

JERSEY VILLAGE POLICE DEPARTMENT



CONFIDENTIAL

**THIS DOCUMENT CONTAINS
CONFIDENTIAL FLEET ACCIDENT
INVESTIGATION DATA**

**Fleet Accident Check List
Vehicle Accident/Loss Report
Personal Injury Statement**

05/07/2015 at 03:14 PM
99999

Job Number:

CCC INFORMATION SERVICES
ELDRIDGE COLLISION CENTER
13004 FM 529
HOUSTON, TX 77041
(713)937-0787 Fax: (713)937-0779

PRELIMINARY ESTIMATE

Written By: ALBERT FLORES
Adjuster:

Insured: city of jersey village
Owner: city of jersey village
Address:

Claim # **0286107980101040**
Policy #
Deductible:
Date of Loss:
Type of Loss:
Point of Impact: 12. Front

Other: (832)865-4927

Inspect CCC INFORMATION SERVICES
Location: 13004 FM 529
HOUSTON, TX 77041

Business: (713)937-0787

Insurance
Company:

Days to Repair

2011 CHEV TAHOE 4X2 LT 8-5.3L-FI 4D UTV Int:

VIN:	Lic:	Prod Date:	Odometer:
Air Conditioning	Intermittent Wipers	Tilt Wheel	
Cruise Control	Rear Defogger	Keyless Entry	
Alarm	Message Center	Steering Wheel Controls	
Rear Window Wiper	Telescopic Wheel	Climate Control	
Dual Air Condition	Backup Camera	Remote Starter	
Home Link	Dual Mirrors	Console/Storage	
Luggage/Roof Rack	Clear Coat Paint	Power Steering	
Power Brakes	Power Windows	Power Locks	
Power Mirrors	Heated Mirrors	Power Driver Seat	
Power Passenger Seat	Memory Package	Power Adjustable Pedals	
AM Radio	FM Radio	Stereo	
Search/Seek	CD Player	Auxiliary Audio Connectio	
Premium Radio	Satellite Radio	Driver Side Air Bag	
Passenger Air Bag	Anti-Lock Brakes (4)	4 Wheel Disc Brakes	
Traction Control	Stability Control	Front Side Impact Air Bag	
Head/Curtain Air Bags	Communications System	Positraction	
Lane Departure Warning	Bucket Seats	Reclining/Lounge Seats	
Leather Seats	Heated Seats	3rd Row Seat	
Trailer Hitch	Trailer Package	Running Boards/Side Steps	
Power Trunk/Gate Release	Automatic Transmission	Overdrive	
Aluminum/Alloy Wheels			

NO.	OP.	DESCRIPTION	QTY	EXT.	PRICE	LABOR	PAINT
1		FENDER					
2*	Rpr	LT Fender Tahoe				<u>5.0</u>	2.2

/2015 at 03:14 PM

Job Number:

9

PRELIMINARY ESTIMATE

2015 CHEV TAHOE 4X2 LT 8-5.3L-FI 4D UTV Int:

NO.	OP.	DESCRIPTION	QTY	EXT.	PRICE	LABOR	PAINT
3		Add for Clear Coat					0.9
Subtotals ==>					0.00	5.0	3.1
		Parts					0.00
		Body Labor	5.0	hrs @	\$ 44.00/hr		220.00
		Paint Labor	3.1	hrs @	\$ 44.00/hr		136.40
		Paint Supplies	3.1	hrs @	\$ 32.00/hr		99.20
		SUBTOTAL					\$ 455.60
		Sales Tax			\$ 99.20 @	8.2500%	8.18
		GRAND TOTAL:					\$ 463.78
		ADJUSTMENTS:					
		Deductible					0.00
		CUSTOMER PAY					\$ 0.00
		INSURANCE PAY					\$ 463.78

7

THIS ESTIMATE IS BASED UPON A VISUAL INSPECTION ONLY. ADDITIONAL PARTS OR LABOR MAY BE NEEDED AFTER TEAR DOWN OF YOUR VEHICLE.



Fleet Accident Check List

Significant Event

Accident Loss Report

First Report of Injury (city employees)

Police Report with Photos.

Above to be completed before the end of the shift.

Accident report

JVPD Case Number 1700018018

Other Agency Name: NA

O.A. Officer: NA ID No. _____

O.A. Case number. NA

Police Report.

Notify city Mechanic for a damage estimate .

Follow up:

Accident occurred on 08/28/2017 at 10:12am. Staff was not notified of the accident until 09/01/2017.

Copy all to Chief of Police as soon as possible.

VEHICLE ACCIDENT/LOSS REPORT

POOL MEMBER: City of Jersey Village

MEMBER ADDRESS: 16501 Jersey Dr., Jersey Village, Texas 77040

LIABILITY **PROPERTY**

DATE & TIME OF ACCIDENT OR LOSS 08/28/2017 10:12	<input checked="" type="checkbox"/> AM <input type="checkbox"/> PM	LOCATION OF ACCIDENT OR LOSS 22000 Northwest Freeway W/B M/L	POLICE INVESTIGATION? <input type="checkbox"/> YES <input type="checkbox"/> NO ATTACH REPORT
--	--	--	---

DESCRIPTION OF ACCIDENT OR LOSS
Officer was stationary in the inside lane of the 22000 blk of Northwest Freeway W/B Mainlanes, stopping people from driving the wrong way on the highway. An off duty HPD Officer in her personal vehicle equipped with emergency lights on (whom was also driving the wrong way) and was trying to report for work and was attempting to drive around the officer When his dually pickup truck struck the unit in the FRQ.

