

MISSING PERSONS	DATE & INITIALS			Incident # if Available
	FTO	RECT	FTO SGT	
2.31 The recruit shall know the state law and agency's policies and procedures for handling missing persons, both adult and juvenile, and shall be able to adhere to these policies and procedures when called to the scene regarding a missing person.	MTB	JS	<del>SGT</del> 10-19-18	
2.32 The recruit shall understand the procedure on missing persons.	MTB	JS	<del>SGT</del> 10-19-18	
2.33 The recruit shall explain the procedure regarding search procedures for missing persons.	MTB	JS	<del>SGT</del> 10-19-18	
2.34 Given an incident involving a missing person, the recruit shall properly adhere to procedures in reporting the situation and, if necessary, initiating search procedures.	MTB	JS	SGT 10-19-18	

FIRES	DATE & INITIALS			Incident # if Available
	FTO	RECT	FTO SGT	
2.35 The recruit shall know how to react to those emergent fires in which immediate action is required.	MTB	JS	<del>SGT</del> 10-19-18	
2.36 The recruit shall identify and discuss the initial steps to be taken when confronted with an emergent fire in a building. These steps shall minimally include: A. Request for fire department B. Request for further law enforcement assistance, if necessary C. immediate evacuation of any occupants D. Establishment of a perimeter for crowd control	MTB	JS	<del>SGT</del> 10-19-18	
2.37 Given an emergent fire, the recruit shall take all necessary steps to safely and effectively manage the situation.	MTB	JS	SGT 10-19-18	

VEHICLE STOPS LOW-RISKS	DATE & INITIALS			Incident # if Available
	FTO	RECT	FTO SGT	
2.38 The recruit shall know the potential hazards of traffic stops and will possess the ability to satisfactorily perform a safe and efficient stop with due regard for a positive police-citizen contact.	MJD	JJ		
2.39 The recruit shall identify the inherent hazards involved when an officer conducts a traffic stop. These hazards shall minimally relate to the: A. Area in which the stop is made B. Stop itself C. Officer's approach D. Position of patrol vehicle and the officer E. Contact with the violator	MJD	JJ		
2.40 The recruit will understand the types of vehicle stops which minimally include: A. Traffic violations B. Investigative (field interview) C. Felony or high risk	MJD	JJ		
2.41 The recruit will understand the following elements as those to be considered when selecting the proper location to affect a traffic stop: A. As little traffic hazard as possible B. As few escape routes as possible C. As few persons present as possible D. Desirable lighting conditions	MJD	JJ		
2.42 The recruit will understand the reasoning of recording the license number and description of the vehicle prior to the stop.	MJD	JJ	10-19-18	
2.43 The recruit will understand the potential hazards of failing to closely watch the movements of the occupants of a vehicle prior to, during, and after the stop. These should minimally include: A. Attack from suspects B. Destruction or concealment of evidence C. Escape of occupants	MJD	JJ	10-19-18	
2.44 The recruit will describe the various techniques for gaining the attention of the driver when making a vehicle stop. Techniques shall minimally include: A. Use of emergency lights, equipment B. Use of headlights C. Use of horn D. Proper use of spotlight to include: 1. Not blinding the driver while the vehicle is moving 2. Illuminating the interior of the stopped vehicle 3. Focusing on the rear and side mirrors to blind the occupants of the officer's approach	MJD	JJ	10-19-18	
2.45 The recruit will demonstrate the proper distance from which the stop of another vehicle should be initiated. The distance should be: A. Not so great as to encourage the driver to attempt to escape. B. Not so close as to present a hazard due to erratic actions of the driver. C. Close enough to create a safety corridor (patrol car off-set left or right) for the safety of the officer(s) and vehicle occupant(s)	MJD	JJ	10-19-18	
2.46 The recruit shall identify common violator reactions upon being stopped by an officer and shall discuss techniques for acceptably dealing with the identified reaction. These reactions shall minimally include: A. Embarrassment B. Anger C. Fear D. Rationalization or excuse for violation E. Refusal to sign citation	MJD	JJ	10-19-18	
2.47 The recruit shall explain discretion in a car stop situation by citing examples of traffic situations in which an officer feels that a warning would be more beneficial.	MJD	JJ	10-19-18	
2.48 Given an incident involving a traffic violation, the recruit shall safely and effectively conduct a traffic stop and issue a citation or warning in a manner that promotes a positive police image.	MJD	JJ	10-19-18	
2.49 The recruit shall explain why an officer should not argue with a violator.	MJD	JJ	10-19-18	
2.50 The recruit shall know that the required signature of a motorist on a citation is not an admission of guilt, but a promise to appear.	MJD	JJ	10-19-18	
2.51 The recruit shall explain the advantages of the following procedures: A. Obtaining the violator's driver's license, vehicle registration and proof of insurance as soon as possible after the stop is made. B. Not accepting the violator's wallet in response to a request for a driver's license. C. Checking the validity and authenticity of a driver's license (including picture) and vehicle registration. D. Checking the signature of the violator on the citation. E. Issuing the proper copy of the citation to the violator	MJD	JJ	10-19-18	

REPORT WRITING	DATE & INITIALS			Incident # if Available
	FTO	RECT	FTO SGT	
2.52 Following the completion of a preliminary investigation of a "cold" crime, the recruit shall record all pertinent information in correct format on the proper report form.	MJB	SS	<del>SGT</del> 10-19-18	
2.53 The recruit shall prepare a report that minimally includes: A. Organizing facts in chronological order B. Relating facts in appropriate sentence form C. Correctly filling in all appropriate boxes D. Properly establishing who, what, when, where, how and how many	MJB	SS	SGT 10-19-18	

RADIO COMMUNICATIONS	DATE & INITIALS			Incident # if Available
	FTO	RECT	FTO SGT	
2.54 The recruit shall assume general communications responsibility, and shall demonstrate the ability to properly use the radio in all situations.	MJB	SS	<del>SGT</del> 10-19-18	
2.55 The recruit shall take responsibility for all radio communications.	MJB	SS	<del>SGT</del> 10-19-18	
2.56 Given a situation, in which there are one or more suspects, the recruit shall properly utilize the radio to complete a crime broadcast (BOLO). This description shall minimally include: A. Type of incident and number of suspects B. Complete known description of suspect(s), including height, weight, hair color and style, eye color, clothing description and distinguishing characteristics. C. Loss (if any), including approximate value and denomination of bills D. Weapon(s) used E. Vehicle used F. Direction(s) of flight.	MJB	SS	SGT 10-19-18	

BACK-UP OFFICER ROLE	DATE & INITIALS			Incident # if Available
	FTO	RECT	FTO SGT	
2.57 The recruit shall demonstrate proficiency in the role of the back-up officer during stress situations.	MJB	SS	<del>SGT</del> 10-19-18	
2.58 The recruit shall discuss the role of the back-up officer during and after high-speed pursuits and felony car stops. This discussion shall minimally include: A. Role of the back-up officer B. Radio responsibilities C. Position to assume after the vehicle is stopped D. Officer-to-officer communications	MJB	SS	<del>SGT</del> 10-19-18	
2.59 The recruit shall discuss the role of the back-up officer during foot chases.	MJB	SS	<del>SGT</del> 10-19-18	
2.60 Given any "in-progress" call, high-speed pursuit, felony stop, or foot chase, the recruit shall perform all back-up responsibilities in a safe and effective manner.	MJB	SS	SGT 10-19-18	

VEHICLE CODE	DATE & INITIALS			Incident # if Available
	FTO	RECT	FTO SGT	
2.61 The recruit shall have a basic understanding of the Arkansas Vehicle Code laws that pertain to the operation of motor vehicles and shall be able to recognize violations.	MJB	SS	<del>SGT</del> 10-19-18	
2.62 The recruit shall define the following terms as used in the Arkansas Vehicle Code: A. Crosswalk B. Darkness C. Driver D. Highway E. Intersection F. Fog line G. Motor vehicle H. Roadway I. School bus J. Sidewalk K. Vehicle	MJB	SS	SGT 10-19-18	
2.63 The recruit shall define the elements of Vehicle Code sections giving authority to arrest.	MJB	SS	<del>SGT</del> 10-19-18	

DATE & INITIALS

EVIDENCE COLLECTION AND PRESERVATION	FTO	RECT	FTO SGT	Incident # if Available
2.64 The recruit shall possess the ability to preserve evidence in such a way as to ensure that an examining authority or court receives it in as near to the condition it was found as possible.	MJB	J	[Signature]	
2.65 The recruit shall understand the agency's policies on: A. Handling controlled substances B. Storing property, evidence, and money C. Withdrawing and returning property D. Storing firearms, miscellaneous weapons, and explosives	MJB	J	[Signature]	2014- 5105
2.66 The recruit will explain the methods for preserving evidence at a crime scene in fair and inclement weather.	MJB	J	[Signature]	
2.67 The recruit will discuss the provisions of the agency's rules, policies, and procedures regarding the storage of evidence.	MJB	J	[Signature]	
2.68 The recruit will understand the agency's policies and procedures regarding the taking of evidence to court.	MJB	J	[Signature]	
2.69 The recruit shall explain the term "chain of custody."	MJB	J	[Signature]	
2.70 Given a list of evidence, the recruit shall properly complete required property report(s) and any evidence tag(s) needed.	MJB	J	[Signature]	
2.71 Given a crime situation in which any form of evidence is recovered, the recruit shall collect, preserve, and deliver the evidence and property complete all necessary forms in order to ensure the chain of custody.	MJB	J	SGT - [Signature]	10-18-18



# Benton Police Department

## FIELD TRAINING PROGRAM

DAILY OBSERVATION REPORT NO. 6

**RECRUIT:** J. Jones

**FTO:** Bedsole

**DATES:** 10/12-10/14/18

**RATING INSTRUCTIONS:** Rate observed behavior with reference to the scale below and add the appropriate Standardized Performance Explanation. Specific comments are required for all ratings of "2" or less or "6" or above. You may comment on any observed behavior.

