked by their direct supervisors to submit a written statement about their background and experiences – essentially a resume that is known as a UF 49 form – and were told that this form would be relevant to their consideration for promotion. However, Claimants have each submitted UF 49 forms multiple times but have not been promoted. At the same time, detectives who have not submitted UF 49 forms are frequently promoted. Aside from being occasionally asked to update their UF 49 forms, Claimants have had no opportunity to influence their promotions in any way.

On information and belief, the NYPD has no written policy or procedure governing the promotions process for detectives; instead, promotions are the result of a highly subjective decision-making process, with decisions about advancement made in secret by all-white high level supervisors. On information and belief, Respondents Deputy Commissioner David Cohen and Assistant Chief Thomas Galati ultimately make all promotion and transfer decisions. In theory, Third Grade Detectives are automatically considered for promotion to Detective, Second Grade. In practice, however, Claimants understand that only a few candidates are ever considered for promotion at any given time. Candidates for promotion are not told how many vacancies there are, who else they are competing against, or what criteria will be used to decide promotions. Often, they are not even informed that they are being considered for promotion. The NYPD does not publish when promotion decisions will be made, who will participate in the decision-making process, or what weight – if any – supervisor recommendations for promotion will be given.

In terms of process, Claimants have been informed that supervisor evaluations play a large role in promotion decisions. All detectives in the Intelligence Division should receive written evaluations from their direct supervisors at least once a year. In each evaluation,

supervisors rank detectives on various criteria from a scale of 0-5, and in addition assess each detective on an overall score of 0-5. Supervisors also include written comments in their evaluations, including whether they recommend a candidate for promotion. While Claimants have been told that supervisor evaluations play a large role in evaluations – given that their direct supervisors are the only people who can recommend candidates based on their direct personal experience – in practice, the role of supervisory evaluations is unclear. On information and belief, direct supervisors do not participate in the promotions process, and the high-level supervisory personnel who ultimately make promotions decisions have unfettered discretion to disregard evaluations altogether. Each Claimant has received extremely positive evaluations and has been expressly recommended for promotion multiple times by multiple supervisors, but has not been promoted. At the same time, white detectives with less experience, worse reviews, and who have not been recommended for promotion have been promoted.

Claimants are not aware of any ranking system for promotions, nor have they ever been told who decides which candidates will be promoted. Rather, Claimants have been informed by multiple supervisors of the existence of a secret “list” of candidates for promotion. They have never seen this list, been informed of who compiles it, observed whether and how it is ranked, or had the opportunity to be evaluated or considered for it. On information and belief, white detectives who have been told that they are on the “list” have been promoted rapidly. But African American detectives who have been told for years that they are on the “list” have not been promoted.

As a result of the secret and standard-less promotions policy, NYPD personnel have unchecked discretion in making promotion decisions, which they employ to hand-pick

white candidates for promotion while repeatedly passing up more qualified and highly recommended African American candidates.

Unlawful Discrimination in Assignments, Training, and other Terms and Conditions of Employment

The opaque and secretive policies of the NYPD also allow Intelligence Division personnel to subject African Americans to other forms of discrimination, including by routinely giving African Americans undesirable assignments and placing them in less desirable units. Although the NYPD does not formally rank units and maintains that unit assignments play no role in promotions, in practice there are units that are informally known to be “promotional” units – meaning that detectives are regularly advanced to Second and First Grade Detective from these units – and other units known as being “non-promotional,” meaning that detectives in these units are rarely, if ever, promoted.

Since African Americans comprise only 6% of all Intelligence Division personnel, one would expect that in the absence of race-based considerations, African Americans would be represented at a rate of approximately 6% in all units. But in practice, African Americans are concentrated in undesirable, non-promotional units, while promotional units are often all-white. For instance, the Enterprise Operations Unit, informally known as the “Rap” unit, is well known for being non-promotional. Not a single detective has been promoted out of this unit for the past three years. Unsurprisingly, there are currently *no* whites in the Rap Unit, and all but one member is African American. The one promotion that occurred out of the Rap Unit three years ago was of the only white detective in the Rap Unit, Detective [REDACTED], who had only two years of experience in the Intelligence Division when he was promoted. ([REDACTED] subsequently retired.) By contrast, promotional units – some of which

have multiple promotions in any given year – are often all-white. When African Americans seek to be transferred out of non-promotional units like the Rap Unit, their requests are denied, while white detectives are often readily placed in the most desirable units.

In addition to being placed in non-promotional units, the handful of African-Americans in the Intelligence Division are discriminated against in myriad other ways, including but not limited to being denied opportunities to transfer to better units and by being given little or no additional training opportunities that would allow them to distinguish themselves and obtain better assignments. As with promotions, the NYPD has no formal or informal policy governing when or how assignments to a particular unit or training opportunities will be made. Instead, these decisions are left to the unfettered discretion of all-white supervisory personnel within the Intelligence Division, who in general announce promotions decisions every month or every two months, and make 30-40 promotions on average per year.

Det. Jon McCollum

Det. McCollum joined the NYPD in 1992, became a Third Grade Detective in 1996, and joined the Intelligence Division in 2001. He has served fifteen years as a detective and has never once been promoted, despite explicit recommendations by multiple supervisors. In the many years Det. McCollum has been a Third Grade Detective, he has witnessed the promotion to First Grade Detective of virtually every other detective who began with him in 1996. On information and belief, of those who became detectives in the Intelligence Division at the same time as Det. McCollum, he is the only Third Grade Detective who was never been promoted.

Det. McCollum's repeated failure to advance stands in stark contrast to his recommendations and outstanding evaluations, which are attached as Exhibit B.³ He has consistently received written supervisory evaluations rating him 4.5 out of 5 and several commendations, including 35 departmental recognitions for Excellent Police Duties. For years, Det. McCollum has been promised promotions because of his outstanding performance. A decade ago, in 2001, Det. McCollum was told that if he continued with his excellent work, he could expect to "retire as a First Grade Detective." But over the next several years, Det. McCollum witnessed several white detectives who were junior to him be promoted – including detectives he helped train – while he was repeatedly ignored. Det. McCollum never received any explanation for his repeated denials of promotion, even though he was recommended for promotion several times. For instance, in February 2004 – after Det. McCollum had been a Third Grade Detective for eight years – he was informed by a supervisor⁴ that due to his excellent investigative work in a double homicide, he would be promoted to Second Grade Detective. However, Det. McCollum never received a promotion, or any explanation for the denial.

In October 2006, Det. McCollum was again expressly promised a promotion by a different supervisor, who informed him that a large number of promotions were about to occur and that he was at the "top" of the secret "list" based on his seniority and achievements. But once again, Det. McCollum was not promoted – although a large number of promotions did occur, and a number of white officers with less experience and achievement were promoted above him.

³ Claimants did not receive written evaluations every year, but the evaluations each Claimant received in recent years are attached, along with their most recent UF-49 forms. Some supervisors do not update the UF-49s each year. Additional evaluations from previous years can be made available upon request.

⁴ The identities of the supervisors referenced in this Charge can be made available upon request.

In May 2007, a third supervisor submitted an excellent evaluation for Det. McCollum and explicitly recommended him for promotion, stating that Det. McCollum “should be considered [for promotion] until the promotion is granted.” Once again, Det. McCollum’s supervisor’s recommendation for promotion was ignored, and Det. McCollum was given no explanation.

In May 2008, his supervisor again submitted another excellent evaluation for Det. McCollum, stating “Det. McCollum is the most senior detective in the unit and sets an example for the others. In this rater’s opinion, Det. McCollum should be considered for promotion due to his service, diligence, and devotion to the Intelligence Unit for over seven years.” Based on the strength of his recommendation, Det. McCollum’s supervisor informed him that he would be promoted. But once again, Det. McCollum was passed up for promotion. Throughout this time, other detectives, including supervisors, commented that the situation was unfair and apologized to him for what appeared to be blatant discrimination in the promotions process.

For the next several years, Det. McCollum continued to be repeatedly recommended for promotion, assured by his supervisors that he was on the secret “list” for promotion and explicitly informed that he would be promoted. But he was never promoted. In February 2011, another one of Det. McCollum’s supervisors asked Det. McCollum to update his UF 49 so he could recommend Det. McCollum for promotion once again. This supervisor – at least the fourth direct supervisor to submit a written request for Det. McCollum’s promotion – told Det. McCollum that to ensure his promotion, he was submitting Det. McCollum’s UF 49 with only one other inexperienced candidate – “Det. ■” – who had less than half as much experience as Det. McCollum. Det. McCollum’s supervisor also advised Det. ■ that he was being put forward against Det. McCollum, and that Det. McCollum would receive the

promotion, given his superior record and experience. In May 2011, however, Det. McCollum was again denied promotion, while Det. ■ was promoted above him. After the promotions were announced, both Det. ■ and his supervisor apologized to Det. McCollum, acknowledging that the promotion did not reflect merit. Det. McCollum's supervisor also said that he had no explanation for the promotion.

In his most recent evaluation, for May 2010-May 2011, Det. McCollum received another outstanding evaluation. His supervisor recommended once again that Det. McCollum be promoted, stating "Det. McCollum is a highly regarded member of the Department and the quality of his work and level of commitment are such that I recommend that he be promoted to Detective, Second Grade." But despite this strong recommendation, Det. McCollum was not promoted.

Shortly after he was denied promotion, in and around May 2011, Det. McCollum approached the union representative and told him that there appeared to be discrimination against African Americans in the Intelligence Division. The union representative initially responded that this was not a "union" issue but said that he would inform Assistant Chief Thomas Galati that African American detectives felt they were unfairly being denied promotion. About one month later, Det. McCollum learned that Assistant Chief Galati had informed the union representative that "they'd get one guy." Det. McCollum understood this to mean that, in response to his complaint about discrimination, high level supervisors had decided to arbitrarily pick one African American detective for promotion. He was also informed that the "one African American guy" the NYPD had selected for advancement was Det. Theodore Coleman, who was on the verge of retirement.