DESCRIBE DAMAGE TO POOL MEMBER'S PROPERTY
Small dent in Front Right Quarter

VEHICLE, YEAR, MAKE 2017 Chevrolet	MODEL Tahoe	VEHICLE IDENTIFICATION NUMBER	LICENSE PLATE NUMBER
--	-----------------------	--------------------------------------	-----------------------------

NAME OF DRIVER Mark Zatzkin	AGE 44	ADDRESS 16401 Lakeview Drive, Jersey Village, TX 77040	HOME PHONE NUMBER
---------------------------------------	------------------	---	--------------------------

MEMBER'S DRIVER TITLE OR POSITION Police Officer	MEMBER VEHICLE USED WITH MEMBER'S PERMISSION <input checked="" type="checkbox"/> YES <input type="checkbox"/> NO
--	--

DEPARTMENT Police	DEPARTMENT HEAD Chief Foerster	SUPERVISOR LT. M. Pribble	OFFICE PHONE/EXTENSION 713-466-5824
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CLAIMANT NAME Jacob William Turner	ADDRESS 7506 Simpson Spring Lane Spring, Texas 77389	PHONE (713)884-5236
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ADDITIONAL CLAIMANT NAME	ADDRESS	PHONE
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CLAIMANT AUTO: MAKE, YEAR, PLATE 2015 Dodge Ram 3500 GSJ-2318	CAR OR PROPERTY INSURED? <input checked="" type="checkbox"/> YES <input type="checkbox"/> NO	COMPANY OR AGENCY NAME & POLICY NUMBER
---	--	---

LOCATION OF CLAIMANT'S VEHICLE Released to Clamant	REPAIR ESTIMATE <input type="checkbox"/> YES <input checked="" type="checkbox"/> NO	AMOUNT OF CLAIMANT ESTIMATE \$0	PRIOR DAMAGE TO CLAIMANT VEHICLE <input checked="" type="checkbox"/> YES <input type="checkbox"/> NO
--	---	---	--

NAME OF INJURED None	ADDRESS	PHONE NUMBER	EXTENT OF INJURY

CLAIMANT OCCUPATION	CLAIMANT EMPLOYER	CLAIMANT RELATED TO EMPLOYEE? <input type="checkbox"/> YES <input checked="" type="checkbox"/> NO
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NAME OF WITNESS	ADDRESS	PHONE NUMBER
------------------------	----------------	---------------------

ADDITIONAL WITNESS	ADDRESS	PHONE NUMBER
---------------------------	----------------	---------------------

***SUGGESTION - IF CAMERA AVAILABLE, PLEASE TAKE SCENE PHOTOS**

SPECIAL REQUESTS

**PLEASE ATTACH REPORTS
RETURN COMPLETED FORM TO HUMAN RESOURCES 713-466-2142**



PERSONAL INJURY/ILLNESS INVESTIGATION REPORT

Department Police Date 09/01/2017
Name of Injured Mark Zatzkin Date of Birth _____
Address of Injured 16401 Lakeview Drive, Jersey Village, Texas 77040
Phone () (713)466-5824 Age 44 Sex Male
Occupation Police Officer Job Title Corporal
Social Security Number _____ Years with City 11
Date of Injury 08/28/2017 Time of Injury 10:11am Date Reported 08/28/2017
Time Reported 10:11am Accident Reported To Sgt. Bobby Ferguson
Address where injury occurred 22000 Blk Northwest Freeway W/B Main Lanes
Was Employee doing his / her regular job Yes No Date lost time began NA

Nature of Injury

- | | | | |
|--|---|---|---|
| <input type="checkbox"/> Fractures | <input type="checkbox"/> Multiple Injury | <input type="checkbox"/> Heat Exhaustion, Fatigue | <input type="checkbox"/> Inflammation |
| <input type="checkbox"/> Recurrence | <input type="checkbox"/> Abrasions, Contusions, Bruises | <input type="checkbox"/> Heart Malfunction | <input type="checkbox"/> Infectious Disease |
| <input type="checkbox"/> Strain, Sprain, Torn Ligament | <input type="checkbox"/> Frostbite, Cold Exposure | <input type="checkbox"/> Cuts, Lacerations, Punctures | <input type="checkbox"/> Eye Injury |
| <input type="checkbox"/> Pinched Nerve, Ruptured Disk | <input type="checkbox"/> Inhalation, Fumes | <input type="checkbox"/> Burns | <input type="checkbox"/> Electric Shock |
| <input type="checkbox"/> Inhalation, Smoke | <input type="checkbox"/> Chemical Injury | <input checked="" type="checkbox"/> Other <u>NA</u> | |

Parts of Body Affected

- | | | | | |
|---|---|-----------------------------------|------------------------------------|----------------------------------|
| <input type="checkbox"/> Multiple Parts | <input type="checkbox"/> Abdomen | <input type="checkbox"/> Knee (s) | <input type="checkbox"/> Chest | <input type="checkbox"/> Finger |
| <input type="checkbox"/> Lung | <input type="checkbox"/> Head | <input type="checkbox"/> Back | <input type="checkbox"/> Ankle (s) | <input type="checkbox"/> Eye (s) |
| <input type="checkbox"/> Heart | <input type="checkbox"/> Foot / Feet | <input type="checkbox"/> Ear (s) | <input type="checkbox"/> Groin | <input type="checkbox"/> Ribs |
| <input type="checkbox"/> Neck | <input type="checkbox"/> Arm | <input type="checkbox"/> Hip | <input type="checkbox"/> Shoulder | <input type="checkbox"/> Hand |
| <input type="checkbox"/> Leg (s) | <input checked="" type="checkbox"/> Other <u>NA</u> | | | |