<i>Not acceptable</i>	<i>Minimum acceptable level</i>		<i>Superior</i>	
1	2 3	4	5 6	7

**N.O. = Not observed**

**NRT = Not responding to training (requires a narrative)**

<u>APPEARANCE</u>	<u>RATING</u>	<u>Standardized Performance Explanation</u>
1. General Appearance Class A's	[REDACTED]	Uniform neat, clean and tailored
<u>ATTITUDE</u>		
2. Acceptance of Feedback	[REDACTED]	Does not argue, makes excuses, or blame other pers
3. Attitude toward Police Work	[REDACTED]	Maintains high ideals in terms of professional res
<u>KNOWLEDGE</u>		
4. Of Dept. Policies/Procedures	[REDACTED]	Other- Requires Narrative
5. Of Criminal Code	[REDACTED]	Knows difference between criminal and non-criminal
6. Of Vehicle Code	[REDACTED]	Recognizes commonly encountered offenses
7. Reflected in Verbal & Written Test	[REDACTED]	When tested answers 100% Correct
8. Reflected in Field Performance Test	[REDACTED]	Applies appropriate actions during role play
<u>PERFORMANCE</u>		
9. Driving Skill: Normal Conditions	[REDACTED]	Drives defensively
10. Driving Skill: Stress	[REDACTED]	N/A
11. Use of Local: Orientation	[REDACTED]	Is aware of locations while on patrol
12. Routine Forms: Completeness	[REDACTED]	Knows of the commonly used forms and understands t
13. Report Writing: Grammar	[REDACTED]	Spelling is acceptable and errors are rare
14. Report Writing: Neatness	[REDACTED]	Has a good flow to the narrative with minor errors
15. Report Writing: Appropriate Time Used	[REDACTED]	Completes reports within a reasonable amount as co
16. Field Performance: Non-Stress	[REDACTED]	Does not allow a situation to deteriorate
17. Field Performance: Stress	[REDACTED]	N/A
18. Investigative Skills	[REDACTED]	Connects evidence with suspect when apparent
19. Interview/Interrogation Skills	[REDACTED]	N/A
20. Self-Initiated Field Activity	[REDACTED]	Recognizes and identifies police related activity
21. Officer Safety: Traffic Stops	[REDACTED]	Knows potential danger and eliminates/controls it
22. Officer Safety: Prisoners/Suspects	[REDACTED]	N/A
23. Control of Conflicts: Voice Command	[REDACTED]	Displays knowledge of how and when to speak
24. Control of Conflicts: Physical Skills	[REDACTED]	N/A
25. Use of Common Sense & Good Judgement	[REDACTED]	Make decisions without assistance
26. Radio: Appropriate Use of 10 Codes	[REDACTED]	Has good working knowlede of most common 10 code
27. Radio: Listen/Comprehend Trans.	[REDACTED]	Is normally aware of radio traffic of other units
28. Radio: Articulating Trans.	[REDACTED]	Uses clear, concise, and complete transmissions
<u>RELATIONSHIPS</u>		
29. With Citizens	[REDACTED]	Quickly establishes rapport
30. With Officers	[REDACTED]	Is at eas with all members of the department
31. With Supervisors	[REDACTED]	Is at ease with FTO/Supervisor contacts

**NARRATIVE COMMENTS**

**Most Acceptable Performance Of The Shift:**

[REDACTED]

**Least Acceptable Performance Of The Shift:**

[REDACTED]

**Specific Corrective Actions Taken:**

[REDACTED]



# Benton Police Department

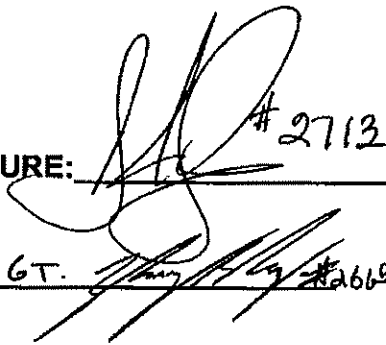
## FIELD TRAINING PROGRAM

### DAILY OBSERVATION REPORT Performance Summary/Training Covered

During this 3 day rotation Ofc. Jones responded to 19 calls for service, 3 accidents, made 3 traffic stops and served 1 citation.

Ofc. Jones investigated a fraudulent use of a credit card that occurred at the Kroger Marketplace, responded to an attended death, and located and made a traffic stop on a vehicle that had been involved in a shoplifting at Wal-Mart.

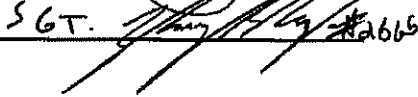
RECRUIT SIGNATURE: \_\_\_\_\_

 #2713

FTO: \_\_\_\_\_

 #2612

SUPERVISOR: \_\_\_\_\_

SGT.  #2665



# Benton Police Department

## FIELD TRAINING PROGRAM

DAILY OBSERVATION REPORT NO. 5

**RECRUIT:** Jamol Jones

**FTO:** Bedsole

**DATES:** 10/8 - 10/9/18

**RATING INSTRUCTIONS:** Rate observed behavior with reference to the scale below and add the appropriate Standardized Performance Explanation. Specific comments are required for all ratings of "2" or less or "6" or above. You may comment on any observed behavior.

**Not acceptable**

**Minimum acceptable level**

**Superior**

1	2 3	4	5 6	7
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**N.O. = Not observed**

**NRT = Not responding to training (requires a narrative)**

<u>APPEARANCE</u>	<u>RATING</u>	<u>Standardized Performance Explanation</u>
1. General Appearance Class A's	[REDACTED]	Uniform neat, clean and tailored
<u>ATTITUDE</u>		
2. Acceptance of Feedback		Accepts criticism in a positive way/applies it to
3. Attitude toward Police Work		Demonstrates an active interest in the new career
<u>KNOWLEDGE</u>		
4. Of Dept. Policies/Procedures		Familiar with most commonly applied policies and c
5. Of Criminal Code		Knows difference between criminal and non-criminal
6. Of Vehicle Code		Recognizes commonly encountered offenses
7. Reflected in Verbal & Written Test		N/A
8. Reflected in Field Performance Test		Quickly applies appropriate action during role pla
<u>PERFORMANCE</u>		
9. Driving Skill: Normal Conditions		Drives defensively
10. Driving Skill: Stress		Maintains control of vehicle
11. Use of Local: Orientation		Depends on turn by turn GPS
12. Routine Forms: Completeness		Knows of the commonly used forms and understands t
13. Report Writing: Grammar		Spelling is acceptable and errors are rare
14. Report Writing: Neatness		Has a good flow to the narrative with minor errors
15. Report Writing: Appropriate Time Used		Completes reports within a reasonable amount as co
16. Field Performance: Non-Stress		Does not allow a situation to deteriorate
17. Field Performance: Stress		Maintains calm and self-control in most situations
18. Investigative Skills		Is generally accurate in diagnosis of offense
19. Interview/Interrogation Skills		Establishes proper rapport with most subjects
20. Self-Initiated Field Activity		Develops cases from observed activity
21. Officer Safety: Traffic Stops		Follows acceptable safety procedure
22. Officer Safety: Prisoners/Suspects		Knows potential danger and eliminates/controls it
23. Control of Conflicts: Voice Command		Speaks with authority in a calm clear voice
24. Control of Conflicts: Physical Skills		N/A
25. Use of Common Sense & Good Judgement		Does not make hasty decisions
26. Radio: Appropriate Use of 10 Codes		Has good working knowlede of most common 10 code
27. Radio: Listen/Comprehend Trans.		Copies own radio transmissions
28. Radio: Articulating Trans.		Uses clear, concise, and complete transmissions
<u>RELATIONSHIPS</u>		
29. With Citizens	At ease withe citizen contacts	
30. With Officers	Is at eas with all members of the department	
31. With Supervisors	Is at ease with FTO/Supervisor contacts	



**NARRATIVE COMMENTS**

**Most Acceptable Performance Of The Shift:**

**Least Acceptable Performance Of The Shift:**

**Specific Corrective Actions Taken:**



# Benton Police Department

## FIELD TRAINING PROGRAM

### DAILY OBSERVATION REPORT Performance Summary/Training Covered

During this rotation Ofc. Jones responded to 14 calls, 1 accident with injury, 2 traffic stops, 1 citation, and served 3 warrants.