The NYPD's response to Det. McCollum's discrimination complaint – namely, its decision to keep in place an opaque and standard-less promotion policy and to arbitrarily select an African American on the cusp of retirement for promotion – sent the clear signal that the NYPD had no interest in choosing candidates for promotion on the basis of merit; rather, its chief concern was with preserving a secretive system that allowed high-ranked supervisors to make racially motivated promotions decisions with impunity.

To date, Det. McCollum has never received any explanation for what criteria were used to determine promotions or why he has repeatedly been passed over for promotion in favor of far less experienced white detectives.

Det. Theodore Coleman

Det. Coleman has close to twenty years of law enforcement experience. He joined the NYPD in 1992, was assigned to the Intelligence Division as a police officer in March 2001, and was promoted to Third Grade Detective on October 26, 2001. For nearly a decade, Det. Coleman remained as a Third Grade Detective, regardless of his many commendations and recommendations for promotion.

During the course of his career, Det. Coleman has been recommended for promotion many times, but the recommendations of his supervisors have been ignored. For instance, in March 2005, four years after he became a Third Grade Detective, Det. Coleman's supervisor explicitly recommended him for promotion. But instead of being promoted, Det. Coleman was transferred to a different unit, ostensibly on the grounds that his expertise was needed in training new personnel. In subsequent years, he observed several of the white detectives he had trained be promoted over him.

The following year, in October 2006, Det. Coleman was informed, as Det. McCollum had been, that a large number of promotions were going to take place that year and that he was on the secret “list” based on his seniority and achievement. But once again, Det. Coleman was not promoted – although a large number of promotions did occur, and a number of white officers with less experience and achievement were promoted above him. When Det. Coleman asked a senior supervisor to explain the promotions process and the criteria for promotion, the supervisor could not give him an answer and said promotions were decided by the “front office” and were not in his control.

Every year for the next six years, Det. Coleman continued to be told by multiple supervisors that he had been recommended for promotion, was on the secret promotion “list,” and would be promoted. But he never had the opportunity to review the “list,” see where he ranked on it, or discuss his qualifications with the unnamed supervisory personnel who ultimately made promotion decisions. Year after year, Det. Coleman was passed up for promotion, while white detectives with less experience and who had been given lower evaluations and not been recommended for promotion, were advanced above him.

Det. Coleman’s failure to be promoted was not the result of lack of merit. He received outstanding evaluations, attached as Exhibit C, including written scores of 4.5 out of 5, on his evaluations for the past three years. In multiple evaluations, his supervisors explicitly stated that he was recommended for promotion to Detective, Second Grade and commented on his seniority within the Division. In his February 22, 2011 evaluation, Det. Coleman’s supervisor noted that Det. Coleman had previously been recommended for discretionary promotion and once again strongly recommended him for promotion. But in spite of this recommendation, Det. Coleman’s promotion was denied.

Just months later, in or about June 2011, after Det. McCollum complained to the union representative about discrimination, the union representative informed him that Assistant Chief Galati had been made aware of the belief that African Americans were subject to discrimination in the Intelligence Division, and that in response, had decided to “give them one guy.” Det. Coleman understood this meant that in response to the complaint about discrimination, the NYPD had picked one African American to promote. Det. Coleman was informed that he would be the “one guy” who would be promoted.

On August 25, 2011 – after approximately 19 years in the NYPD, and just months away from his retirement at 20 years – Det. Coleman was promoted to Detective Second Grade. Det. Coleman was one of the last detectives in his entering Intelligence Division class to be promoted. Det. Coleman understood, however, that his promotion was not the result of his excellent evaluations, given that just 6 months earlier, he had been denied a promotion despite his supervisor’s recommendation. Rather, he understood that his long-delayed promotion was a cynical move by the NYPD to attempt to appease all African American detectives as a whole and stave off any further challenges to the persistent racial inequalities within the Intelligence Division. As a result of his delayed promotion, Det. Coleman has had to delay his plans to retire in June 2012 for two extra months in order to realize the full benefit to his pension.

Det. Roland Stephens

Det. Stephens has twenty years of experience in the NYPD and over eleven years of experience as a detective. He joined the NYPD in 1991, was promoted to Third Grade Detective in 1999, and joined the Intelligence Division in 2001. During his time as a detective, he has consistently received outstanding evaluations. For the past several years, he received scores of 4.5 out of 5 in his supervisory assessments, and in 2010 he received an exceedingly

rare perfect 5 evaluation. Det. Stephens' evaluations are attached as Exhibit D. Det. Stephens has repeatedly been recommended for promotion by his supervisors. In his 2010 evaluation, for instance, Det. Stephens' supervisor noted that Det. Stephens is the senior investigator in his unit, had been a part of the unit "since the beginning," and "highly recommend[ed] [him] for promotion to Second Grade." He again "highly recommended" Det. Stephens for promotion the following year.

Despite his outstanding evaluations and recommendations for promotion, Det. Stephens has been repeatedly denied promotion, while less qualified and experienced white detectives are promoted above him. Although Det. Stephens has never been given an explanation for his failure to be promoted, his denial of promotion appears to be linked to his placement in the virtually all-African American "Rap" Unit. Det. Stephens has been assigned to the Rap Unit since 2005, and during that time, only *one* white detective has been placed in this unit. Only one promotion – that of the white detective – has occurred out of the Rap Unit in the past three years. Meanwhile, promotional units – staffed with predominately white detectives and, in many cases, no black detectives – regularly have multiple promotions per year.

Beginning in 2010, Det. Stephens repeatedly asked his supervisor for an explanation for his failure to be promoted. While his supervisor assured him he would try to push for Det. Stephens' promotion, he was ultimately unable to offer any explanation for why he had not already been promoted or to predict when Det. Stephens might be promoted. Det. Stephens is approaching his retirement from the NYPD, and unless he is promoted soon, he will retire at the entry-level position of Third Grade Detective, despite his many years of experience. On information and belief, Det. Stephens is one of the only members of his entering class in the Intelligence Division who was never promoted.

The Effect of the Unlawful Discrimination on Claimants

For years, Claimants attempted to ignore the discriminatory dynamics within the Intelligence Division. They believed that if they simply continued to excel and receive outstanding evaluations, their accomplishments eventually would be recognized. But after years of being passed up for promotions while less qualified white detectives were advanced above them, Claimants have been forced to come to the painful realization that their race matters more to the NYPD than their achievements or record of service. Every time Claimants were passed up for desirable assignments, denied transfers into desirable units, given low-visibility positions, and ultimately denied the rank and prestige that comes with promotions, they paid a price. In addition to the monetary price – approximately \$30,000 per year less in base salary, plus \$15,000 per year less in pension – Claimants suffered a powerful emotional toll. Claimants devoted the bulk of their careers to the Intelligence Division; they take enormous pride in their work and in wearing the gold shield of detective. But after giving their utmost to the NYPD, they have been forced to acknowledge the humiliating and degrading reality that ultimately, their records of achievement and lengthy years of service matters less to the NYPD than the color of their skin.


Conclusion

This is an egregious case. The NYPD can offer no justification for its decision to employ a standard-less, highly subjective, and secretive promotions and assignments policy. This policy is not tied to any business necessity or job-related justification; to the contrary, it undermines performance incentives by giving detectives no guidelines for what they can do to improve their performance and maximize their chances of promotion. Rather than business necessity, NYPD's policy is motivated by one objective only: to enable high-level supervisors to

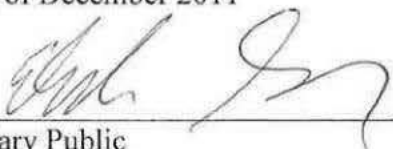
continue to hand-pick candidates for promotion based on impermissible racial considerations, while at the same time, concealing the patently discriminatory dynamics at work.

The NYPD's secretive promotions and assignments policy; its decision to promote less qualified white detectives over more experienced African Americans; its decision to assign African American detectives to the least desirable jobs and to concentrate them in the worst units; and its decision to respond to a discrimination complaint by offering one token African American promotion, are all plain violations of Title VII. *See* 42 U.S.C. § 2000e *et seq.* Claimants have been subject to discrimination in a number of ways, including being subject to disparate treatment and the effects of the disparate impact of the NYPD's standard-less and subjective promotions policy. *See, e.g., Robinson v. Metro-North R.R. Co.*, 267 F.3d 147 (2d Cir. 2001) (analyzing both disparate treatment and the disparate impact of a highly subjective promotions process). As a result of the NYPD's secretive process, there is a stark and unjustifiable under-representation of African Americans in the Intelligence Division. The pervasively discriminatory environment in which Claimants were forced to work has caused and will continue to cause them substantial harm. It will also harm all other African American members of the NYPD who are never given the opportunity to join the Intelligence Division or advance within it. Based on Claimants' own experiences, as well as their observations and understanding of the experiences of others in the Intelligence Division, it is Claimants' belief that there are an array of systemic discrimination problems within the Intelligence Division, and that the EEOC should investigate this as a systemic pattern and practice of discrimination case.