Cause of Injury

- | | | | |
|---|--|--|---|
| <input type="checkbox"/> Fall | <input type="checkbox"/> Improper Lifting | <input type="checkbox"/> Inadequate Illumination | <input type="checkbox"/> Weather |
| <input type="checkbox"/> Horseplay | <input type="checkbox"/> Inadequate Ventilation | <input type="checkbox"/> Making Safety Devices Inoperative | <input type="checkbox"/> Structural Collapse |
| <input type="checkbox"/> Lack of Knowledge or Skill | <input type="checkbox"/> Using Defective Equipment | <input type="checkbox"/> Inadequate Guards or Protection | <input type="checkbox"/> Irrational Civilian |
| <input type="checkbox"/> Using Equipment Improperly | <input type="checkbox"/> Back Draft | <input type="checkbox"/> Communication | <input type="checkbox"/> Civil Disturbance |
| <input type="checkbox"/> Improper Placement | <input type="checkbox"/> Abuse or Misuse | <input type="checkbox"/> Struck by Object | <input checked="" type="checkbox"/> Other <u>NA</u> |
| <input type="checkbox"/> Failure to Use Personal Protection Equipment | | | |

Witness(es) to Injury NA

INVESTIGATION REPORT

Thoroughly describe accident: (What, How, Where, Equipment, Activity, etc.) Officer was stationary in the inside lane of the 22000 blk of Northwest Freeway W/B mainlanes, stopping people from driving the wrong way on the highway. An off duty HPD officer in his personal vehicle with emergency lights on (whom was also driving the wrong way) and was trying to report to work and was attempting to drive around the officer when his dually pickup truck, struck the police unit in the FRQ.

Hospitalized or Treated, Where? (Include Address) _____

Name and Address of Physician: (Include Referral) _____

Did the injury require individual to perform limited duties, or to be assigned to other duties or positions? Yes or No. If yes, what duties or position? _____

And, what period of time? _____

Injured Person's Signature _____ Date 09/01/2017

Supervisor's Signature _____ Date 09/01/2017

SAFETY REVIEW BOARD REPORT

What Acts, Failures to Act and / or Conditions Contributed Most Directly to This Accident? (Immediate Cause) _____

What Are the Basic or Fundamental Reasons for the Existence of These Acts and / or Conditions? (Fundamental Cause) _____

What Action Has or Will Be Taken to Prevent Recurrence? Place "X" By Items Completed. _____

Reviewed by Safety Review Board _____ Title _____ Date _____

*city of
Jersey
Village*



FAX

9 pages (including cover)

To: GEICO Claims

Date: 09/14/2017

Company: GEICO

Receiving Fax #: 214-442-5164

Sending Fax #: 713-466-2171

From: Trelena Collins, City of Jersey Village

Sender's Phone #: 713-466-2142

Message: Please see the attached for Claim # **0286107980101040**

Attached is:

Official police report

Trelena Collins

713-466-2142

tcollins@ci.jersey-village.tx.us

Confidentiality Note:

The information contained in this facsimile message is intended only for the use of the individual or entity named above. If the reader of this message is not the intended recipient, you are hereby notified that any dissemination, distribution, or copy of this facsimile is strictly prohibited. If you have received this facsimile in error, please immediately notify us by telephone and return the original message at the address listed via the United States Postal Service. Thank you.

◆16501 Jersey Drive, Jersey Village, Texas 77040-1999 ◆office: 713.466.2142 ◆fax: 713.466.2171

HP LaserJet 200 colorMFP M276nw

Fax Confirmation

Sep-14-2017 9:13AM

Job	Date	Time	Type	Identification	Duration	Pages	Result
1587	9/14/2017	9:10:14AM	Send	2144425164	2:44	9	OK

D.O. Box

509105

San Diego, CA

92150

2kt 442-5164

Claim #

JERSEY VILLAGE POLICE DEPARTMENT



CONFIDENTIAL

**THIS DOCUMENT CONTAINS
CONFIDENTIAL FLEET ACCIDENT
INVESTIGATION DATA**

**Media
Police Accident Report
Incident Report
Officer (Employee) Memorandum
Call Sheet**

FATAL CMV SCHOOL BUS RAILROAD MAB SUPPLEMENT ACTIVE SCHOOL ZONE

Total Num. Units	Total Num. Prns.	TxDOT Crash ID



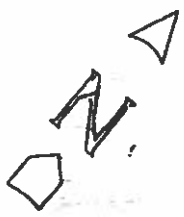
Texas Peace Officer's Crash Report (Form CR-3 1/1/2015)

Mail to: Texas Department of Transportation, Crash Data and Analysis, P.O. Box 149349, Austin, TX 78714. Questions? Call 844/274-7457