Ofc. Jones also responded and helped locate an EDP who escaped from the ER. Ofc. Jones also worked a vehicle accident with multiple injuries.

Ofc. Jones also responded to a custody issue where the mother was informed that the father had requested and received an Emergency Exparte Order.

RECRUIT SIGNATURE: \_\_\_\_\_

*[Handwritten Signature]* #2713

FTO: \_\_\_\_\_

*[Handwritten Signature]* #2612

SUPERVISOR: \_\_\_\_\_

Sgt. *[Handwritten Signature]* #2665



# Benton Police Department

## FIELD TRAINING PROGRAM

DAILY OBSERVATION REPORT NO. 4

**RECRUIT:** Jamol Jones

**FTO:** Bedsole

**DATES:** 10/4 - 10/4/18

**RATING INSTRUCTIONS:** Rate observed behavior with reference to the scale below and add the appropriate Standardized Performance Explanation. Specific comments are required for all ratings of "2" or less or "6" or above. You may comment on any observed behavior.

**Not acceptable**

**Minimum acceptable level**

**Superior**

1	2 3	4	5 6	7
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**N.O. = Not observed**

**NRT = Not responding to training (requires a narrative)**

<u>APPEARANCE</u>	<u>RATING</u>	<u>Standardized Performance Explanation</u>
1. General Appearance Class A's		Leather gear is shined
<u>ATTITUDE</u>		
2. Acceptance of Feedback		Does not argue, makes excuses, or blame other pers
3. Attitude toward Police Work		Actively solicits assistance to increase knowledge
<u>KNOWLEDGE</u>		
4. Of Dept. Policies/Procedures		Familiar with most commonly applied policies and c
5. Of Criminal Code		Knows difference between criminal and non-criminal
6. Of Vehicle Code		Recognizes commonly encountered offenses
7. Reflected in Verbal & Written Test		N/A
8. Reflected in Field Performance Test		Quickly applies appropriate action during role pla
<u>PERFORMANCE</u>		
9. Driving Skill: Normal Conditions		Maintains control of vehicle
10. Driving Skill: Stress		N/A
11. Use of Local: Orientation		Properly uses map/street index
12. Routine Forms: Completeness		Other- Required Narrative
13. Report Writing: Grammar		Spelling is acceptable and errors are rare
14. Report Writing: Neatness		Has a good flow to the narrative with minor errors
15. Report Writing: Appropriate Time Used		Completes reports within a reasonable amount as co
16. Field Performance: Non-Stress		Does not allow a situation to deteriorate
17. Field Performance: Stress		Maintains calm and self-control in most situations
18. Investigative Skills		Is generally accurate in diagnosis of offense
19. Interview/Interrogation Skills		Establishes proper rapport with most subjects
20. Self-Initiated Field Activity		Develops cases from observed activity
21. Officer Safety: Traffic Stops		Fails to maintain a position of advantage
22. Officer Safety: Prisoners/Suspects		Other- Required Narrative
23. Control of Conflicts: Voice Command		Speaks with authority in a calm clear voice
24. Control of Conflicts: Physical Skills		N/A
25. Use of Common Sense & Good Judgement		Perceives situations as they really are
26. Radio: Appropriate Use of 10 Codes		Has good working knowlede of most common 10 code
27. Radio: Listen/Comprehend Trans.		Copies own radio transmissions
28. Radio: Articulating Trans.		Uses clear, concise, and complete transmissions
<u>RELATIONSHIPS</u>		
29. With Citizens		Is service oriented
30. With Officers		Good peer relationship/accepted member
31. With Supervisors		Is at ease with FTO/Supervisor contacts

**NARRATIVE COMMENTS**

**Most Acceptable Performance Of The Shift:**

[REDACTED]

**Least Acceptable Performance Of The Shift:**

[REDACTED]

**Specific Corrective Actions Taken:**

[REDACTED]

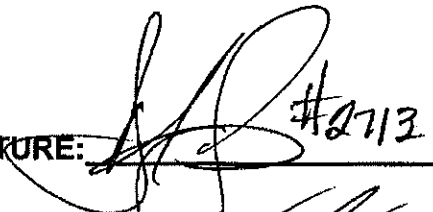



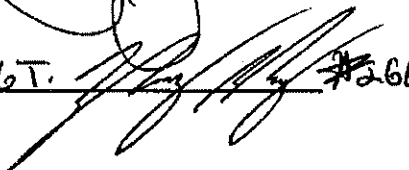
# Benton Police Department

## FIELD TRAINING PROGRAM

### DAILY OBSERVATION REPORT Performance Summary/Training Covered

During this 2 day rotation, Ofc. Jones responded to 23 calls for service, made 1 traffic stop with 1 citation, 1 DWI arrest, 1 misdemeanor arrest, 2 misdemeanor cite and release, 1 warrant served, and issued 1 misdemeanor warrant.

RECRUIT SIGNATURE:  #2713 FTO:  2014

SUPERVISOR: Sgt.  #2665



# Benton Police Department

## FIELD TRAINING PROGRAM

DAILY OBSERVATION REPORT NO. 3

**RECRUIT:** Jamol Jones

**FTO:** Bedsole

**DATES:** 9/28 - 9/30/18

**RATING INSTRUCTIONS:** Rate observed behavior with reference to the scale below and add the appropriate Standardized Performance Explanation. Specific comments are required for all ratings of "2" or less or "6" or above. You may comment on any observed behavior.

<i>Not acceptable</i>	<i>Minimum acceptable level</i>	<i>Superior</i>
1	2 3	4
5 6	7	

**N.O. = Not observed**

**NRT = Not responding to training (requires a narrative)**

<u>APPEARANCE</u>	<u>RATING</u>	<u>Standardized Performance Explanation</u>
1. General Appearance Class A's	[REDACTED]	Uniform neat, clean and tailored
<u>ATTITUDE</u>		
2. Acceptance of Feedback		Does not argue, makes excuses, or blame other pers
3. Attitude toward Police Work		Actively solicits assistance to increase knowledge
<u>KNOWLEDGE</u>		
4. Of Dept. Policies/Procedures		Familiar with most commonly applied policies and c
5. Ofc Criminal Code		Knows difference between criminal and non-criminal
6. Of Vehicle Code		Recognizes commonly encountered offenses
7. Reflected in Verbal & Written Test		N/A
8. Reflected in Field Performance Test		Quickly applies appropriate action during role pla
<u>PERFORMANCE</u>		
9. Driving Skill: Normal Conditions		Maintains control of vehicle
10. Driving Skill: Stress		N/A
11. Use of Local: Orientation		Properly uses map/street index
12. Routine Forms: Completeness		Knows of the commonly used forms and understands t
13. Report Writing: Grammar		Spelling is acceptable and errors are rare
14. Report Writing: Neatness		Has a good flow to the narrative with minor errors
15. Report Writing: Appropriate Time Used		Completes reports within a reasonable amount as co
16. Field Performance: Non-Stress		Does not allow a situation to deteriorate
17. Field Performance: Stress		N/A
18. Investigative Skills		Is generally accurate in diagnosis of offense
19. Interview/Interrogation Skills		Establishes proper rapport with most subjects
20. Self-Initiated Field Activity		Develops cases from observed activity
21. Officer Safety: Traffic Stops		Other- Required Narrative
22. Officer Safety: Prisoners/Suspects		Knows potential danger and eliminates/controls it
23. Control of Conflicts: Voice Command		Speaks with authority in a calm clear voice
24. Control of Conflicts: Physical Skills		N/A
25. Use of Common Sense & Good Judgement		Able to reason through even complex situations
26. Radio: Appropriate Use of 10 Codes		Has good working knowlede of most common 10 code
27. Radio: Listen/Comprehend Trans.		Copies own radio transmissions
28. Radio: Articulating Trans.		Uses clear, concise, and complete transmissions
<u>RELATIONSHIPS</u>		
29. With Citizens		Is service oriented
30. With Officers		Good peer relationship/accepted member
31. With Supervisors		Is at ease with FTO/Supervisor contacts

**NARRATIVE COMMENTS**

**Most Acceptable Performance Of The Shift:**

[REDACTED]

**Least Acceptable Performance Of The Shift:**

[REDACTED]

**Specific Corrective Actions Taken:**

[REDACTED]



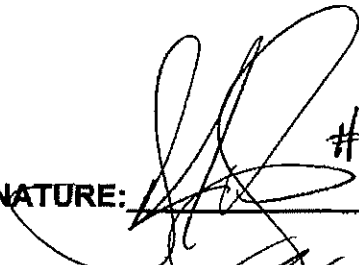
# Benton Police Department

## FIELD TRAINING PROGRAM

### DAILY OBSERVATION REPORT Performance Summary/Training Covered

During this 3 day rotation Ofc. Jones responded to 14 calls for service, made 11 traffic stops, wrote 2 citations, wrote 1 warrant, and made 3 cite and release arrests.