Dated: December 9th, 2011
New York, New York

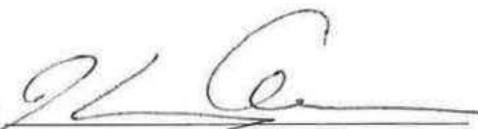
By: 
Jon Jason McCollum, Claimant

Sworn to before me this 9th
day of December 2011


Notary Public

ELIZABETH SAYLOR
Notary Public, State of New York
No. 02SA8081808
Qualified in Kings County
Commission Expires Oct. 7, 2014

Dated: December 9, 2011
New York, New York


By: 
Theodore Coleman, Claimant

Sworn to before me this 9th
day of December 2011

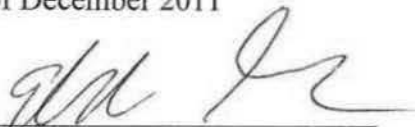

Notary Public

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Commission Expires Oct. 7, 2014

Dated: December 9, 2011
New York, New York

By: 
Roland Stephens, Claimant

Sworn to before me this 9th
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Exhibit A



EEO SUMMARY TABLE
PARTICIPATION OF TOTAL UNIFORMED PERSONNEL IN NEW YORK CITY POLICE DEPARTMENT BY RANK, GENDER AND RACE
(ALL RANKS)
AS OF DECEMBER 31, 2010

	TOTAL IN RANK	MALES						TOTAL MALES	FEMALES						TOTAL FEMALES	TOTALS					
		MALE WHITE	MALE BLACK	MALE HISP	MALE ASIAN	MALE N/AMER	MALE OTHER		FEMALE WHITE	FEMALE BLACK	FEMALE HISP	FEMALE ASIAN	FEMALE N/AMER	FEMALE OTHER		WHITE	BLACK	HISP	ASIAN	NATIVE AMER	OTHER
ALL POLICE OFFICERS	22196	9322	2539	4780	1165	24	0	17831	1160	1443	1667	95	3	0	4368	10482	3582	6447	1261	27	0
		42.0%	11.4%	21.5%	6.3%	0.1%	0.0%	80.3%	5.2%	6.5%	7.6%	0.4%	0.01%	0.00%	19.7%	47.2%	17.6%	20.0%	5.7%	0.1%	0.0%
ALL DETECTIVES	5177	2717	636	1073	100	8	0	4534	236	194	205	7	1	0	643	2953	830	1278	107	9	0
		52.5%	12.3%	20.7%	1.9%	0.2%	0.0%	87.6%	4.6%	3.7%	4.0%	0.1%	0.0%	0.0%	12.4%	57.0%	16.0%	24.7%	2.1%	0.2%	0.0%
ALL SERGEANTS	4838	2586	413	674	203	6	0	3882	255	271	210	19	2	0	757	2841	584	884	222	8	0
		55.7%	8.9%	14.5%	4.4%	0.1%	0.0%	83.7%	5.6%	5.8%	4.5%	0.4%	0.0%	0.0%	16.3%	61.2%	14.7%	19.1%	4.8%	0.2%	0.0%
ALL LIEUTENANTS	1742	1231	107	203	35	3	0	1578	92	35	31	5	0	0	163	1323	142	234	40	3	0
		70.7%	6.1%	11.7%	2.0%	0.2%	0.0%	90.6%	5.3%	2.0%	1.8%	0.3%	0.0%	0.0%	9.4%	75.9%	8.2%	13.4%	2.3%	0.2%	0.0%
ALL CAPTAINS	425	335	18	36	11	0	0	400	14	6	5	0	0	0	25	349	24	41	11	0	0
		78.8%	4.2%	8.5%	2.6%	0.0%	0.0%	94.1%	3.3%	1.4%	1.2%	0.0%	0.0%	0.0%	5.9%	82.1%	5.8%	9.8%	2.6%	0.0%	0.0%
ALL RANKS ABOVE CAPTAIN	344	285	14	20	2	0	0	321	15	5	2	1	0	0	23	308	19	22	3	0	0
		82.8%	4.1%	5.8%	0.6%	0.0%	0.0%	93.3%	4.4%	1.6%	0.6%	0.3%	0.0%	0.0%	6.7%	87.2%	5.5%	6.4%	0.0%	0.0%	0.0%
TOTAL ALL RANKS	34526	16476	3727	6786	1517	41	0	28547	1772	1954	2120	127	6	0	5979	18248	5681	8906	1644	47	0
		47.7%	10.8%	19.7%	4.4%	0.1%	0.0%	82.7%	5.1%	5.7%	6.1%	0.4%	0.0%	0.0%	17.3%	52.9%	13.5%	25.8%	4.8%	0.1%	0.0%

THIS REPORT IS CONFIDENTIAL

Prepared by the Office of Equal Employment Opportunity 1/3/2011

Exhibit B

**POLICE DEPARTMENT
CITY OF NEW YORK**

October 1, 2007

From: Commanding Officer, Intelligence Operations and Analysis Section

To: Commanding Officer, Intelligence Division

Subject: **PERSONAL HISTORY, DET. JON MCCOLLUM, SHIELD# 718,
TAX# 901949, NARCOTICS INTELLIGENCE UNIT.**

1. Detective Jon McCollum, Shield# 718, Tax# 901949, is currently assigned to the Intelligence Division , Narcotics Intelligence Unit was:
 - a. Appointed to the Department on 06/30/92
 - b. Has 15 years 06 months experience
 - c. Has 11 years 05 months in an investigative assignment
2. During the previous fourteen (15) years, Detective McCollum has been assigned to the following commands:
 - a. Intelligence Division – 6 years 9 months
 - b. Manhattan North Narcotics Division – 5 years 4 months
 - c. Bronx Narcotics Division – 1 years 0 months
 - d. Manhattan North Vice- 1 years 0months
 - e. 028 Precinct- 5 years 0months
3. Detective McCollum's performance evaluations for the past three (3) years are as follows:
 - a. 2005-2006 – 4.5
 - b. 2004-2005 – 4.5
 - c. 2003-2004 – 4.5
4. Detective McCollum was:
 - a. Appointed on 06/30/92
 - b. Promoted to Detective Investigator on 03/22/96
5. Detective McCollum disciplinary and sick record is as follows:
 - a. Charges & Specifications – 0

- b. Chronic Sick – 0
6. Detective McCollum Departmental Recognition is as follows:
- a. Honorable Mention-1
 - b. MPD- 1
 - c. EPD- 35
 - d. Unit Citation- 3
7. Det. McCollum has received one award in past 10 years
- a. Detective of the Month, December 2005 from the Intelligence Division.
8. Detective McCollum arrest, search warrant, and CI records are as follows:
- a. Det. McCollum has made 500 arrests during his career.
 - b. Det. McCollum has been the deponent on over 50 Search Warrants
 - c. Det. McCollum has signed up over 10 Confidential informants while assigned to various units within the Intelligence Division
9. Detective McCollum education is as follows:
- a. Bachelors Degree in Electrical Engineering & Computer Science, Morgan St. University
 - b. Master Certified Certificate in Nuero- Linguistic Programming.
 - c. Master Certified Clinical Hypnotherapist
10. During the past ten (11) years Detective McCollum has been involved in the following:
- a. 2005- Detective McCollum was involved with the Allentown, PA., Police Department regarding a wanted perpetrator for Double Homicide. Perpetrator killed two individuals in front of Mayors residence. Detective McCollum performed numerous surveillances and phone traces which revealed the preps whereabouts and his subsequent apprehension. Without incident.
11. Detective McCollum has been recommended for promotion three times while assigned to the Manhattan North Narcotics Division.
12. For your information and appropriate attention.

Larry Nikunen



Online Performance Evaluation System Detectives and Police Officers Assigned to Detective Track Commands

This evaluation is not finalized

RATEE

SURNAME MCCOLLUM	FIRST JON	M.I. J	Appt Date 6/30/1992
RATEE TAX NUMBER 901949	RANK Det. 3	COMMAND 320	DATE ASSIGNED TO COMMAND: 3/19/2001
			Borough CITYWIDE/OTHER
TIMES SICK NLOD: 0 LOD: 0	DAYS LOST NLOD: 0 LOD: 0	PURPOSE ANNUAL	RECOMMENDATION CONTINUE IN PRESENT ASSIGNMENT
Not chronic	Date of Primary Assignment: 3/22/2002	IF COMPLETED POLICE CADET PROGRAM	
Primary Assignment: Cyber Intelligence Unit		Rating Period From: 5/16/2010	To: 5/15/2011

RATER

SURNAME BRANZETTI	FIRST KEVIN	M.I. S	
RATER TAX NUMBER 903474	RANK SGT DET SQUAD	COMMAND 320	DATE ASSIGNED TO COMMAND: 11/17/2008

PERFORMANCE AREAS

BEHAVIORAL DIMENSIONS

Area	Rating	Dimension	Rating
1 Gen. Job Knowledg./Trng. & Supp.	5	16 Police Ethics/Integrity	5
2 Approp. Act. Level	5	17 Profess. Resp.	5
3 Arrests and Related Proced.	5	18 Commit./Drv./Initiative	4
4 Interrog./Debrfg. Skills	5	19 Comprehen. Skills	5
5 Interview. Skills/Notifica.	5	20 Communicat. Skills	5
6 Case Enhance./Invst. Spec. Incid.	5	21 Interpers. Skills	5
7 Condit. Initiated Invest.	4	22 Analyt. Skills	5
8 Informat. Inquiries/Case Mgmt.	5	23 Memoriz. Skills	5
9 Report Writing	5	24 Adaptability	5
10 Prep. & Part. at Trials or Hearings	5	25 Organiza. Skills	5
11 Forensic Evid. Collection	5	26 Innovativeness	5
12 Tech./Spec. Skills	5	27 Appear./Self-Image	5
13 Warrant Invest./Search Warrants	5	28 Phy.Activit./Fitness	5
14 Integrity Functions	5		

15 Homicide/DOA/Cuppi I.D. and Establishment of Cause of Death	0
--	---

Overall Evaluation : 4.5**12. Tech./Spec. Skills**

Det McCollum can easily access sources of information in computer databases.