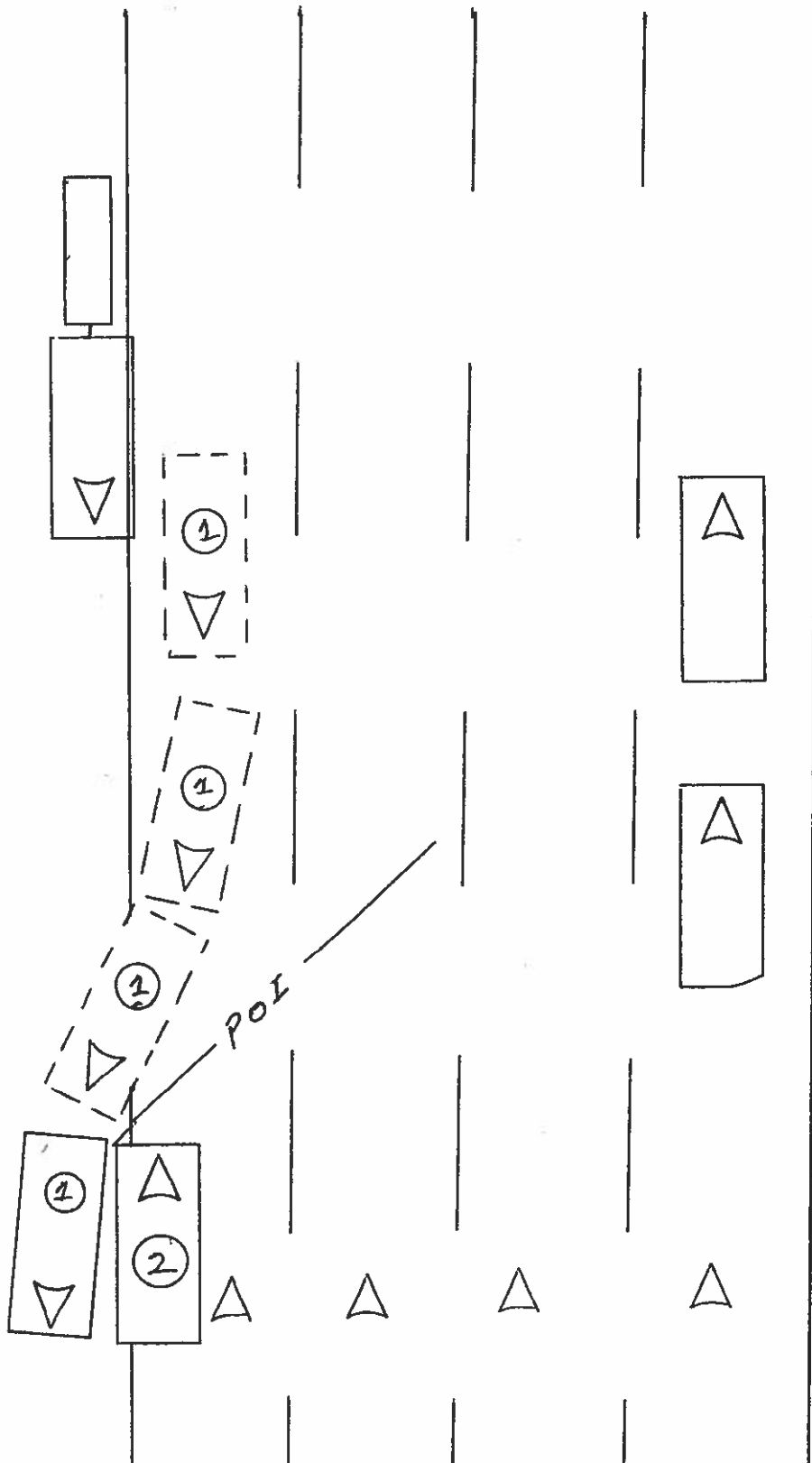
Refer to Attached Code Sheet for Numbered Fields

*=These fields are required on all additional sheets submitted for this crash (ex.: additional vehicles, occupants, injured, etc.).

*Crash Date (MM/DD/YYYY) 08/28/2017		*Crash Time (24HRMM) 1 0 1 2		Case ID 1700018018		Local Use		
*County Name Harris				*City Name Jersey Village				<input checked="" type="checkbox"/> Outside City Limit
In your opinion, did this crash result in at least \$1,000 damage to any one person's property?		<input type="checkbox"/> Yes <input checked="" type="checkbox"/> No		Latitude (decimal degrees)		Longitude (decimal degrees)		
ROAD ON WHICH CRASH OCCURRED								
*1 Rdwy. Sys. 1		*Hwy. Num. 290		2 Rdwy. Part 1		Block Num. 22000		
3 Street Prefix		*Street Name Northwest Freeway		4 Street Suffix				
<input type="checkbox"/> Crash Occurred on a Private Drive or Road/Private Property/Parking Lot		<input type="checkbox"/> Toll Road/Toll Lane		Speed Limit 65		Const. Zone <input type="checkbox"/> Yes <input checked="" type="checkbox"/> No		
Workers Present <input type="checkbox"/> Yes <input checked="" type="checkbox"/> No		Street Desc. State Highway						
INTERSECTING ROAD, OR IF CRASH NOT AT INTERSECTION, NEAREST INTERSECTING ROAD OR REFERENCE MARKER								
At Int. <input type="checkbox"/> Yes <input checked="" type="checkbox"/> No		1 Rdwy. Sys.		Hwy. Num.		2 Rdwy. Part		
Block Num.		3 Street Prefix		Street Name		4 Street Suffix		
Distance from Int. or Ref. Marker		<input type="checkbox"/> FT <input type="checkbox"/> MI		3 Dir. from Int. or Ref. Marker		Reference Marker		
Street Desc.		RRX Num.						
Unit Num. 1		5 Unit Desc.		<input type="checkbox"/> Parked Vehicle <input type="checkbox"/> Hit and Run				
Veh. Year 2 0 1 5		6. Veh. Color BLACK		Veh. Make DODGE		Veh. Model RAM 3500		
7 Body Style TRUCK						<input type="checkbox"/> Pol. Fire, EMS on Emergency (Explain in Narrative if checked)		
8 DL/D Type 1		DL/D State						
Address (Street, City, State, ZIP) 7506 SIMPSON SPRING LANE, SPRING, TEXAS 77389								
Person Num.		12 Prn. Type		13 Seat Position		Name: Last, First, Middle Enter Driver or Primary Person for this Unit on first line		
14 Injury Severity		Age		15 Ethnicity		16 Sex		
17 Eject.		18 Restr.		19 Airbag		20 Helmet		
21 Sol.		22 Alc. Spec.		Alc. Result		23 Drug Spec.		
24 Drug Result		25 Drug Category						
1		1		1		0		
31		W		1		N		
Not Applicable - Alcohol and Drug Results are only reported for Driver/Primary Person for each Unit.								
<input checked="" type="checkbox"/> Owner <input type="checkbox"/> Lessee		Owner/Lessee Name & Address SAME						
Proof of Fin. Resp. <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No		<input type="checkbox"/> Expired <input type="checkbox"/> Exempt		28 Fin. Resp. Type		Fin. Res. Name		
Fin. Resp. Phone N		27 Vehicle Damage Rating 1		27 Vehicle Damage Rating 2		Vehicle Inventoried <input type="checkbox"/> Yes <input checked="" type="checkbox"/> No		
Towed By DRIVEN AWAY		Towed To DRIVER						
Unit Num. 2		5 Unit Desc.		<input type="checkbox"/> Parked Vehicle <input type="checkbox"/> Hit and Run				
Veh. Year 2 0 1 7		6. Veh. Color WHITE		Veh. Make CHEVROLET		Veh. Model TAHOE		
7 Body Style SUV						<input type="checkbox"/> Pol. Fire, EMS on Emergency (Explain in Narrative if checked)		
8 DL/D Type 1		DL/D State						
Address (Street, City, State, ZIP) 16401 LAKEVIEW DRIVE, JERSEY VILLAGE, TX 77040								
Person Num.		12 Prn. Type		13 Seat Position		Name: Last, First, Middle Enter Driver or Primary Person for this Unit on first line		
14 Injury Severity		Age		15 Ethnicity		16 Sex		
17 Eject.		18 Restr.		19 Airbag		20 Helmet		
21 Sol.		22 Alc. Spec.		Alc. Result		23 Drug Spec.		
24 Drug Result		25 Drug Category						
1		1		1		0		
44		W		1		N		
Not Applicable - Alcohol and Drug Results are only reported for Driver/Primary Person for each Unit.								
<input checked="" type="checkbox"/> Owner <input type="checkbox"/> Lessee		Owner/Lessee Name & Address Jersey Village Police Department - 16401 Lakeview Drive, Jersey Village, Texas 77040						
Proof of Fin. Resp. <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No		<input type="checkbox"/> Expired <input type="checkbox"/> Exempt		28 Fin. Resp. Type		Fin. Resp. Name TML		
Fin. Resp. Phone Num. 1704-T		27 Vehicle Damage Rating 1 1 1 - F R Q - 1		27 Vehicle Damage Rating 2		Vehicle Inventoried <input type="checkbox"/> Yes <input checked="" type="checkbox"/> No		
Towed By Driven Away		Towed To Driver						