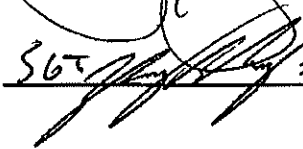
RECRUIT SIGNATURE: \_\_\_\_\_

  
#2713

FTO: \_\_\_\_\_

  
#2014

SUPERVISOR: \_\_\_\_\_

  
#2665





# Benton Police Department

## FIELD TRAINING PROGRAM

DAILY OBSERVATION REPORT NO. 2

**RECRUIT:** J. Jones

**FTO:** Bedsole

**DATES:** 9/24 - 9/25/18

**RATING INSTRUCTIONS:** Rate observed behavior with reference to the scale below and add the appropriate Standardized Performance Explanation. Specific comments are required for all ratings of "2" or less or "6" or above. You may comment on any observed behavior.

**Not acceptable**

**Minimum acceptable level**

**Superior**

1	2 3	4	5 6	7
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**N.O. = Not observed**

**NRT = Not responding to training (requires a narrative)**

**APPEARANCE**

1. General Appearance Class A's

**ATTITUDE**

- 2. Acceptance of Feedback
- 3. Attitude toward Police Work

**KNOWLEDGE**

- 4. Of Dept. Policies/Procedures
- 5. Of Criminal Code
- 6. Of Vehicle Code
- 7. Reflected in Verbal & Written Test
- 8. Reflected in Field Performance Test

**PERFORMANCE**

- 9. Driving Skill: Normal Conditions
- 10. Driving Skill: Stress
- 11. Use of Local: Orientation
- 12. Routine Forms: Completeness
- 13. Report Writing: Grammar
- 14. Report Writing: Neatness
- 15. Report Writing: Appropriate Time Used
- 16. Field Performance: Non-Stress
- 17. Field Performance: Stress
- 18. Investigative Skills
- 19. Interview/Interrogation Skills
- 20. Self-Initiated Field Activity
- 21. Officer Safety: Traffic Stops
- 22. Officer Safety: Prisoners/Suspects
- 23. Control of Conflicts: Voice Command
- 24. Control of Conflicts: Physical Skills
- 25. Use of Common Sense & Good Judgement
- 26. Radio: Appropriate Use of 10 Codes
- 27. Radio: Listen/Comprehend Trans.
- 28. Radio: Articulating Trans.

**RELATIONSHIPS**

- 29. With Citizens
- 30. With Officers
- 31. With Supervisors

**RATING**

**Standardized Performance Explanation**

Uniform neat and clean

Accepts criticism in a positive way/applies it to  
Demonstrates an active interest in the new career

N/A  
Recognizes commonly encountered offenses  
Recognizes commonly encountered offenses  
N/A  
N/A

Drives too fast or too slowly for conditions  
N/A  
Is aware of locations while on patrol  
Knows of the commonly used forms and understands t  
Errors, if present, are minor in nature and is not  
Has a good flow to the narrative with minor errors  
Completes reports within a reasonable amount as co

Maintains calm and self-control in most situations  
N/A  
Follows proper investigative procedure  
Elicits and records most available information  
Recognizes and identifies police related activity  
Follows acceptable safety procedure  
Understands and applies safety principles  
Speaks with authority in a calm clear voice  
N/A  
Makes reasonable decisions based on information

Has good working knowlede of most common 10 code  
Copies own radio transmissions  
Uses clear, concise, and complete transmissions

At ease withe citizen contacts  
Adheres to chain of command and accepts role  
Good FTO/Supervisor relationship

**NARRATIVE COMMENTS**

**Most Acceptable Performance Of The Shift:** [REDACTED]

**Least Acceptable Performance Of The Shift:** [REDACTED]

**Specific Corrective Actions Taken:** [REDACTED]



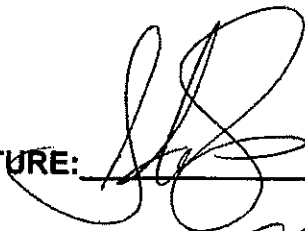
# Benton Police Department

## FIELD TRAINING PROGRAM

### DAILY OBSERVATION REPORT Performance Summary/Training Covered

During this 2 day rotation Ofc. Jones responded to an accident, made a DWI drugs arrest that also resulted in 2 felony and 11 misdemeanor arrests, and conducted 7 traffic stops that resulted in 1 citation. Ofc. Jones also logged evidence into BEAST and completed a Crime Lab submission sheet.

RECRUIT SIGNATURE: \_\_\_\_\_

 2713

FTO: \_\_\_\_\_

 2612

SUPERVISOR: \_\_\_\_\_

SGT.  #2665



# Benton Police Department

## FIELD TRAINING PROGRAM

DAILY OBSERVATION REPORT NO. 1

**RECRUIT:** Jamol Jones

**FTO:** Bedsole

**DATES:** 9/19 - 9/20/19

**RATING INSTRUCTIONS:** Rate observed behavior with reference to the scale below and add the appropriate Standardized Performance Explanation. Specific comments are required for all ratings of "2" or less or "6" or above. You may comment on any observed behavior.

**Not acceptable**

**Minimum acceptable level**

**Superior**

1	2 3	4	5 6	7
---	-----	---	-----	---

**N.O. = Not observed**

**NRT = Not responding to training (requires a narrative)**

**APPEARANCE**

1. General Appearance Class A's

**ATTITUDE**

2. Acceptance of Feedback

3. Attitude toward Police Work

**KNOWLEDGE**

4. Of Dept. Policies/Procedures

5. Of Criminal Code

6. Of Vehicle Code

7. Reflected in Verbal & Written Test

8. Reflected in Field Performance Test

**PERFORMANCE**

9. Driving Skill: Normal Conditions

10. Driving Skill: Stress

11. Use of Local: Orientation

12. Routine Forms: Completeness

13. Report Writing: Grammar

14. Report Writing: Neatness

15. Report Writing: Appropriate Time Used

16. Field Performance: Non-Stress

17. Field Performance: Stress

18. Investigative Skills

19. Interview/Interrogation Skills

20. Self-Initiated Field Activity

21. Officer Safety: Traffic Stops

22. Officer Safety: Prisoners/Suspects

23. Control of Conflicts: Voice Command

24. Control of Conflicts: Physical Skills

25. Use of Common Sense & Good Judgement

26. Radio: Appropriate Use of 10 Codes

27. Radio: Listen/Comprehend Trans.

28. Radio: Articulating Trans.

**RELATIONSHIPS**

29. With Citizens

30. With Officers

31. With Supervisors

**RATING**

**Standardized Performance Explanation**

Uniform neat, clean and tailored

Does not argue, makes excuses, or blame other pers

Maintains high ideals in terms of professional res

N/A

Recognizes commonly encountered offenses

Recognizes commonly encountered offenses

N/A

N/A

Obeys traffic laws when appropriate

N/A

Spends too much time getting to destination

Knows of the commonly used forms and understands t

Errors, if present, are minor in nature and is not

Has a good flow to the narrative with minor errors

Completes reports within a reasonable amount as co

Determines proper course of action

N/A

Follows proper investigative procedure

N/A

Recognizes and identifies police related activity

Understands and applies safety principles

Understands and applies safety principles

N/A

N/A

Able to reason through even complex situations

Has good working knowledge of phonetic alphabet

Is normally aware of radio traffic of other units

Uses clear, concise, and complete transmissions

Other- Required Narrative

Good peer relationship/accepted member

Good FTO/Supervisor relationship

**NARRATIVE COMMENTS**

**Most Acceptable Performance Of The Shift**

[REDACTED]

**Least Acceptable Performance Of The Shift**

[REDACTED]

**Specific Corrective Actions Taken:**

[REDACTED]



# Benton Police Department

## FIELD TRAINING PROGRAM

### DAILY OBSERVATION REPORT Performance Summary/Training Covered

During this 2 day rotation, Ofc. J. Jone responded to 7 calls for service, assisted SIU, made 8 traffic stops, wrote a warrant for Battery 3rd and Criminal Mischief 1st, and made a juvenile cite and release.

RECRUIT SIGNATURE: \_\_\_\_\_

*[Handwritten signature]*  
#2113

FTO: \_\_\_\_\_

*[Handwritten signature]* 2012

SUPERVISOR: \_\_\_\_\_

SGT. *[Handwritten signature]* #2665

# PHASE 3

Field Training Guide

Daily Observation Reports

Phase 3 Test

End of Rotation Report



# Benton Police Department

## FIELD TRAINING PROGRAM

DAILY OBSERVATION REPORT NO. 4

**RECRUIT:** Jones

**FTO:** Moore

**DATES:** 10/31/2018

**RATING INSTRUCTIONS:** Rate observed behavior with reference to the scale below and add the appropriate Standardized Performance Explanation. Specific comments are required for all ratings of "2" or less or "6" or above. You may comment on any observed behavior.