17. Profess. Resp.

Det McCollum has continually proven to be an asset of the Intelligence Division. He works well with his co-workers and is respectful to his supervisors.

1. Gen. Job Knowledg./Trng. & Supp.

Det McCollum has a very good working knowledge of investigative procedures and uses them within dept guidelines.

Overall Rater's Comments:

Det McCollum is a highly regarded member of the Department and the quality of his work and level of commitment are such that I recommend that he be promoted to Detective, Second Grade. Det McCollum is aware of the Department's OEEOP policies.

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

REVIEWER

SURNAME	FIRST	M.I.	
YORKE	KEVIN		
REVIEWER'S TAX	RANK	COMMAND	DATE ASSIGNED TO
NUMBER	LT DET		COMMAND:
884178	COMMANDER	320	12/11/2008

Overall Reviewer Comments:

accurate and complete, concur

☒ ACCURATE AND COMPLETE, CONCUR
☐ SEE SEPARATE REVIEWER'S EVALUATION

This evaluation is not finalized.

Close



Online Performance Evaluation System
Detectives and Police Officers Assigned to Detective Track
Commands

KAREN COATES TaxID: 319812 Date: 6/21/2011 10:49:24 AM

RATEE

SURNAME	FIRST	M.I.	Appt Date
MCCOLLUM	JON	J	
RATEE TAX NUMBER	RANK	COMMAND	DATE ASSIGNED TO COMMAND:
901949	Det. 3	320	3/19/2001
TIMES SICK	DAYS LOST	PURPOSE	RECOMMENDATION
NLOD: 0 LOD: 0	NLOD: 0 LOD: 0	ANNUAL	CONTINUE IN PRESENT ASSIGNMENT
Not chronic	Date of Primary Assignment: 10/31/2006	<input type="checkbox"/> IF COMPLETED POLICE CADET PROGRAM	
Primary Assignment: 3/22/2001		Rating Period From: 5/16/2007	To: 5/15/2008

RATER

SURNAME	FIRST	M.I.	
KING	THOMAS	J	
RATER TAX NUMBER	RANK	COMMAND	DATE ASSIGNED TO COMMAND:
900417	SERGEANT	320	1/31/2005

PERFORMANCE AREAS

Area	Rating
1 Gen. Job Knowledg./Trng. & Supp.	4
2 Approp. Act. Level	4
3 Arrests and Related Proced.	0
4 Interrog./Debrfg. Skills	4
5 Interview. Skills/Notifica.	4
6 Case Enhance./Invst. Spec. Incid.	4
7 Condit. Initiated Invest.	4
8 Informat. Inquiries/Case Mgmt.	4
9 Report Writing	4
10 Prep. & Part. at Trials or Hearings	0
11 Forensic Evid. Collection	0
12 Tech./Spec. Skills	0
13 Warrant Invest./Search Warrants	4
14 Integrity Functions	5
15 Homicide/DOA/Cuppi I.D. and	

BEHAVIORAL DIMENSIONS

Dimension	Rating
16 Police Ethics/Integrity	5
17 Profess. Resp.	5
18 Commit./Drv./Initiative	4
19 Comprehen. Skills	4
20 Communicat. Skills	4
21 Interpers. Skills	4
22 Analyt. Skills	4
23 Memoriz. Skills	5
24 Adaptability	5
25 Organiza. Skills	4
26 Innovativeness	4
27 Appear./Self-Image	5
28 Phy.Activit./Fitness	5

Overall Evaluation : 4.5

17. Profess, Resp.

Det. McCollum professes the highest degree of respect for supervisors and peers. This detective is excellent in all matters concerning both his peers and prisoners. This is evident on a daily basis in his interviews and debriefments.

23. Memoriz. Skills

Det. McCollum possesses tremendous memorization skills which are instrumental in debriefments, and in investigating narcotics trafficking groups for apparent reasons. Det. McCollum has been vital in making some large cases in the Intelligence Division due to his recall of incidents and those involved.

24. Adaptability

In this raters opinion Det McCollum is the most adaptitive detective assigned to my unit. This adaptability is evident in that this detective can handle a range of situations including those that are highly sensitive as well as those that are excitable. Det. McCollum is not only an assest to the NIU but to the department as a whole in this respect.

Overall Rater's Comments:

Det. Mccollum has been integral to the growth of the NIU in a variety of ways. This detective has given the NIU considerable respect and experience since his arrival. Det McCollum is the most senior detective in the unit and sets an example for the others. In this raters opinion, Det. McCollum should be considered for promotion due to his service, dilligence and devotion to the Intelligence Division for over seven years.

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

REVIEWER

SURNAME	FIRST	M.I.	
BENTLEY	WALTER	E	
REVIEWER'S TAX NUMBER	RANK	COMMAND	DATE ASSIGNED TO COMMAND:
888435	LIEUTENANT	320	3/21/2007

Overall Reviewer Comments:

I concur with this evaluation. Detective McCollum can be relied upon to complete any assigned task. He is a consummate professional who takes his assignment and responsibility seriously and should be given discretionary promotion.

☒ ACCURATE AND COMPLETE, CONCUR

☐ SEE SEPARATE REVIEWER'S EVALUATION

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

☐ I WISH TO APPEAL THIS EVALUATION

KAREN COATES TaxID: 319812 Date: 6/21/2011 10:49:24 AM

Exhibit C

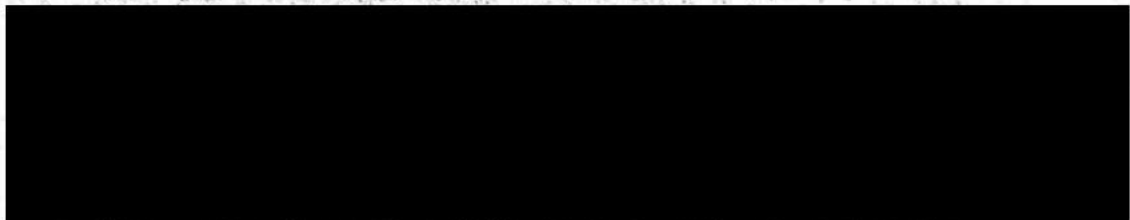
**POLICE DEPARTMENT
CITY OF NEW YORK**

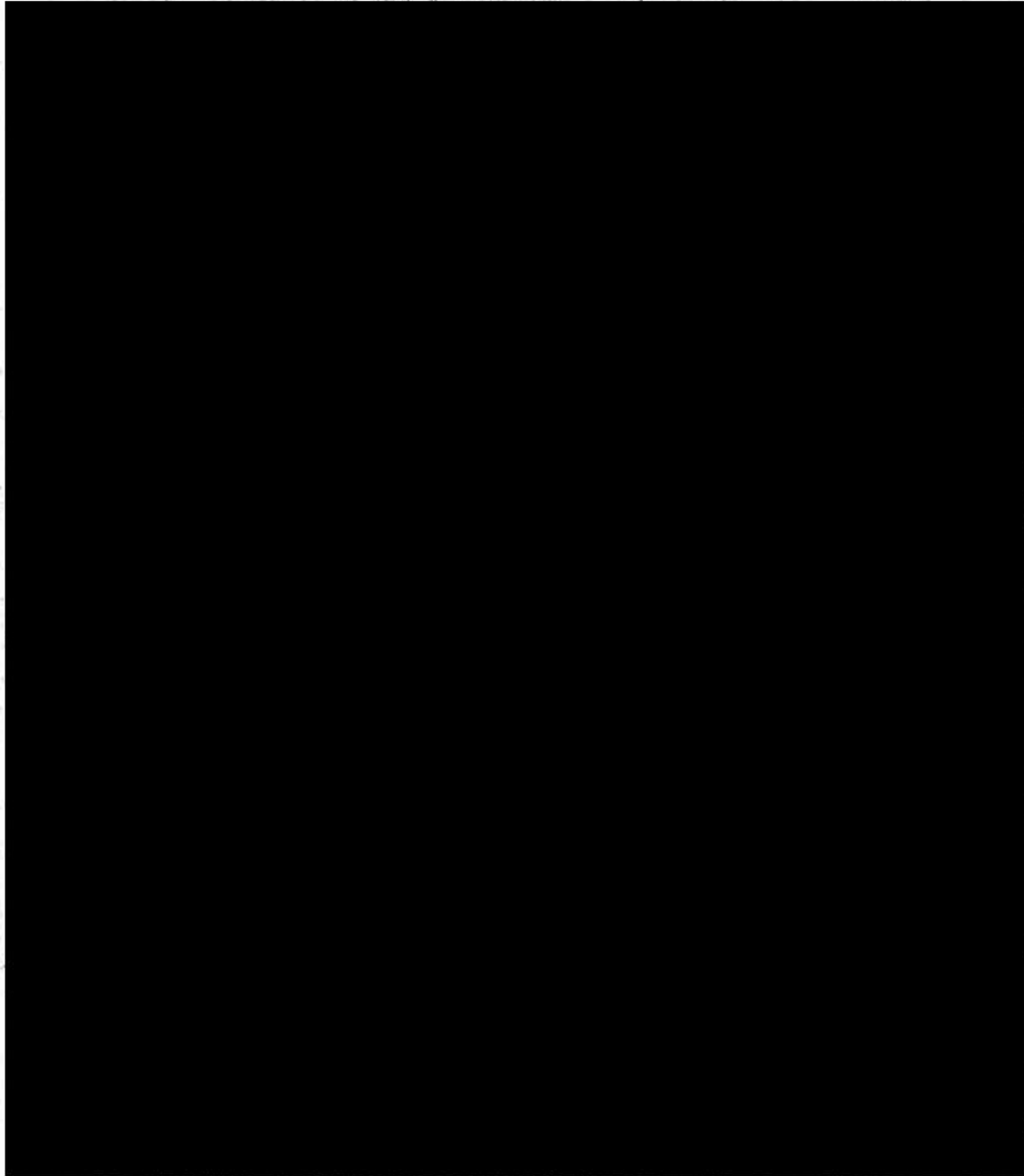
February 22, 2010

From: Commanding Officer, C.I.S.
To: Commanding Officer, Intelligence Division
Subject: **PERSONAL HISTORY. DETECTIVE THEODORE COLEMAN
SHIELD# 7832, TAX# 911228, SPECIAL ACTIVITIES UNIT.**