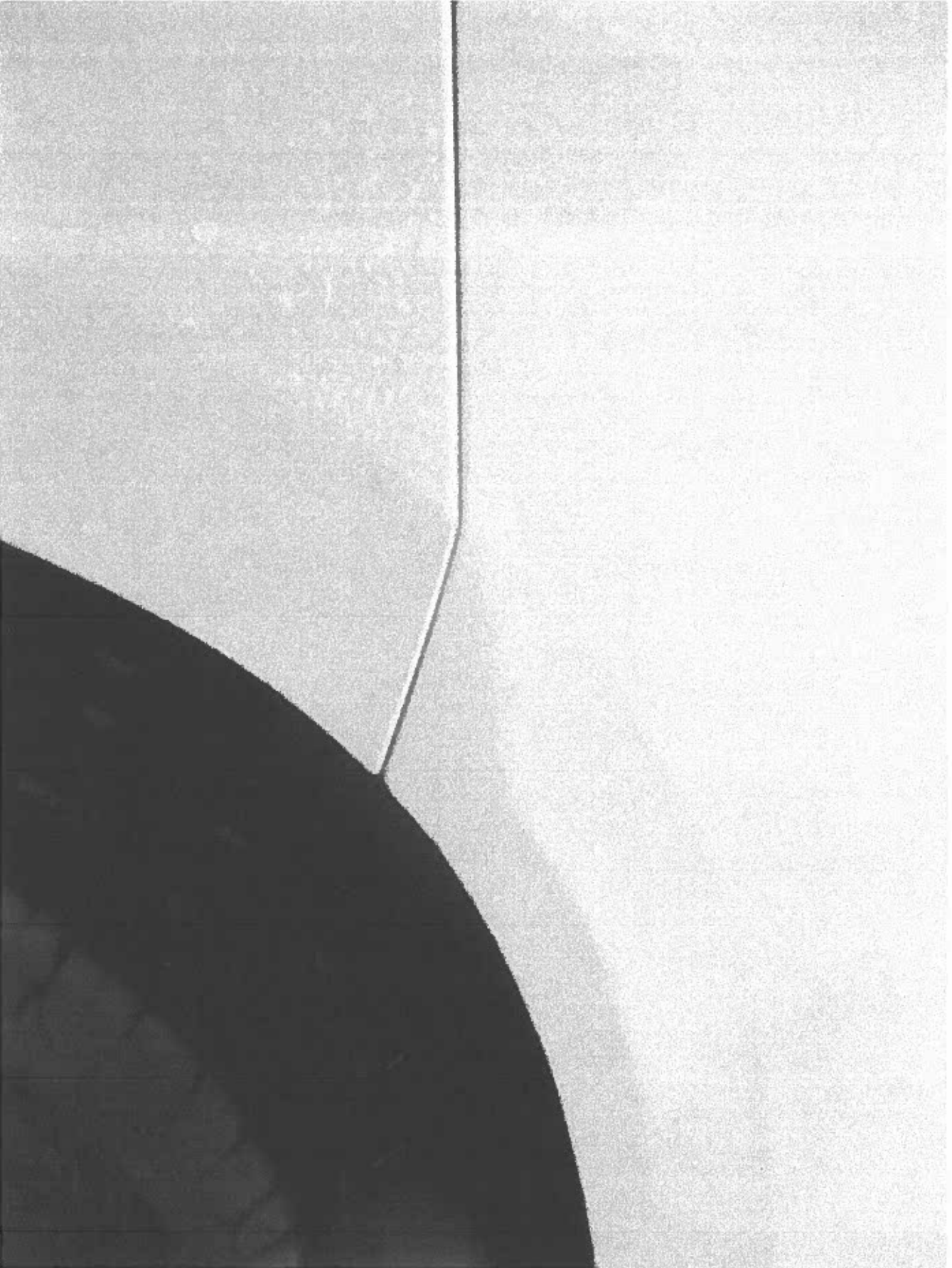


DRAWING NOT TO SCALE

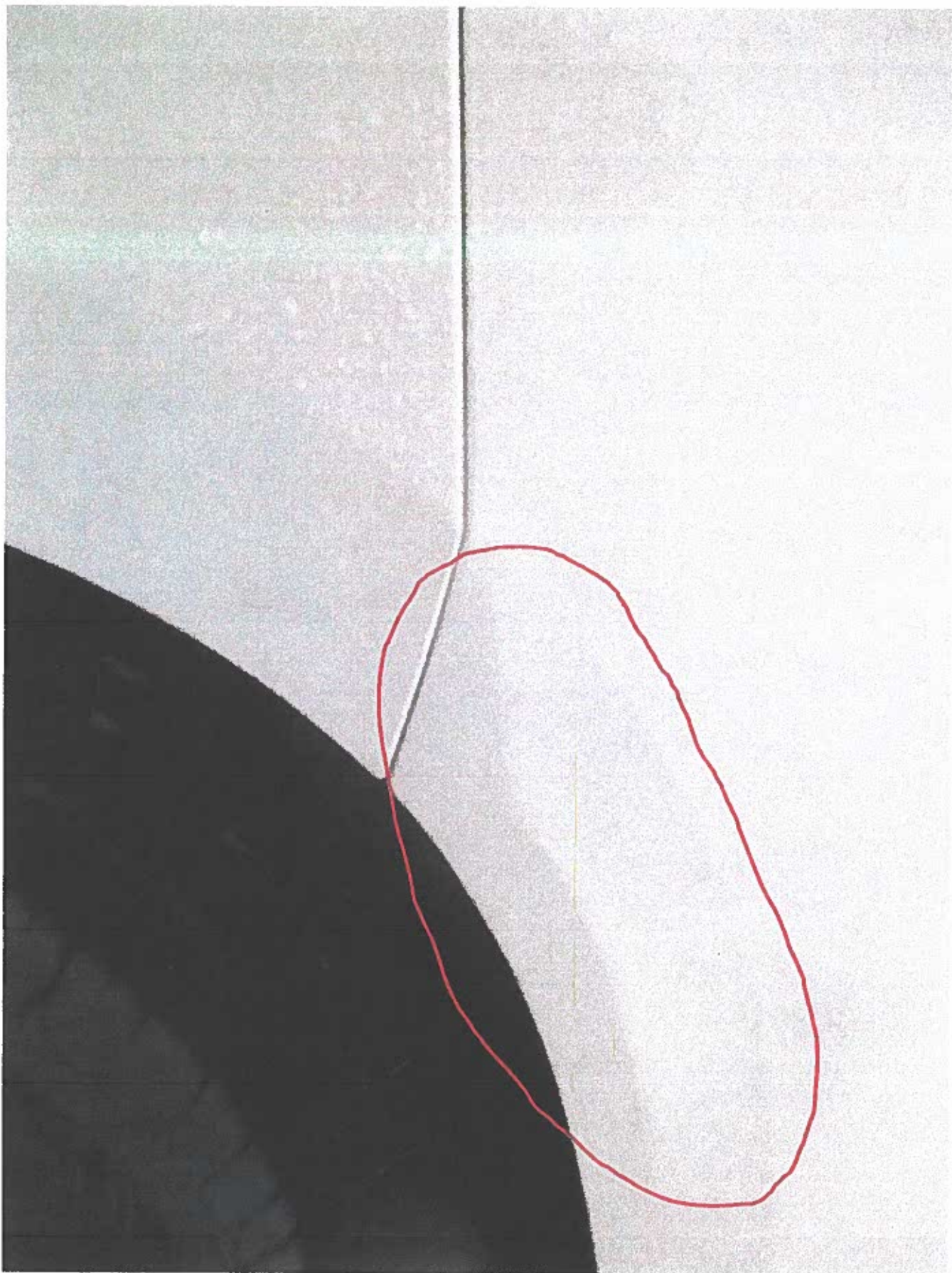


WB ->

Unit 1704 Damage to Front Right Quarter



Unit 1704 Damage to Front Right Quarter



Jersey Village Police Department

INCIDENT Report

ORI: TX1011200

Incident No. 1700018018

9/1/2017

Incident

CAD No. 1700023188 Other No. Type **Non-Criminal** Date Occur **08/28/2017 10:15**
UCR Status **Clear Exceptionally Clear** Date **09/01/2017** Audited By: Exc. Clear.
Inv. Status Report By: **PRIBBLE, M** **09/01/2017** Approv. By: **PRIBBLE, M** **09/01/2017**
Fam. Viol. **No** Investigator **Unknown** Recorded Date: **09/01/2017**
Description
Supervisor was informed of a Fleet

Dispatch Location **13175 Northwest Freeway W Jersey Village**

- Offense No. 1

Offense Recording Date **09/01/2017 22:15**

Off. Begin Date **08/28/2017 10:15** Off. End Date **08/28/2017 10:15** Entry Method Attempt/Complete **Completed**
Drug Seized Gang Related Hi-Speed Pursuit Weapons Used
Offense Code **N/A** L/D **N/A** Offense **Information Report** No. of Premises **0**
Bias Motivation Agg Asslt/Homic. Circumst. Supplement: **0**
Offense Addr. **22000 Northwest Freeway W Jersey Village** Loc.Type
Remarks

Victim(s)

Name DOB Race Sex DL Address

Victims (Organizations)

Name Phone Address

Other Involved Person(s)

Name Role DOB Race Sex DL Hair Color Eye Color
Zatzkin, Mark Involved
Address
Turner, Jacob William Traffic Violator **6/13/1985 White Male**
Address (713)884-5236 (C)

Vehicle

State License Status Year Make Model Body Style Involved People
Accident 2015 Dodge RAM -Turner ,Jacob William - Traffic
Color Other Color VIN Accident(Involved)
Black