**Not acceptable**

**Minimum acceptable level**

**Superior**

1	2 3	4	5 6	7
---	-----	---	-----	---

**N.O. = Not observed**

**NRT = Not responding to training (requires a narrative)**

**APPEARANCE**

1. General Appearance Class A's

**ATTITUDE**

2. Acceptance of Feedback

3. Attitude toward Police Work

**KNOWLEDGE**

4. Of Dept. Policies/Procedures

5. Of Criminal Code

6. Of Vehicle Code

7. Reflected in Verbal & Written Test

8. Reflected in Field Performance Test

**PERFORMANCE**

9. Driving Skill: Normal Conditions

10. Driving Skill: Stress

11. Use of Local: Orientation

12. Routine Forms: Completeness

13. Report Writing: Grammar

14. Report Writing: Neatness

15. Report Writing: Appropriate Time Used

16. Field Performance: Non-Stress

17. Field Performance: Stress

18. Investigative Skills

19. Interview/Interrogation Skills

20. Self-Initiated Field Activity

21. Officer Safety: Traffic Stops

22. Officer Safety: Prisoners/Suspects

23. Control of Conflicts: Voice Command

24. Control of Conflicts: Physical Skills

25. Use of Common Sense & Good Judgement

26. Radio: Appropriate Use of 10 Codes

27. Radio: Listen/Comprehend Trans.

28. Radio: Articulating Trans.

**RELATIONSHIPS**

29. With Citizens

30. With Officers

31. With Supervisors

**RATING**

**Standardized Performance Explanation**

Uniform neat and clean

Accepts criticism in a positive way/applies it to  
Actively solicits assistance to increase knowledge

Familiar with most commonly applied policies and c  
Recognizes commonly encountered offenses  
Recognizes commonly encountered offenses  
N/A  
N/A

Maintains control of vehicle  
N/A

Is aware of locations while on patrol  
Completes forms with reasonable accuracy and thoro  
Spelling is acceptable and errors are rare  
Has a good flow to the narrative with minor errors  
Completes reports within a reasonable amount as co

Maintains calm and self-control in most situations  
N/A

Follows proper investigative procedure  
Does not elicit or record available information  
Develops cases from observed activity  
N/A

Understands and applies safety principles  
N/A  
N/A

Other- Required Narrative

Has good working knowlede of most common 10 code  
Other- Required Narrative  
Uses clear, concise, and complete transmissions

Quickly establishes rapport  
Adheres to chain of command and accepts role  
Adheres to the chain of command and accepts role



**NARRATIVE COMMENTS**

**Most Acceptable Performance Of The Shift:**

10/31/2018

[REDACTED]

**Least Acceptable Performance Of The Shift:**

10/31/2018

[REDACTED]

**Specific Corrective Actions Taken:**

[REDACTED]



# Benton Police Department

## FIELD TRAINING PROGRAM

*DAILY OBSERVATION REPORT*  
*Performance Summary/Training Covered*

10/26/2018  
Officer Jones took 8 calls, 1 accident and 1 felony arrest.

RECRUIT SIGNATURE: \_\_\_\_\_

*[Handwritten signature]*  
2/1/13

FTO \_\_\_\_\_

*[Handwritten signature]*  
2654

SUPERVISOR: \_\_\_\_\_

*[Handwritten signature]*



# Benton Police Department

## FIELD TRAINING PROGRAM

DAILY OBSERVATION REPORT NO. 3

**RECRUIT:** Jones

**FTO:** Moore

**DATES:** 10/26-28/2018

**RATING INSTRUCTIONS:** Rate observed behavior with reference to the scale below and add the appropriate Standardized Performance Explanation. Specific comments are required for all ratings of "2" or less or "6" or above. You may comment on any observed behavior.

**Not acceptable**

**Minimum acceptable level**

**Superior**

1	2 3	4	5 6	7
---	-----	---	-----	---

**N.O. = Not observed**

**NRT = Not responding to training (requires a narrative)**

**APPEARANCE**

1. General Appearance Class A's

**ATTITUDE**

2. Acceptance of Feedback

3. Attitude toward Police Work

**KNOWLEDGE**

4. Of Dept. Policies/Procedures

5. Of Criminal Code

6. Of Vehicle Code

7. Reflected in Verbal & Written Test

8. Reflected in Field Performance Test

**PERFORMANCE**

9. Driving Skill: Normal Conditions

10. Driving Skill: Stress

11. Use of Local: Orientation

12. Routine Forms: Completeness

13. Report Writing: Grammar

14. Report Writing: Neatness

15. Report Writing: Appropriate Time Used

Used

16. Field Performance: Non-Stress

17. Field Performance: Stress

18. Investigative Skills

19. Interview/Interrogation Skills

20. Self-Initiated Field Activity

21. Officer Safety: Traffic Stops

22. Officer Safety: Prisoners/Suspects

23. Control of Conflicts: Voice Command

24. Control of Conflicts: Physical Skills

25. Use of Common Sense & Good Judgement

26. Radio: Appropriate Use of 10 Codes

27. Radio: Listen/Comprehend Trans.

28. Radio: Articulating Trans.

**RELATIONSHIPS**

29. With Citizens

30. With Officers

31. With Supervisors

**RATING**

**Standardized Performance Explanation**

Uniform neat and clean

Accepts criticism in a positive way/applies it to

Actively solicits assistance to increase knowledge

Familiar with most commonly applied policies and c

Recognizes commonly encountered offenses

Recognizes commonly encountered offenses

N/A

N/A

Maintains control of vehicle

Maintains control of vehicle

Is aware of locations while on patrol

Completes forms with reasonable accuracy and thoro

Spelling is acceptable and errors are rare

Has a good flow to the narrative with minor errors

Completes reports within a reasonable amount as co

Maintains calm and self-control in most situations

Maintains calm and self-control in most situations

Follows proper investigative procedure

Establishes proper rapport with most subjects

Develops cases from observed activity

Other- Required Narrative

Understands and applies safety principles

N/A

N/A

Does not make hasty decisions

Has good working knowlede of most common 10 code

Copies own radio transmissions

Uses clear, concise, and complete transmissions

Professional/unbiased behavior

Adheres to chain of command and accepts role

Adheres to the chain of command and accepts role

**NARRATIVE COMMENTS**

**Most Acceptable Performance Of The Shift:**

10/26/2018

[REDACTED]

10/27/2018

[REDACTED]

10/28/2018

[REDACTED]

**Least Acceptable Performance Of The Shift:**

10/26/2018

[REDACTED]

[REDACTED]

**Specific Corrective Actions Taken:**

[REDACTED]

[REDACTED]



# Benton Police Department

## FIELD TRAINING PROGRAM

*DAILY OBSERVATION REPORT  
Performance Summary/Training Covered*

**Training**

10/27/2018

We went over and practiced how to position the patrol vehicle while conducting a traffic stop.

10/26/2018

Officer Jones took 8 calls and 2 traffic stops.

10/27/2018

Officer Jones took 13 calls, 1 accident, 3 traffic stop, 1 cite and release and issued 2 warnings.

10/28/2018

Officer Jones took 10 calls, 1 accident, 3 misdemeanor arrest, 1 cite and release and he served 1 warrant.

RECRUIT SIGNATURE: \_\_\_\_\_

*[Handwritten signature]*  
#2713

FTO: \_\_\_\_\_

*[Handwritten signature]* 2654

SUPERVISOR: \_\_\_\_\_

*[Handwritten signature]*



# Benton Police Department

## FIELD TRAINING PROGRAM

### DAILY OBSERVATION REPORT NO. 2

**RECRUIT:** Jones

**FTO:** Moore

**DATES:** 10/22-23/2018

**RATING INSTRUCTIONS:** Rate observed behavior with reference to the scale below and add the appropriate Standardized Performance Explanation. Specific comments are required for all ratings of "2" or less or "6" or above. You may comment on any observed behavior.