1. Detective Coleman is currently assigned to the Intelligence Division's Special Activities Unit.
 - a. Assigned to the Intelligence Division in 03/2001
 - b. Has 18 years 08 months experience
 - c. Has over 13 years experience in an investigative assignment
2. During the previous seventeen (18) years, Detective Coleman has been assigned to the following commands:
 - a. Intelligence Division – 9 years 11 months.
 - b. 61Pct Detective Squad – 1 year 2 months.
 - c. Transit Gang Squad – 2 years.
 - d. Transit District 30 – 5 years 3 months.
3. Detective Coleman performance evaluations for the past 3 years are as follows:
 - a. 2009-2010 – 4.5
 - b. 2008-2009 – 4.5
 - c. 2007-2008 – 4.5

4. Detective Coleman was:
 - a. Appointed on 06/30/1992
 - b. Promoted to Detective Investigator on 10/26/2001
5. Disciplinary and sick record are as follows:
 - a. Charges & Specifications – 1 in 9/2001
 - b. Chronic Sick – 0
6. Departmental recognition is as follows:
 - a. EPD - 2
 - b. Unit Citation – 2
7. Det. Coleman received the following awards in the past:
 - a. Cop of the Month, Transit District 30: April 30, 1996
 - b. Cop of the Month, Transit District 30: November 1996
8. Arrest, search warrant, and CI record is as follows:
 - a. Detective Coleman has made 350 arrests during his career.
 - b. Detective Coleman has been the deponent on 7 search warrants.
 - c. Detective Coleman has registered 10 confidential informants while assigned to various Investigative Units within the Intelligence Division.
9. Detective Coleman's education is as follows:
 - a. Attended Hunter College Liberal Arts
 - b. Served in the United States Army, attained the rank of Specialist.
10. During the past seventeen (18) years Detective Coleman has been involved in the following: Accomplishments and Special Considerations





11. Detective Coleman has previously been recommended for discretionary promotion twice while assigned to the intelligence Division.
12. For your information and appropriate attention.

John Bambury
Inspector



Online Performance Evaluation System
Detectives and Police Officers Assigned to Detective Track
Commands

This evaluation is not finalized

RATEE

SURNAME COLEMAN	FIRST THEODORE	M.I. V	Appt Date 6/30/1992
RATEE TAX NUMBER 911228	RANK Det. 3	COMMAND 320	DATE ASSIGNED TO COMMAND: 3/21/2001
TIMES SICK NLOD: 1 LOD: 0	DAYS LOST NLOD: 2 LOD: 0	PURPOSE ANNUAL	RECOMMENDATION CONTINUE IN PRESENT ASSIGNMENT
Not chronic		Date of Primary Assignment: 10/15/2005	
Primary Assignment: Investigator CDT		<input type="checkbox"/> IF COMPLETED POLICE CADET PROGRAM	
		Rating Period From: 5/16/2009	To: 5/15/2010

RATER

SURNAME CUCCI	FIRST JACK	M.I. P	DATE ASSIGNED TO COMMAND: 3/29/2001
RATER TAX NUMBER 914082	RANK SGT DET SQUAD	COMMAND 320	

PERFORMANCE AREAS

Area	Rating
1 Gen. Job Knowledg./Trng. & Supp.	5
2 Approp. Act. Level	5
3 Arrests and Related Procd.	4
4 Interrog./Debrfg. Skills	5
5 Interview. Skills/Notifica.	5
6 Case Enhance./Invst. Spec. Incid.	4
7 Condit. Initiated Invest.	4
8 Informat. Inquiries/Case Mgmt.	5
9 Report Writing	4
10 Prep. & Part. at Trials or Hearings	0
11 Forensic Evid. Collection	0
12 Tech./Spec. Skills	4
13 Warrant Invest./Search Warrants	0
14 Integrity Functions	0

BEHAVIORAL DIMENSIONS

Dimension	Rating
16 Police Ethics/Integrity	5
17 Profess. Resp.	5
18 Commit./Drv./Initiative	4
19 Comprehen. Skills	5
20 Communicat. Skills	5
21 Interpers. Skills	5
22 Analyt. Skills	4
23 Memoriz. Skills	4
24 Adaptability	4
25 Organiza. Skills	5
26 Innovativeness	4
27 Appear./Self-Image	5
28 Phy.Activit./Fitness	4

15 Homicide/DOA/Cuppi I.D. and
Establishment of Cause of Death

0

Overall Evaluation : 4.5

1. Gen. Job Knowledg./Trng. & Supp.

Det. Coleman is very effective at eliciting information when conducting debriefings he is able to establish a good rapport and dialog with the subject.

19. Comprehen. Skills

Det. Coleman is able to convey information effectively. He is able to summarize information gathered from several sources and communicate the info or idea to others.

25. Organiza. Skills

Det. Coleman is able to compile data on an investigation in an organized fashion. He is able to prioritize and plan to achieve the goals set forth in an assignment.

Overall Rater's Comments:

Det. Coleman is an experienced and effective investigator who is relied upon and provides assistance and support to other members of the CDT. Det. Coleman is dedicated to the Division and has proven to be asset. Det. Coleman conducts himself professionally and was instrumental in creating the foundation of the Citywide Debriefing Team (CDT) being one of the first members assigned. The rater recommends promotion to 2nd grade.

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

REVIEWER

SURNAME	FIRST	M.I.	
SALADINO	MICHAEL	R	
REVIEWER'S TAX NUMBER	RANK	COMMAND	DATE ASSIGNED TO COMMAND:
898460	LIEUTENANT	320	6/12/2006

Overall Reviewer Comments:

I concur with above evaluation

- ☒ ACCURATE AND COMPLETE, CONCUR
☐ SEE SEPARATE REVIEWER'S EVALUATION

This evaluation is not finalized.

Close



**Online Performance Evaluation System
Detectives and Police Officers Assigned to Detective Track
Commands**

KAREN COATES TaxID: 319812 Date: 7/18/2011 11:15:59 AM			
RATEE			
SURNAME	FIRST	M.I.	Appt Date
COLEMAN	THEODORE	V	
RATER TAX NUMBER	RANK	COMMAND	DATE ASSIGNED TO COMMAND:
911228	Det. 3	320	3/21/2001
TIMES SICK	DAYS LOST	PURPOSE	RECOMMENDATION
NLOD: 1 LOD: 0	NLOD: 2 LOD: 0	ANNUAL	CONTINUE IN PRESENT ASSIGNMENT
Not chronic		Date of Primary Assignment: 10/15/2005	
Primary Assignment: Investigator CDT		<input type="checkbox"/> IF COMPLETED POLICE CADET PROGRAM	
		Rating Period From: 5/16/2008	To: 5/15/2009
RATER			
SURNAME	FIRST	M.I.	
CUCCI	JACK	P	
RATER TAX NUMBER	RANK	COMMAND	DATE ASSIGNED TO COMMAND:
914082	SGT DET SQUAD	320	3/29/2001

PERFORMANCE AREAS**BEHAVIORAL DIMENSIONS**

Area	Rating	Dimension	Rating
1 Gen. Job Knowledg./Trng. & Supp.	5	16 Police Ethics/Integrity	5
2 Approp. Act. Level	5	17 Profess. Resp.	5
3 Arrests and Related Proced.	4	18 Commit./Drv./Initiative	5
4 Interrog./Debrfg. Skills	5	19 Comprehen. Skills	5
5 Interview. Skills/Notifica.	5	20 Communicat. Skills	5
6 Case Enhance./Invst. Spec. Incid.	4	21 Interpers. Skills	5
7 Condit. Initiated Invest.	4	22 Analyt. Skills	5
8 Informat. Inquiries/Case Mgmt.	5	23 Memoriz. Skills	4
9 Report Writing	5	24 Adaptability	5
10 Prep. & Part. at Trials or Hearings	0	25 Organiza. Skills	5
11 Forensic Evid. Collection	0	26 Innovativeness	4
12 Tech./Spec. Skills	4	27 Appear./Self-Image	5
13 Warrant Invest./Search Warrants	0	28 Phy.Activit./Fitness	4
14 Integrity Functions	0		
15 Homicide/DOA/Cuppi I.D. and			

Establishment of Cause of Death

0

Overall Evaluation : 4.5**4. Interrog./Debrfg. Skills**

Det. Coleman is very effective eliciting information when he is conducting interrogations and or debriefings.

9. Report Writing

Det. Coleman is able to summarize important facts relative to the investigation and convey them in his reports.

19. Comprehension Skills

Det. Coleman is able to summarize all intelligence gathered from several sources and communicates the information or idea to others verbally or written.

Overall Rater's Comments:

Det Coleman is an extremely competent investigator; he is committed, conscientious and highly motivated. Det. Coleman conducts himself in a professional manner, he provides assistance and support to others and can always be relied upon. Det. Coleman investigative skills and dedication makes him an asset to the Division. The rater recommends promotion to 2nd Grade.