Wrecker Co: Wrecker Call'd: Wrecker Arriv'd:

Remarks

Jersey Village Police Department

INCIDENT Report

ORI: TX1011200

Incident No. 1700018018

9/1/2017

<u>State</u>	<u>License</u>	<u>Status</u>	<u>Year</u>	<u>Make</u>	<u>Model</u>	<u>Body Style</u>	<u>Involved People</u>
		Accident	2017	Chevrolet	Tahoe		-Zatzkin ,Mark - Traffic Accident(Involved)

Color
White

Other Color

VIN

Wrecker Co:

Wrecker Call'd:

Wrecker Arriv'd:

Remarks

Jersey Village Police Department

Page 3

Incident ARREST Report

16401 Lakeview Dr.

ORI: TX1011200

Incident No. 1700018018

9/1/2017

Incident

CAD No. 1700023188 Other No. Type Non-Criminal Date Occur 08/28/2017 10:15
UCR Status Clear Exceptionally Clear. Date 09/01/2017 Except. Clear.
Inv. Status Report By: PRIBBLE, M 09/01/2017 Approve By: PRIBBLE, M 09/01/2017
Fam. Violence No Narrative I1700018018.doc Recorded Date: 09/01/2017
Description
Supervisor was informed of a Fleet

Offense No. 1

Offense Recording Date 09/01/2017 22:15

Off. Begin Date 08/28/2017 10:15 Off. End Date 08/28/2017 10:15 Offense Information Report

Offense Address 22000 Northwest Freeway W Jersey Village

Jersey Village Police Department

Incident Involved Persons Report

ORI: TX1011200

Incident No. 1700018018

9/1/2017

Incident

CAD No. 1700023188 Other No. Type **Non-Criminal** Date Occur **08/28/2017 10:15**
UCR Status **Clear Exception**. Clear. Date **09/01/2017** Audited By: Exc. Clear.
Inv. Status Report By: **PRIBBLE, M** **09/01/2017** Approv. By: **PRIBBLE, M** **09/01/2017**
Fam. Viol. **No** Narrative **I1700018018.doc** Recorded Date: **09/01/2017**
Description
Supervisor was informed of a Fleet

Persons

Supplement: 0

Zatzkin, Mark

Race: Sex: HT: WT:
Skin Tone: Hair Color: Eyes:

Title:

Clothing:

Alias:

Role: Involved Person

Vitals

DOB: Ethnicity: Marital Status: Resid. Status:
DOD: # of Dependents: Date Married: Separate Date: Divorce Date:
Citizenship: Place of Birth:

Known Address(es)

Identifications

Medical Conditions

Employment

Education

Physical Characteristics

Advanced Characteristics

Phone Numbers

Turner, Jacob William

Race: **White** Sex: **Male** HT: **0' 0"** WT: **0**
Skin Tone: Hair Color: Eyes:

Title:

Clothing:

Alias:

Role: Traffic Violator

Vitals

DC: Ethnicity: **Non-Hispanic** Marital Status: Resid. Status:
DOL: # of Dependents: Date Married: Separate Date: Divorce Date:
Citizenship: Place of Birth:

Known Address(es)

Identifications

Medical Conditions

Jersey Village Police Department

Incident Involved Persons Report

ORI: TX1011200

Incident No. 1700018018

9/1/2017

Employment

Occupation: **Police Officer**

Status:

Employee ID:

Grade:

Annual Salary:

Employer: **HPD**

Start Date:

Final Date:

Date Entered: **09/01/2017**

Education

Physical Characteristics

Advanced Characteristics

Phone Numbers

(1) Phone No.

(2) Phone No.

(3) Phone No.

(4) Phone No.

(713)884-5236

Jersey Village Police Department

16401 Lakeview Dr.

Incident PROPERTY Report

ORI: TX1011200

Incident No. 1700018018

9/1/2017

Incident

CAD No. 1700023188 Other No. Date Occurred 08/28/2017 10:15 Type Non-Criminal Narrative 1700018018.doc
 UCR Status Clear Clearance Date 09/01/2017 Audited By: Exc. Clear.
 Inv. Status Report By PRIBBLE, M 09/01/2017 Approv. By PRIBBLE, M 09/01/2017
 Family Viol. No Recorded Date: 09/01/2017
 Description
 Supervisor was informed of a Fleet

- Property Items

<u>Recorded</u>	<u>Status</u>	<u>Jurisd.</u>	<u>Item Type</u>	<u>Make</u>	<u>Model</u>	<u>Size</u>	<u>Color</u>	<u>Serial Number</u>	<u>Struct.</u>
	Stolen/Damaged			Recovered					
	Qty	Tot. Value		Qty	Tot. Value	Date		Supplement:	
	Evidence:		Recover Location:						
	Item Name:		Description:						
	<u>Involved Person</u>	<u>Involved Person</u>							

Jersey Village Police Department

Narrative

Date of report: 2017-09-01

Case Number: 1700018018

Incident Number :1700018018

On Friday September 1, 2017 at approximately 12:00pm I, LT. M. Pribble #0515, received a phone call from Sgt. B. Ferguson. Sgt. Ferguson told me that Cpl. Zatzkin had been involved in a Fleet collision on Monday August 28, 2017 at 10:12am. Ferguson told me that Zatzkin had responded to a call of vehicles driving the wrong way on the W/B main lanes of HWY 290 during heavy rain and flooding.

Zatzkin had to drive to the 22000 blk of Northwest Freeway because that is where the vehicles were originating from. While stationary in the inside lane forcing drivers to turn back around and go the correct way, a 2015 black Dodge Ram 3500 dually pickup truck with emergency lights activated, being driven by;

Turner, Jacob William

DOB

whom was an off duty Houston Police Officer trying to get to his station, approached Cpl. Zatzkin's vehicle. Turner attempted to drive next to Cpl. Zatzkin but did not have enough clearance and struck vehicle 1704 in the Right Front Quarter.