**Not acceptable**

**Minimum acceptable level**

**Superior**

1	2 3	4	5 6	7
---	-----	---	-----	---

**N.O. = Not observed**

**NRT = Not responding to training (requires a narrative)**

<u>APPEARANCE</u>	<u>RATING</u>	<u>Standardized Performance Explanation</u>
1. General Appearance Class A's		Uniform neat and clean
<u>ATTITUDE</u>		
2. Acceptance of Feedback		Accepts criticism in a positive way/applies it to
3. Attitude toward Police Work		Actively solicits assistance to increase knowledge
<u>KNOWLEDGE</u>		
4. Of Dept. Policies/Procedures		Familiar with most commonly applied policies and c
5. Of Criminal Code		Recognizes commonly encountered offenses
6. Of Vehicle Code		Recognizes commonly encountered offenses
7. Reflected in Verbal & Written Test		N/A
8. Reflected in Field Performance Test		N/A
<u>PERFORMANCE</u>		
9. Driving Skill: Normal Conditions		Maintains control of vehicle
10. Driving Skill: Stress		Maintains control of vehicle
11. Use of Local: Orientation		Is aware of locations while on patrol
12. Routine Forms: Completeness		Completes forms with reasonable accuracy and thoro
13. Report Writing: Grammar		Spelling is acceptable and errors are rare
14. Report Writing: Neatness		Has a good flow to the narrative with minor errors
15. Report Writing: Appropriate Time Used		Completes reports within a reasonable amount as co
16. Field Performance: Non-Stress		Maintains calm and self-control in most situations
17. Field Performance: Stress		N/A
18. Investigative Skills		Follows proper investigative procedure
19. Interview/Interrogation Skills		Does not elicit or record available information
20. Self-Initiated Field Activity		Develops cases from observed activity
21. Officer Safety: Traffic Stops		Understands and applies safety principles
22. Officer Safety: Prisoners/Suspects		Understands and applies safety principles
23. Control of Conflicts: Voice Command		N/A
24. Control of Conflicts: Physical Skills		N/A
25. Use of Common Sense & Good Judgement		Does not make hasty decisions
26. Radio: Appropriate Use of 10 Codes		Has good working knowledge of most common 10 code
27. Radio: Listen/Comprehend Trans.		Other- Required Narrative
28. Radio: Articulating Trans.		Uses clear, concise, and complete transmissions
<u>RELATIONSHIPS</u>		
29. With Citizens		Professional/unbiased behavior
30. With Officers		Adheres to chain of command and accepts role
31. With Supervisors		Adheres to the chain of command and accepts role

**NARRATIVE COMMENTS**

**Most Acceptable Performance Of The Shift:**

10/23/2018

[REDACTED]

**Least Acceptable Performance Of The Shift:**

10/22/2018

[REDACTED]

**Specific Corrective Actions Taken:**

[REDACTED]



# Benton Police Department

## FIELD TRAINING PROGRAM

*DAILY OBSERVATION REPORT  
Performance Summary/Training Covered*

Training

False Imprisonment 2<sup>nd</sup> 5-11-104

10/22/2018

Officer Jones took 8 calls and 5 warrants.

10/23/2018

Officer Jones took 7 calls, 2 traffic stop, and 1 warrant served.

RECRUIT SIGNATURE: \_\_\_\_\_

*[Handwritten Signature]* 2713

FTO: \_\_\_\_\_

*[Handwritten Signature]* 2654

SUPERVISOR: \_\_\_\_\_

*[Handwritten Signature]*





# Benton Police Department

## FIELD TRAINING PROGRAM

DAILY OBSERVATION REPORT NO. 1

**RECRUIT:** Jones

**FTO:** Moore

**DATES:** 10/17-18/2018

**RATING INSTRUCTIONS:** Rate observed behavior with reference to the scale below and add the appropriate Standardized Performance Explanation. Specific comments are required for all ratings of "2" or less or "6" or above. You may comment on any observed behavior.

<b>Not acceptable</b>		<b>Minimum acceptable level</b>		<b>Superior</b>
1	2 3	4	5 6	7

**N.O. = Not observed**

**NRT = Not responding to training (requires a narrative)**

<u>APPEARANCE</u>	<u>RATING</u>	<u>Standardized Performance Explanation</u>
1. General Appearance Class A's		Uniform neat and clean
<u>ATTITUDE</u>		
2. Acceptance of Feedback		Accepts criticism in a positive way/applies it to
3. Attitude toward Police Work		Actively solicits assistance to increase knowledge
<u>KNOWLEDGE</u>		
4. Of Dept. Policies/Procedures		Familiar with most commonly applied policies and c
5. Of Criminal Code		Recognizes commonly encountered offenses
6. Of Vehicle Code		Recognizes commonly encountered offenses
7. Reflected in Verbal & Written Test		N/A
8. Reflected in Field Performance Test		N/A
<u>PERFORMANCE</u>		
9. Driving Skill: Normal Conditions		Maintains control of vehicle
10. Driving Skill: Stress		Maintains control of vehicle
11. Use of Local: Orientation		Is aware of locations while on patrol
12. Routine Forms: Completeness		Completes forms with reasonable accuracy and thoro
13. Report Writing: Grammar		Spelling is acceptable and errors are rare
14. Report Writing: Neatness		Has a good flow to the narrative with minor errors
15. Report Writing: Appropriate Time Used		Completes reports within a reasonable amount as co
16. Field Performance: Non-Stress		Maintains calm and self-control in most situations
17. Field Performance: Stress		N/A
18. Investigative Skills		Follows proper investigative procedure
19. Interview/Interrogation Skills		Does not elicit or record available information
20. Self-Initiated Field Activity		Develops cases from observed activity
21. Officer Safety: Traffic Stops		Understands and applies safety principles
22. Officer Safety: Prisoners/Suspects		Understands and applies safety principles
23. Control of Conflicts: Voice Command		N/A
24. Control of Conflicts: Physical Skills		N/A
25. Use of Common Sense & Good Judgement		Other- Required Narrative
26. Radio: Appropriate Use of 10 Codes		Has good working knowlede of most common 10 code
27. Radio: Listen/Comprehend Trans.		Other- Required Narrative
28. Radio: Articulating Trans.		Uses clear, concise, and complete transmissions
<u>RELATIONSHIPS</u>		
29. With Citizens		Courteous, friendly and empathetic
30. With Officers		Adheres to chain of command and accepts role
31. With Supervisors		Adheres to the chain of command and accepts role

**NARRATIVE COMMENTS**

**Most Acceptable Performance Of The Shift:**

10/18/2018

[REDACTED]

**Least Acceptable Performance Of The Shift:**

10/17/2018

[REDACTED]

**Specific Corrective Actions Taken:**

[REDACTED]



# Benton Police Department

## FIELD TRAINING PROGRAM

*DAILY OBSERVATION REPORT  
Performance Summary/Training Covered*

Training

We went over policy 1411, seat belt use

We went over policy 902, body worn and vehicle camera

I taught Officer Jones how to find the reference point and area of impact for an accident.

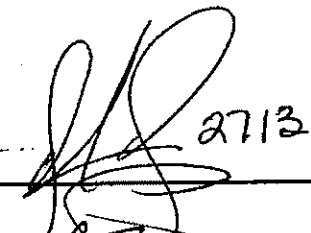
10/17/2018

Officer Jones took 10 calls, 1 traffic, and he issued 1 warning.

10/18/2018

Officer Jones took 11 calls, 1 accident, 1 traffic stop, 2 traffic citations, and 2 misdemeanor arrest.

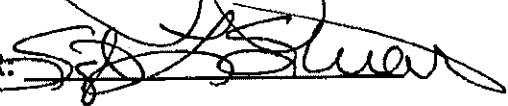
RECRUIT SIGNATURE:

 2713

FTO:

 2654

SUPERVISOR:



# REMEDIAL

Daily Observation Reports

End of Rotation Report

CITY OF BENTON

EMPLOYEE CHANGE OF STATUS REPORT

Please enter the following change(s) as of 11-13-18

NAME Jamal Jones EMP. NO. 2713

DEPT. Police S.S. NO. [REDACTED]

FROM

CLASSIFICATION	SHIFT	GRADE / STEP	ANNUAL \$
		1	
Certificates			
Total			

TO

CLASSIFICATION	SHIFT	GRADE / STEP	ANNUAL \$
		1	
Certificates			
Total			

REASON FOR CHANGE:

- Hired
- Re-hired
- Promotion
- Demotion
- Transfer
- Merit Increase
- Length of Service Increase
- Re-evaluation of Existing Job
- Resignation
- Retirement
- Layoff
- Discharge

Leave of Absence to \_\_\_\_\_ (Date)

COMMENTS: \_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_

AUTHORIZED BY [Signature] 2713 DATE 11-13-2018

APPROVED BY \_\_\_\_\_ DATE \_\_\_\_\_

Duplicate Form: (1) Personnel (2) Payroll

# BENTON POLICE DEPARTMENT



*Scotty L. Hodges*  
Chief of Police



114 South East Street, Suite 100  
Benton, AR 72015



Ph: 501.776.5983  
Fax: 501.776.5952

November 13, 2018

Officer Jamol Jones  
Benton Police Department  
114 S. East Street, Suite 100  
Benton, Arkansas 72015

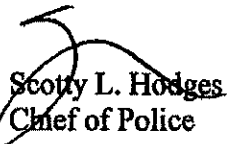
Officer Jones,

On Tuesday, November 13, 2018 at 10:00 A.M., there was an administrative hearing held in the Office of the Chief of Police. It was decided after the hearing that you in fact did violate the Benton Police Department Policy and Procedures listed below. Due to the seriousness of this violation, your employment with the Benton Police Department is terminated effective immediately.

**Policy #105**  
**Law Enforcement Code of Ethics**

You are instructed to turn in all equipment and identification to Sgt. Doug Speer today, Tuesday, November 13, 2013 by the end of the day.

Respectfully,

  
Scotty L. Hodges  
Chief of Police

Cc: Mayor David Mattingly  
Benton Civil Service Commission  
Kathy Kirk  
Personnel File

# BENTON POLICE DEPARTMENT



*Scotty L. Hodges*  
Chief of Police



114 South East Street, Suite 100  
Benton, AR 72015



Ph: 501.776.5983  
Fax: 501.776.5952

November 9, 2018

Officer Jamol Jones  
Benton Police Department  
114 S. East St.  
Benton, AR 72015

RE: Administrative Hearing

Officer Jones:

You are scheduled for an Administrative Hearing on Tuesday, November 13, 2018 at 10:00 A.M. in reference to your violation of the below listed Benton Police Department Policy and Procedures.