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

REVIEWER

SURNAME	FIRST	M.I.	
BERDECIA	HECTOR		
REVIEWER'S TAX NUMBER	RANK	COMMAND	DATE ASSIGNED TO COMMAND:
897023	LIEUTENANT	320	10/31/2005

Overall Reviewer Comments:

I concur with this evaluation.

☒ ACCURATE AND COMPLETE, CONCUR

☐ SEE SEPARATE REVIEWER'S EVALUATION

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

☐ I WISH TO APPEAL THIS EVALUATION

KAREN COATES TaxID: 319812 Date: 7/18/2011 11:15:59 AM



Online Performance Evaluation System

Detectives and Police Officers Assigned to Detective Track Commands

RATEE			
SURNAME	FIRST	M.I.	Appt Date
COLEMAN	THEODORE	V	6/30/1992
RATEE TAX NUMBER	RANK	COMMAND	DATE ASSIGNED TO COMMAND:
911228	Det. 3	320	3/21/2001
TIMES SICK	DAYS LOST	PURPOSE	RECOMMENDATION
NLOD: 0 LOD: 0	NLOD: 0 LOD: 0	ANNUAL	CONTINUE IN PRESENT ASSIGNMENT
Not chronic		Date of Primary Assignment: 10/31/2005	
Primary Assignment: City Wide Debriefing Team		<input type="checkbox"/> IF COMPLETED POLICE CADET PROGRAM	
		Rating Period From: 5/16/2007	To: 5/15/2008

RATER			
SURNAME	FIRST	M.I.	
GARCIA	FRANKY		
RATER TAX NUMBER	RANK	COMMAND	DATE ASSIGNED TO COMMAND:
912120	SERGEANT	320	9/15/2004

PERFORMANCE AREAS**BEHAVIORAL DIMENSIONS**

Area	Rating	Dimension	Rating
1 Gen. Job Knowledg./Trng. & Supp.	5	16 Police Ethics/Integrity	4
2 Approp. Act. Level	5	17 Profess. Resp.	4
3 Arrests and Related Proced.	0	18 Commit./Drv./Initiative	4
4 Interrog./Debrfg. Skills	5	19 Comprehen. Skills	4
5 Interview. Skills/Notifica.	5	20 Communicat. Skills	4
6 Case Enhance./Invst. Spec. Incid.	4	21 Interpers. Skills	4
7 Condit. Initiated Invest.	4	22 Analyt. Skills	4
8 Informat. Inquiries/Case Mgmt.	0	23 Memoriz. Skills	4
9 Report Writing	4	24 Adaptability	4
10 Prep. & Part. at Trials or Hearings	0	25 Organiza. Skills	4
11 Forensic Evid. Collection	0	26 Innovativeness	4
12 Tech./Spec. Skills	0	27 Appear./Self-Image	4
13 Warrant Invest./Search Warrants	0	28 Phy. Activit./Fitness	4
14 Integrity Functions	4		
15 Homicide/DOA/Cuppi I.D. and Establishment of Cause of Death	0		

Overall Evaluation : 4.5**17. Profess. Resp.**

Detective Coleman displays high standards of Professional Behavior as well as a High level of Ethical Conduct.

18. Commit./Drv./Initiative

Detective Coleman is always willing to accept new challenges, and effectively applies new concepts and techniques in handling new challenges.

21. Interpers. Skills

Detective Coleman has great Memorizational skills and utilizes these skills to obtain greater intelligence in debriefings which are generated on a later date.

Overall Rater's Comments:

Detective Coleman demonstrates a commitment to the success of the City Wide Debriefing Team's goals and Objectives. He strives for overall accomplishments of the teams mission. It is recommended that Detective Coleman be promoted to Detective Second Grade.

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

Exhibit D

**POLICE DEPARTMENT
CITY OF NEW YORK**

February 1, 2010

From: Commanding Officer, Intelligence Operations and Analysis Section
To: Commanding Officer, Intelligence Division
Subject: **PERSONAL HISTORY, DETECTIVE ROLAND STEPHENS,
SHIELD# 6935, TAX # 899876, INTELLIGENCE OPERATIONS
AND ANALYSIS SECTION**

1. Detective Roland Stephens, Shield # 6935, Tax# 899876, is currently assigned to the Enterprise Operations Unit, Intelligence Operations and Analysis Section. Detective Stephens was:
 - a. Appointed to the Department 4/20/1991
 - b. Has 18 years 10 months experience
 - c. Has 10 years 2 months in an investigative assignment
2. During the previous nineteen (19) years, Detective Stephens has been assigned to the following commands:
 - a. 68th Precinct – 8 months
 - b. 71st Precinct – 1 year 6 months
 - c. Brooklyn South Task Force – 2 years 11 months
 - d. Borough Warrant Unit – 3 years
 - e. Fugitive Enforcement Division – 2 years 2 months
 - f. Intelligence Division – 9 years 2 months
3. Detective Stephens performance evaluations for the past three years area as follows:
 - a. 2006 – 2007 – 4.5
 - b. 2007 – 2008 – 4.5
 - c. 2008 – 2009 – 4.5
4. Detective Stephens was
 - a. Appointed on 04/30/1991
 - b. Promoted to Det-3 on 07/1999

5. Detective Stephens sick and disciplinary record is as follows:

- a. Charges and Specifications – 0
- b. Chronic Sick – 0

6. Detective Stephens Departmental Recognition is as follows:

- a. Meritorious Police Duty – 1
- b. Excellent Police Duty – 1
- c. Unit Citations - 4

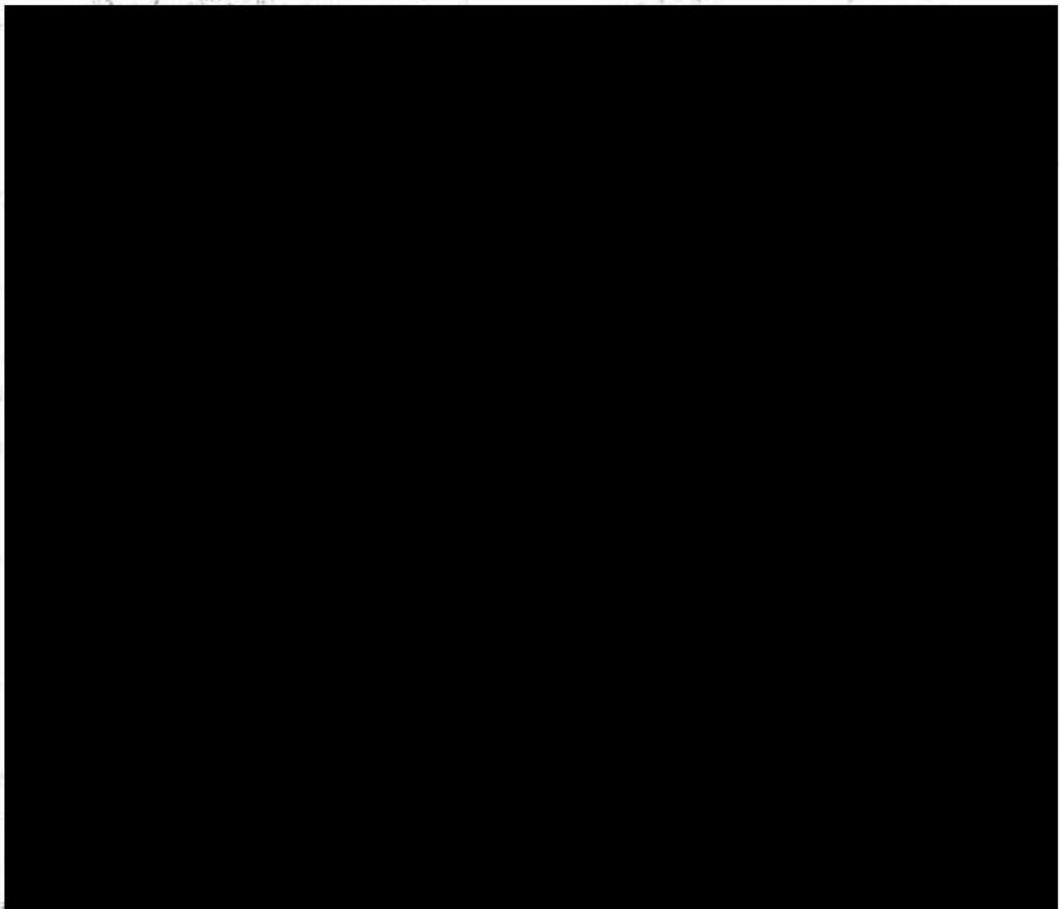
7. Detective Stephens was the recipient of the following award:

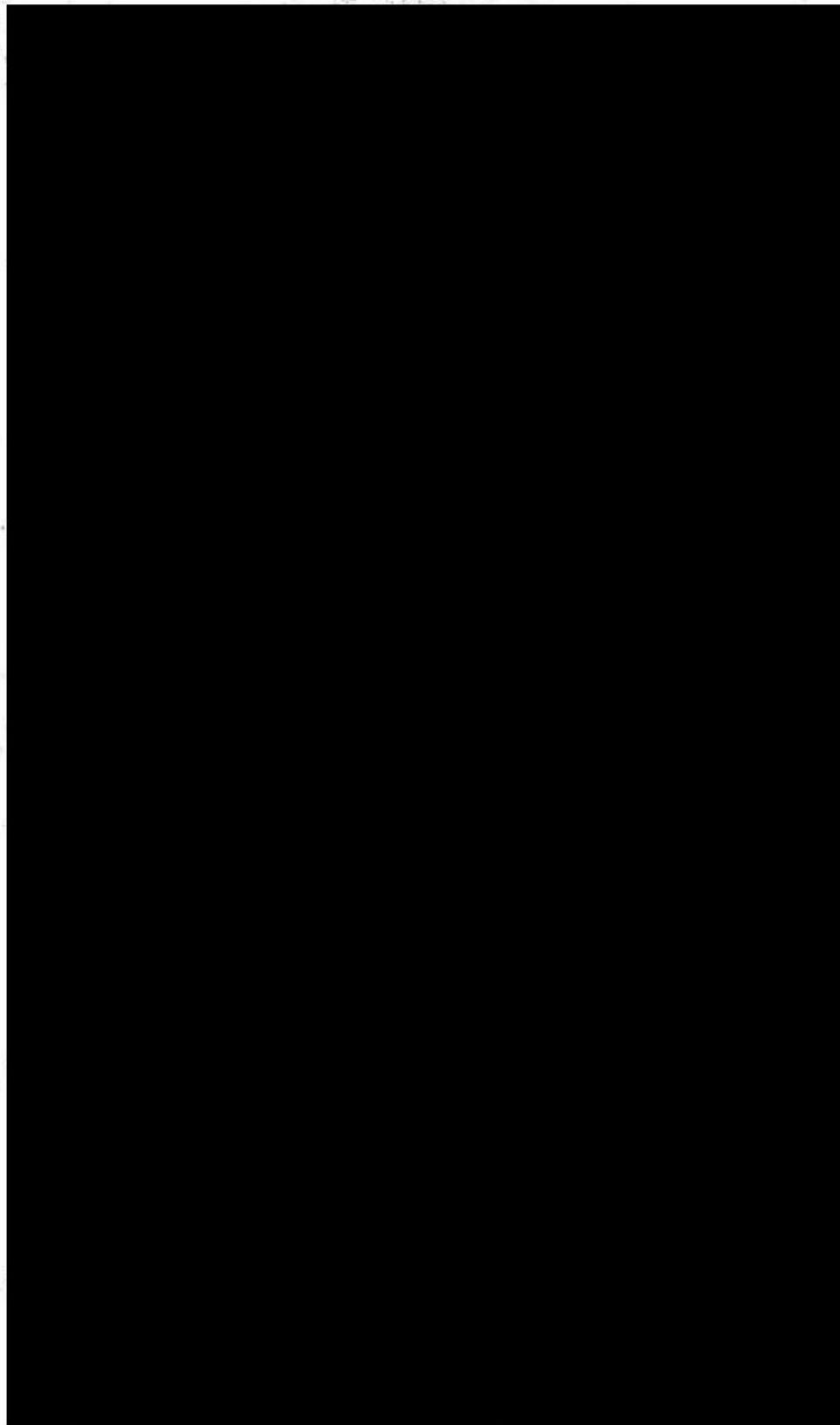
- a. Certificate for Perfect Attendance One Year June 5, 2007

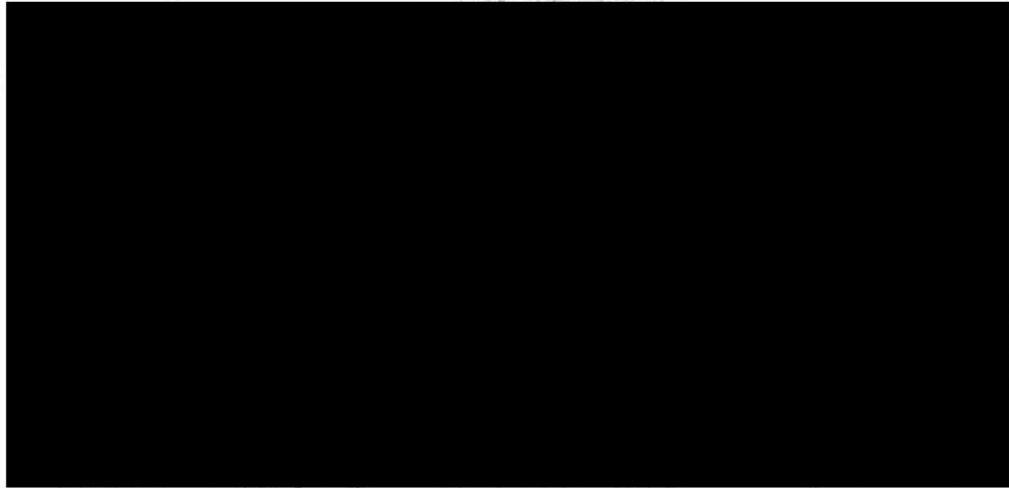
8. Detective Stephens education is as follows:

- a. Associates Program, John Jay College of Criminal Justice

9. During the past ten (10) years, (Stephens) has been involved in the following:







10. Detective Stephens has been recommended for promotion three (3) times while assigned to the Intelligence Division.

11. For your information and appropriate attention.



Online Performance Evaluation System

Detectives and Police Officers Assigned to Detective Track Commands

This evaluation is not finalized

Print Close

RATEE			
SURNAME	FIRST	M.I.	Appt Date
STEPHENS	ROLAND	R	4/30/1991
RATEE TAX NUMBER	RANK	COMMAND	DATE ASSIGNED TO COMMAND:
899876	Det. 3 318		8/18/2010
TIMES SICK	DAYS LOST	PURPOSE	RECOMMENDATION
NLOD: 0 LOD: 0	NLOD: 0 LOD: 0	ANNUAL	CONTINUE IN PRESENT ASSIGNMENT
Not chronic		Date of Primary Assignment: 2/1/2005	
Primary Assignment: INVESTIGATOR		IF COMPLETED POLICE CADET PROGRAM	
		Rating Period From: 6/16/2010	To: 6/15/2011
RATER			
SURNAME	FIRST	M.I.	
REIVES	JOHN		
RATER TAX NUMBER	RANK	COMMAND	DATE ASSIGNED TO COMMAND:
914008	SGT DET SQUAD	318	8/18/2010

PERFORMANCE AREAS

BEHAVIORAL DIMENSIONS

Area	Rating	Dimension	Rating
1 Gen. Job Knowledg./Trng. & Supp.	5	16 Police Ethics/Integrity	4
2 Approp. Act. Level	5	17 Profess. Resp.	5
3 Arrests and Related Proced.	4	18 Commit./Drv./Initiative	5
4 Interrog./Debrfg. Skills	5	19 Comprehen. Skills	5
5 Interview. Skills/Notifica.	5	20 Communicat. Skills	5
6 Case Enhance./Invst. Spec. Incid.	4	21 Interpers. Skills	5
7 Condit. Initiated Invest.	5	22 Analyt. Skills	5
8 Informat. Inquiries/Case Mgmt.	5	23 Memoriz. Skills	5
9 Report Writing	5	24 Adaptability	5
10 Prep. & Part. at Trials or Hearings	4	25 Organiza. Skills	5
11 Forensic Evid. Collection	0	26 Innovativeness	5
12 Tech./Spec. Skills	4	27 Appear./Self-Image	4
13 Warrant Invest./Search Warrants	5	28 Phy.Activit./Fitness	5
14 Integrity Functions	4		

15 Homicide/DOA/Cuppi I.D. and Establishment of Cause of Death	0
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Overall Evaluation : 4.5**1. Gen. Job Knowledg./Trng. & Supp.**

Maintains a professional network of colleagues in other units, departments and organizations in order to collect intelligence relevant to ongoing investigations.

4. Interrog./Debrfg. Skills

Detective Stephens exhibits self control during debriefings. He has an a remarkable ability to stay within the legal limits, and to focus on a logical conclusion, while collecting neccessary intelligence.

5. Interview. Skills/Notifica.

Detective Stephens uses reasoning when evaluating assumptions, and is skeptical of so called facts until they can be confirmed. he is able to interview informants and obtain pertinent information.

Overall Rater's Comments:

Detective Stephens possesses a full complement of personal and investigative skills that enable him to deal effectively, professionally and tactfully with all types of situations. His skill assists the unit in accomplishing the designed mission at hand, Detective Stephens is an asset to the Intelligence Division as well as the Department. It is highly recommended that he is promoted to Detective Second Grade.

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

REVIEWER

SURNAME	FIRST	M.I.	
ROCK	CHRISTOPHE	M	
REVIEWER'S TAX NUMBER	RANK	COMMAND	DATE ASSIGNED TO COMMAND:
904918	LIEUTENANT	318	4/29/2011

Overall Reviewer Comments:

The undersigned concurs with the raters comments/findings.

☒ ACCURATE AND COMPLETE, CONCUR

☐ SEE SEPARATE REVIEWER'S EVALUATION

This evaluation is not finalized.