**Policy #105**  
**Law Enforcement Code of Ethics**

This is a serious violation of our Policy and Procedures and you will be afforded the opportunity to express your account of this situation at an Administrative Hearing scheduled for Tuesday, November 13, 2018 at 10:00 A.M. The hearing will be conducted by Police Department Management personnel at which time the above charge will be explained to you and you will have the opportunity to present your side of the incident, unless you specifically waive your right to the hearing in writing. You may have a neutral member of the department with you at the meeting; however, this member will act as an observer only and will take no part in the proceedings.

Sincerely,

Jeff Besancon  
Assistant Chief of Police

In accordance with procedure, you may request a meeting with the Chief of Police because suspension, demotion, or termination is being considered.

I understand my opportunity to meet with the Chief of Police and I request such a meeting. This meeting will be Tuesday, November 13, 2018 at 10:00 A.M. in the office of the Chief of Police.

I have been advised that prior to any disciplinary action being taken, my personnel file will be reviewed and that my personnel file is available for review at a mutually convenient time.

I hereby request a hearing on the above-cited charges.

Signature:  \_\_\_\_\_

Date: 11/09/2018 \_\_\_\_\_

Witness: Capt. Kevin Russell #2558 \_\_\_\_\_

I do not desire a hearing on the above-cited charges, and I do hereby waive my right to said hearing.

Signature: \_\_\_\_\_

Date: \_\_\_\_\_

Witness: \_\_\_\_\_



**Benton Police Department**  
**Professional Standards Unit**

**Garrity Warning**

Employee: Jamal Jones Date: 11/9/18 Time: 8:27 AM

At this time I am going to ask you about: an incident related to  
sexual relations with a juvenile and the subsequent  
criminal investigation.

This questioning concerns Administrative matters relating to the official business of the Benton Police Department. I am not questioning you for the purpose of instituting a criminal prosecution against you. During the course of this questioning, even if you disclose information which indicates you may be guilty of criminal conduct, neither your self-incriminating statements nor the fruits of any self-incriminating statements you make will be used against you in any criminal prosecution.

Since this is an administrative matter and any self incriminating information you may disclose will not be used against you in a criminal prosecution, you are required by the Benton Police Department to answer any questions fully and truthfully. If you refuse to answer my questions, this refusal in itself is a violation of the policy and Standards of Conduct of the Benton Police Department and you will be subject to disciplinary penalties.

Do you understand what I have just explained to you?

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

Signed: [Signature] Date: 0827 Time: 11/09/2018

I now order you to answer my questions fully and truthfully and give a statement of any knowledge and/or actions by you concerning this investigation.

Investigating Officer: Capt. K. Green Date: 11/9/18 Time: 8:00 AM

Witness: [Signature] 2566 Date: 11/9/18 Time: 8:27

# BENTON POLICE DEPARTMENT



*Scotty L. Hodges*  
Chief of Police



114 South East Street, Suite 100  
Benton, AR 72015



Ph: 501.776.5983  
Fax: 501.776.5952

November 1, 2018

Officer Jamol D. Jones  
Benton Police Department  
114 S. East Street, Suite 100  
Benton, Arkansas 72015


Re: Administrative Leave

Officer Jones,

This is to advise you that you are being placed on **Administrative Leave**, with pay, effective November 1, 2018, until further notice.

While you are on **Administrative Leave**, you are required to make yourself available to Captain Eric Haworth, from 8 a.m. to 4 p.m. Monday through Friday.

Sincerely,

  
Scotty L. Hodges  
Chief of Police

Cc: Asst. Chief Besancon  
Captain Haworth  
Lt. Applegarth  
Kathy Kirk

# BENTON POLICE DEPARTMENT



*Scotty L. Hodges*  
Chief of Police



114 South East Street, Suite 100  
Benton, AR 72015



Ph: 501.776.5983  
Fax: 501.776.5952

November 4, 2018

Captain Kevin Russell  
Benton Police Department  
114 S. East St.  
Benton, AR 72015

Re: Officer Jamol Jones  
Internal Affairs #18-002-IA-Jones

Captain Russell:

You are directed by the Office of the Chief of Police to administer an Internal Affairs Investigation into the following allegations against Officer Jamol Jones. Information has been received that Officer Jones may have violated Arkansas Criminal Law. During a criminal investigation into allegations of sexual misconduct, Officer Jones was questioned under Miranda. During this questioning, Officer Jones admitted to lying to Lt. Jeff Kling. Officer Jones' dishonesty violated the following Policy.

**Benton Police Department  
Policy 105 Law Enforcement Code of Ethics**

I WILL keep my private life unsullied as an example to all, maintain courageous calm in the face of danger, scorn or ridicule, develop self-restraint; and be constantly mindful of the welfare of others. Honest in thought and deed in both my personal and official life. I will be exemplary in obeying the laws of the land and the regulations of my department. Whatever I see or hear of a confidential nature or that is confided to me in my official capacity will be kept ever secret unless revelation is necessary in the performance of my duty.

Upon conclusion of the internal investigation you are to forward your findings to the Office of the Chief of Police.

Sincerely,

  
Scotty L. Hodges  
Chief of Police

## **Internal Investigation Summary: #18-002-IA-Jones**

On November 4, 2018 I was assigned an internal investigation involving Officer Jamol Jones. This investigation centers around possible violations of the Benton Police Department Policy 105, Law Enforcement Code of Ethics.

On 10/31/18, Lt. Kling was tasked with investigating an allegation of sexual misconduct involving Officer Jones. The information was obtained from the Saline County Sheriff's Office and the allegation centered around Officer Jones possibly having sexual relations with a seventeen-year-old girl.

During Lt. Kling's investigation, he read Officer Jones his Miranda Rights and the asked him about having a relationship with the juvenile female. Officer Jones initially said he only talked with her at the gym (Planet Fitness on Military Rd.), which is where he met her. Upon further questioning, Officer Jones admitted to receiving oral sex from her in the parking lot of the U.S. Post Office on Military Road.

When pressed further by Lt. Kling, Officer Jones finally admitted to engaging in sexual relations with the juvenile and said the oral sex took place during this episode. When making this admission, Officer Jones made the statement, "Lt. Kling, I lied to you man." Officer Jones was asked if he knew she was only seventeen, but he said he did not. He said she told him she was eighteen although he did say, "I knew she was too young for me, but I didn't know that she was under age."

On November 9<sup>th</sup>, I conducted an interview with Officer Jones concerning this issue. Officer Jones was very cordial and forthcoming with information during this interview. After reading Officer Jones his Garrity Rights form and he acknowledged he understood it, I then questioned him about the criminal investigation and lying during it to which he responded in the affirmative that he had lied to Lt. Kling. When talking about the lies, Officer Jones said he was embarrassed and scared about the situation, but that all of the information discovered by Lt. Kling was accurate.

I asked Officer Jones about whether he used his position as a police officer to influence the juvenile into having relations with him. He responded that he never mentioned it and that it didn't come up for a few weeks into their talking to each other. Officer Jones wasn't sure how she found out and that she told him that she had her ways of finding out.

I asked Officer Jones whether he knew she was seventeen prior to having relations with her and he said he did not. When I mentioned the statement he made during the criminal investigation about her being too young for him, he said looking back after the fact at their messages on Snapchat that he should have picked up on some clues as to her age. One of those clues was her talking about going to classes all day, which he realized was high school and not college. Another one was she would talk about working at a diner and living with her mom still. He told me his Snapchat account had been deleted and that he no longer had access to the messages anymore.

At this point, I administered a CVSA test on Officer Jones to gather more information about his involvement in the situation. He was asked whether he knew the juvenile's true age prior to having sexual relations with her and the CVSA charts indicated No Deception was observed.

**Internal Investigation Findings #18-002-IA-Jones**

During the internal investigation, I found that Officer Jamol Jones violated **Benton Police Department Policy 105, Law Enforcement Code of Ethics**. The results of the internal investigation demonstrate the following findings regarding Officer Jamol Jones:

- Officer Jones lied to Lt. Kling twice during the criminal investigative interview. He changed his story from only talking to the juvenile to having oral sex and then admitted to having full sexual relations with her. Officer Jones made the statement to Lt. Kling that he lied, because he was embarrassed and scared, and then confirmed that he lied twice during the interview with me.
- It should be noted that the Saline County Prosecutors Office declined to file criminal charges against Officer Jones on this issue. They did however convey to Lt. Kling they would have to do a Brady disclosure in court on Officer Jones in light of the dishonesty he exhibited during the investigation.

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Capt. Kevin W. Russell

Internal Affairs Investigator

November 14, 2018

10/31/18, about 1300 hours, I was asked by the Criminal Investigation Captain, Assistant Chief, and Chief to investigate an allegation received in an email from Lieutenant Joe Taylor of Saline County Sheriff's Office, where a black male police officer, believed to be twenty-five years of age, [REDACTED], was sexually involved with a seventeen year old female. The email identified the female by a slightly misspelled name. The only currently employed male fitting the description was Officer Jamol Jones. The email also provided the name and phone number of the person who had reported the allegation to the Sheriff's Office.

10/31/18, I identified the seventeen year old and her mother. I identified the reporting person and checked for conflicts with the accused officer to look for motive of false report. I found no such records.

11/01/18, I spoke with the reporting person on the phone. The reporting person was reluctant to talk, stating that they had told a friend, who knew a deputy and that they had only spoke to the deputy on the assurance that their name would not be revealed. The person was adamant that in no way shape or form was their identification in the matter permissible.

The reporting person had detail of how the two met at a local gym, where the seventeen year old approached the officer, telling him that he looked good. The reporting person indicated that the male gave a fake name and said that he was employed in some fashion other than a police officer. The reporting person said that the male gave his age as twenty-five and that the female told the male that she was seventeen, to which he allegedly said, "Woo mamma' when will you be eighteen." She reportedly told him her birth date, and he said, "Well that's too hot for me to handle." Reportedly, the seventeen year old continued to push the relationship and the male eventually agreed. The two reportedly engaged in sexual relations and at some point, the female identified the officer's true identity, his family status, and his place of employment. The male reportedly told the female that the relationship had to remain a secret. The reporting person last knew that the relationship was continuing as of the prior week.

11/01/18, about 1600 hours, I met with the mother of the seventeen year old. I told the mother that her daughter was involved with someone she should not be. The mother was immediately distraught, started crying, and asked if it was a black male. Volunteered that since the age of fourteen, her daughter had pursued older black males and that she had parents coming to her home telling her to keep her daughter away from their sons, presumably because the age difference in these prior juvenile relationships were not permissible by law.

I told the mother that the man her daughter was alleged to be involved with was married and was a police officer, which brought a presumption that he could not be involved sexually with a consenting seventeen year old. The mother was distraught and immediately asked that no harm come to the officer, because she knew how doggedly her daughter would pursue someone. She reasoned that her daughter would likely lie about her age if she believed it would turn her person of interest away.

I asked the mother to go with me to meet her daughter. I had arranged an interview at Cooper-Anthony Mercy Child Advocacy Center. We met the daughter at their home. The daughter was immediately uncooperative, and said that any relationship she had was her business because she that was of the age

of consent. She said that her action were no one's business. I instructed her that she had to attend the advocacy interview and we left the home with the mother.

At the Advocacy Center, the juvenile refused to cooperate with the interview. I started to converse with the juvenile in the lobby of the facility. She had many questions about what would happen to the man was she alleged to be having sex with if the allegation was true. Her concerns suggested that the allegation was true, given that she would not have these concerns if the allegations were not true. I had asked the mother to secure the daughters phone to prevent the destruction of records that would confirm the allegation. The daughter was also very concerned that I would be able to see the content of her phone, which also was an action that suggested the allegation was true.

11/01/18, about 18:30 hours, I met the Officer Jamol Jones in Captain Baker's office. I knew that the office had a video recording system, which should have had audio recording also. Captain Baker started the recording and also left a digital voice recorder on the desk.

Officer Jones was read his Miranda Rights and advised that I was conducting a Criminal Investigation. I told Officer Jones that I had spoken with the seventeen year old girl, calling her by name to him. I told him that I understood that he had been in a relationship with her and he just squinted his eyes. I told him that I understood that the relationship had been sexual and Officer Jones squinted more and his head quivered side-to-side, as saying, "No." Officer Jones explained that he and she had talked at the gym. I didn't argue at that point and I went on to tell him that the problem was that she was only seventeen years old. At the point I said that, Officer Jones acted shocked and said, "Oh my God," and set back in his chair. At this point, I realized that I had not turned on the digital voice recorder and I reached up and did so.

Officer Jones asked if he should seek an attorney. I told him that I could not make that decision for him. I rationalized to him that too much evidence existed for him to deny the claim, that too many people had too many details, and that his and her phones would likely contain evidence that they had been engaging in sex. I rationalized to him that his actions did not match his words in that why would his be shocked and say, "Oh my God," if he had done nothing of concern. I rationalized to Officer Jones that he had made a mistake and to fail to be honest about it would only further damage his integrity and reputation.

I explained to Officer Jones that we understood that the seventeen year old had pursued him and that he had initially resisted her advances. Officer Jones explained that she had identified herself as an eighteen year old and that the two had only talked since meeting.

Based on the details by the reporting person, the affirmative actions and statements by the seventeen year old, and Officer Jones's behavior, I told him in no uncertain terms that I knew that he had sex with the girl and that he would not make me believe otherwise. Officer Jones said at that point that he felt "set up" by the juvenile. His disposition began to indicate that he was acknowledging sexual involvement, but that he only did so under the impression that the juvenile had been eighteen year of age. I asked him directly if he was saying now that he had in fact had sex with the girl, and he said that the girl had performed oral sex on him one time in the parking lot of the Benton Post Office.

Officer Jones and I then talked about the potential charges and what he faced following this incident. We talked about the fact that he had not told the juvenile his real name. He would not say for certain that his phone would not show evidence that he knew the girl's true age and he maintained that he and she had a conversation at the gym where she had told him that she was eighteen. I explained to him that based on my conversation with the reporting person, and the seventeen year old, there was indication that he knew her age and had continued the relationship, even telling her that the relationship could not be found out.

I took a break from the interview and met with Captain Eric Haworth, and Captain Patrick Baker. I told them that Officer Jones had confessed to the sexual relation, but maintained that he was under the impression that the girl involved was eighteen years old. The Captains asked if I believed Officer Jones and based on his vague answers, his actions, and his position that he had no evidence to prove he had reason to believe she was eighteen, I did not believe him.

I returned to the room and Officer Jones and I talked about him giving consent look to at the content of his phone with the purpose of confirming the facts were as she and he had indicated. Officer Jones would not consent to the search of the phone without first calling his [REDACTED]. He and I talked about the investigation and I did not feel that he was being fully honest. I believed that more concerning detail would evolve if I continued to investigate. I rationalized to Officer Jones that he did not want to be seen as untruthful on top of the other circumstance that had been discovered. Officer Jones admitted that he had lied and said that he had engaged in sexual intercourse with the female and that the oral sex previously divulged happened during that sexual episode. Officer Jones maintained that believed that the female was eighteen.

I talked repeatedly with Officer Jones about finding other evidence that he knew the girl's true age. He was not convincing in his replies saying, "I knew she was too young for me, but I didn't know that she was under age." I rationalized to Officer Jones that he had training and knowledge of the law and if he had any concern, he could have asked for ID to confirm her age. Officer Jones agreed, but would not relent or confirm that he knew the girl's age was seventeen.

I asked Officer Jones about the report that he had told the girl that their relationship could not be found out. Officer Jones said that he had said this in regards to the fact that he was [REDACTED]

11/1/18, about 20:30 hours, I met with the seventeen year old and her mother at their home. I surmised that Officer Jones had admitted to his involvement with the seventeen year old and told her that he maintained that he believed that she was eighteen. I asked her directly if she had told him her true age and she said that she honestly could not recall.

I issued a receipt to the family for the daughter's phone and spoke with them about the possibilities of what lay ahead. The seventeen year old asserted that she knew things that I did not, and that if these things were known, Officer Jones should not be held responsible for his involvement with her. I took this to mean that she had been the aggressor in the relationship.



After talking with the daughter, who would not speak with me in her mother's presence, I spoke with the mother. The mother and I talked about the fact that Officer Jones maintained that he thought her daughter was eighteen. The mother reasoned that this was highly likely because knowing her daughter, that if she had thought her age would have pushed Officer Jones away, she would have lied to him to further the relationship; the mother went as far as to say that she was "certain" that her daughter would have done this.

The mother volunteered that she did not want Officer Jones to, "go to jail," over this. She said that she did feel that he did not need to be a police officer but for her daughter's part; she did not want him to go to jail. The mother assured me that she and her daughter would be attending counseling for both of their sakes.

11/2/18, I spoke with the Mother about the continuation of the investigation. The mother told me that her daughter had been quiet and seemed remorseful for her actions. The mother told me that she had set some well-defined ground rules, where her daughter's phone liberties and vehicle liberties would be restricted and contingent on her behaving properly and participating in counselling. The mother told me that she had counselling services free through her employer and that she had made arrangement to begin the counselling sessions the following week. The mother also told me that she feared some of the daughter's actions could be construed as criminal and she thought she should speak with an attorney before she or her daughter cooperated further.

Given the assertions by the daughter and the mother that the daughter had instigated and pursued that relationship, their reluctance to cooperate further, their moves for better behavior and counselling, and the lack of evidence of any "Official Capacity" influence in the case by Officer Jones, the investigation was terminated and sent to the prosecuting attorney for review.

Lt. Jeff Kling