Close



Online Performance Evaluation System

Detectives and Police Officers Assigned to Detective Track Commands

This evaluation is not finalized

RATEE

SURNAME STEPHENS	FIRST ROLAND	M.I. R	Appt Date 4/30/1991
RATEE TAX NUMBER 899876	RANK Det. 3	COMMAND 320	DATE ASSIGNED TO COMMAND: 9/12/2007
TIMES SICK NLOD: 0 LOD: 0	DAYS LOST NLOD: 0 LOD: 0	PURPOSE ANNUAL	RECOMMENDATION CONTINUE IN PRESENT ASSIGNMENT
Not chronic		<input type="checkbox"/> IF COMPLETED POLICE CADET PROGRAM	
Date of Primary Assignment: 7/12/2005		Rating Period From: 6/16/2009 To: 6/15/2010	
Primary Assignment: Investigator			

RATER

SURNAME REIVES	FIRST JOHN	M.I.	
RATER TAX NUMBER 914008	RANK SGT DET SQUAD	COMMAND 320	DATE ASSIGNED TO COMMAND: 3/29/2001

PERFORMANCE AREAS

BEHAVIORAL DIMENSIONS

Area	Rating	Dimension	Rating
1 Gen. Job Knowledg./Trng. & Supp.	5	16 Police Ethics/Integrity	4
2 Approp. Act. Level	5	17 Profess. Resp.	5
3 Arrests and Related Proced.	4	18 Commit./Drv./Initiative	5
4 Interrog./Debrfg. Skills	5	19 Comprehen. Skills	5
5 Interview. Skills/Notifica.	5	20 Communicat. Skills	5
6 Case Enhance./Inyst. Spec. Incid.	5	21 Interpers. Skills	5
7 Condit. Initiated Invest.	5	22 Analyt. Skills	5
8 Informat. Inquiries/Case Mgmt.	5	23 Memoriz. Skills	5
9 Report Writing	5	24 Adaptability	5
10 Prep. & Part. at Trials or Hearings	4	25 Organiza. Skills	5
11 Forensic Evid. Collection	0	26 Innovativeness	5
12 Tech./Spec. Skills	5	27 Appear./Self-Image	5
13 Warrant Invest./Search Warrants	5	28 Phy. Activit./Fitness	5
14 Integrity Functions	4		

15 Homicide/DOA/Cuppi I.D. and Establishment of Cause of Death	0
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Overall Evaluation : 5**1. Gen. Job Knowledg./Trng. & Supp.**

Detective Stephens possesses tremendous ability in identifying subjects of investigations and relates them to incidents based on statements made. He is capable of analyzing statements by different subjects and deducing a successful conclusion.

18. Commit./Drv./Initiative

Detective Stephens Possesses a great ability to always initiate work; he dedicated 100 percent concentration through completion. He always takes the initiative and thinks outside of the box to reach successful conclusions during investigations.

17. Profess. Resp.

Detective Stephens is exceptionally reliable and trustworthy when given assignments. He displays a strong personal commitment to successfully completing his assignments. He demonstrates accuracy, thoroughness and orderliness in performing work assignments.

Overall Rater's Comments:

Detective Stephens is the senior investigator in the unit. He has been apart of the unit since the beginning. His commitment to the mission of the unit is commendable. He demonstrates strong personal effectiveness and he is confident of his abilities. He has crafted several strategies and procedures that the unit utilizes currently. He is very consistent, dependable and accurate in carrying out responsibilities to a successful conclusion. He is an asset to the Intelligence Division as well as the Unit. I highly recommend Detective Stephens for promotion to Second Grade.

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

REVIEWER			
SURNAME	FIRST	M.I.	
DULISSE	STEVEN	A	
REVIEWER'S TAX NUMBER	RANK	COMMAND	DATE ASSIGNED TO COMMAND:
892319	CAPTAIN	320	6/26/2004

Overall Reviewer Comments:

I concur with this evaluation. Det Stephens is a very mature and professional individual and is an asset to the Intelligence Division. I highly recommend Detective Stephens for promotion to Detective Second Grade.

☒ ACCURATE AND COMPLETE, CONCUR

☐ SEE SEPARATE REVIEWER'S EVALUATION

This evaluation is not finalized.

Close



Online Performance Evaluation System
Detectives and Police Officers Assigned to Detective Track
Commands

KAREN COATES TaxID: 319812 Date: 12/13/2011 2:13:34 PM

RATEE

SURNAME	FIRST	M.I.	Appt Date
STEPHENS	ROLAND	R	
RATEE TAX NUMBER	RANK	COMMAND	DATE ASSIGNED TO COMMAND:
899876	Det. 3	320	9/12/2007
TIMES SICK	DAYS LOST	PURPOSE	RECOMMENDATION
NLOD: 0	NLOD: 0	ANNUAL	CONTINUE IN
LOD: 0	LOD: 0		PRESENT
			ASSIGNMENT
Not chronic	Date of Primary Assignment: 2/1/2005	<input type="checkbox"/> IF COMPLETED POLICE CADET PROGRAM	
Primary Assignment: INVESTIGATOR		Rating Period From: 5/16/2008	To: 5/15/2009

RATER

SURNAME	FIRST	M.I.	
REIVES	JOHN		
RATER TAX NUMBER	RANK	COMMAND	DATE ASSIGNED TO COMMAND:
914008	SGT DET SQUAD	320	3/29/2001

PERFORMANCE AREAS

BEHAVIORAL DIMENSIONS

Area	Rating	Dimension	Rating
1 Gen. Job Knowledg./Trng. & Supp.	5	16 Police Ethics/Integrity	4
2 Approp. Act. Level	4	17 Profess. Resp.	5
3 Arrests and Related Proced.	4	18 Commit./Drv./Initiative	4
4 Interrog./Debrfg. Skills	4	19 Comprehen. Skills	5
5 Interview. Skills/Notifica.	4	20 Communicat. Skills	4
6 Case Enhance./Invst. Spec. Incid.	4	21 Interpers. Skills	4
7 Condit. Initiated Invest.	4	22 Analyt. Skills	5
8 Informat. Inquiries/Case Mgmt.	4	23 Memoriz. Skills	4
9 Report Writing	4	24 Adaptability	5
10 Prep. & Part. at Trials or Hearings	4	25 Organiza. Skills	5
11 Forensic Evid. Collection	0	26 Innovativeness	4
12 Tech./Spec. Skills	4	27 Appear./Self-Image	4
13 Warrant Invest./Search Warrants	5	28 Phy.Activit./Fitness	4
14 Integrity Functions	4		
15 Homicide/DOA/Cuppi I.D. and			

Establishment of Cause of Death	0
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Overall Evaluation : 4.5

6. Case Enhance./Invst. Spec. Incid.

Det. Stephens is diligent in review and evaluation of case progress. He notifies supervisors of significant case related material, and he accurately documents case progress on required reports.

18. Commit./Drv./Initiative

Det. Stephens is enthusiastic when following through on assignments. He is engaged through completion and provides a poised approach with a keen knowledge of the industry.

17. Profess. Resp.

Det. Stephens possesses an outstanding commitment to completion of investigations. He has the ability to go beyond normal protocol in an investigation to ensure a successful conclusion

Overall Rater's Comments:

Det. Stephens consistently exceeds performance expectations. He displays industriousness, conscientiousness and diligence in performing tasks. He also excels in defining problems and finding solutions. I highly recommend Det. Stephens for promotion to Detective 2nd Grade. He is an asset to the Intelligence Division and the Department.

Unavailable

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

REVIEWER

SURNAME	FIRST	M.I.	
BERDECIA	HECTOR		
REVIEWER'S TAX NUMBER	RANK	COMMAND	DATE ASSIGNED TO COMMAND:
897023	LIEUTENANT	320	10/31/2005

Overall Reviewer Comments:

I concur with this evaluation.

- ☒ ACCURATE AND COMPLETE, CONCUR
☐ SEE SEPARATE REVIEWER'S EVALUATION

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

- ☐ I WISH TO APPEAL THIS EVALUATION
☒ RATEE REFUSED / UNAVAILABLE

KAREN COATES TaxID: 319812 Date: 12/13/2011 2:13:34 PM



Online Performance Evaluation System Detectives and Police Officers Assigned to Detective Track Commands

KAREN COATES TaxID: 319812 Date: 8/3/2011 11:39:10 AM
RATEE

SURNAME STEPHENS	FIRST ROLAND	M.I. R	Appt Date
RATEE TAX NUMBER 899876	RANK Det 3	COMMAND 320	DATE ASSIGNED TO COMMAND: 9/12/2007
TIMES SICK NLOD: 2 LOD: 0	DAYS LOST NLOD: >10 LOD: 0	PURPOSE ANNUAL	RECOMMENDATION CONTINUE IN PRESENT ASSIGNMENT
Not chronic		Date of Primary Assignment: 9/12/2007	
Primary Assignment: Investigator		<input type="checkbox"/> IF COMPLETED POLICE CADET PROGRAM Rating Period From: 5/16/2007 To: 5/15/2008	

RATER

SURNAME REIVES	FIRST JOHN	M.I.	DATE ASSIGNED TO COMMAND: 3/29/2001
RATER TAX NUMBER 914008	RANK SGT DET SQUAD	COMMAND 320	

PERFORMANCE AREAS
BEHAVIORAL DIMENSIONS

Area	Rating	Dimension	Rating
1 Gen. Job Knowledg./Trng. & Supp.	5	16 Police Ethics/Integrity	4
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13 Warrant Invest./Search Warrants	4	28 Phy.Activit./Fitness	4
14 Integrity Functions	4		
15 Homicide/DOA/Cuppi I.D. and			

Online Evaluation

P007/013

Establishment of Cause of Death	0
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Overall Evaluation : 4.5**7. Condit. Initiated Invest.**

Detective Stephens possesses the ability to support workload and focus on investigative progress through to completion

17. Profess. Resp.

Detective Stephens possesses an uncanny commitment to the completion of his investigations. He takes personal pride in his work assignments.

24. Adaptability

Detective Stephens has the ability to adapt to the changes within his job assignments. He is flexible and consistent with his investigations.

Overall Rater's Comments:

Detective Stephens is extremely dependable. He is exceptionally trustworthy and displays a strong personal commitment to successfully completing his assignments. He is an asset to the unit and the Intelligence Division.

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

REVIEWER			
SURNAME	FIRST	M.I.	
BERDECIA	HECTOR		
REVIEWER'S TAX NUMBER	RANK	COMMAND	DATE ASSIGNED TO COMMAND:
897023	LIEUTENANT	320	10/31/2005

Overall Reviewer Comments:

I concur with this evaluation.

☒ ACCURATE AND COMPLETE, CONCUR

☐ SEE SEPARATE REVIEWER'S EVALUATION

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

☐ I WISH TO APPEAL THIS EVALUATION

KAREN COATES TaxID: 319812 Date: 8/3/2011 11:39:10 AM