Cpl. Zatzkin called out a fleet collision and Sgt. Ferguson later arrived. Sgt. Ferguson told me that when he initially looked at the vehicle it was raining and could not see any damage. Sgt. Ferguson told me today that after the car was washed Cpl. Zatzkin noticed the dent and immediately reported it to him.

I completed a Fleet packet that includes a copy of the in car video that shows Officer Turner striking unit 1704. I also notified the JV Mechanics and asked them to get an estimate for the damage.

Officer: PRIBBLE, M

Approving Supervisor: PRIBBLE, M

Michael Pribble

From: Mark Zatzkin
Sent: Friday, September 1, 2017 3:02 PM
To: Michael Pribble
Cc: Bobby Ferguson
Subject: Fleet accident

Cpl. Mark Zatzkin
Shop 1704
Date: 8/28/2017

On 8/28/2017, I Cpl. M. Zatzkin had been dispatched to a report of cars driving Eastbound on the Westbound main lanes of US290. Myself and Officer Holley went enroute to turn the "wrong way" vehicles around to prevent a head on collision on 290 and to find where the cars were coming from to stop the situation. Case number 1700018017

At approximately 1012 Hrs, I was at a complete stop with my police lights on trying to get a group of wrong way drivers to turn around. A Dodge Dually truck tried to pull up to speak to me door to door. The Truck hit my parked patrol vehicle on the front Driver's side quarter panel with its driver side dually wheel tire shroud. The incident was captured in it's entirety on my in-car video system.

I called out a fleet accident. I took photos of both vehicles and recorded the drivers information on a fleet call slip 1700018018. Upon inspecting both vehicles there was no damage visible. It was raining heavily at the time and my patrol car was dirty from working for several days in adverse weather. Sgt. Ferguson made the scene and also determined that there was no damage and did not constitute a fleet accident.

On 9/1/2018 after shop 1704 had been washed Sgt. Ferguson noticed a small dent that was caused from the collision. He then notified Lt. Pribble.

Jersey Village Police Department

Call For Service Report

Police Number 1700018018

Call For Service

Cad Number 1700023188 Date / Time Call Received 08/28/17 10:15:03 Call Received by SNIDER,T
FFFFFFF Call Entered by SNIDER,T Call Source Field generated call
Call Type Fleet Accident Location Name Location Type
Location(S#, St, Apt,City,Zip, 13175 Northwest Freeway W Jersey Village 77040 Harris

Reportee

Reportee (First,Middle,Last)
Reportee Street Number Phone

Units

Unit Number 601 Officer Name FERGUSON,B. Dispatched by SNIDER,T D/T Dispatched 8/28/2017 10:15:32
Enroute by SNIDER,T D/T Enroute 8/28/2017 10:15:32 Arrived by SNIDER,T D/T Arrived 8/28/2017 10:33:25
Cleared by SNIDER,T D/T Cleared 8/28/2017 11:08:08 Disposition 1 Cleared Backup Disposition 2
Disposition 3

Units

Unit Number 801 Officer Name ZATZKIN, M. Dispatched by SNIDER,T D/T Dispatched 8/28/2017 10:15:22
Enroute by SNIDER,T D/T Enroute 8/28/2017 10:15:22 Arrived by SNIDER,T D/T Arrived 8/28/2017 10:15:22
Cleared by SNIDER,T D/T Cleared 8/28/2017 11:08:14 Disposition 1 Cleared Backup Disposition 2
Disposition 3

Police

Unit Number 801 Police Number 1700018018 D/T Arrested Prisoner Transport
End Transport Mileage In Mileage Out

Police

Unit Number 601 Police Number 1700018018 D/T Arrested Prisoner Transport
End Transport Mileage In Mileage Out

Occupant/Suspect

ID Type Driver License Occupant Name JACOB WILLIAM TURNER D.O.B. 06/13/1985
Race White Sex Male Age 32 Weight Height " Hair Color
Skin Tone Comments

Vehicle

LICENS MODEL RAM STATUS Wrecker Company
STATE YEAR 2015 VEHICLE TYPE DT Wrecker Arrived
Lic. Exp. Dat MAKE Dodge BODY STYLE DT Wrecker Called
VIN COLOR Black VALUE UNIT #

Call Remarks

801: **** Fleet *****

Driver: 19863731 Turner, Jacob Williams WM DOI

Jersey Village Police Department

Page 2

Call For Service Report

Police Number 1700018018

Insur Geico 4372-61-53-81 (800)841-3000

[10:18:41]

Bzatzkin: TURNER,JACOB WILLIAM (Male White 06/13/1985) DL: TX19863731

[10:20:44]

801: Vehicle

Black 3500 Ram dually [10:20:45]

Bzatzkin: GSJ2318 TX

[10:21:15]

Bzatzkin: 2015 Black Dodge RAM
STEVEN ALBERT PERRY 11002 SHETTLESTON,,RICHMOND,TX,77407
[10:23:18]

801: Drivers Phone Number 713 884-5236 [10:28:20]

Old CallType : Fleet Accident

New CallType : Meet The Citizen

Updated By : SNIDER,T

Bzatzkin: HCSO HAS 1 UNIT ER TO BLOCK OFF WBML TO FORCE VEH OFF
1960 EXIT RAMP [10:43:12]

Bzatzkin: DPS IS DISREGUARDED [10:54:24]

Old CallType : Meet The Citizen

New CallType : Fleet Accident

Updated By : ZATZKIN, B

THE JERSEY VILLAGE POLICE DEPARTMENT

APPLICANT FOLDER

MARK A. ZATZKIN

CONTENTS LEFT SIDE

BACKGROUND SUMMARY PREPARED BY SGT. NORRIS

On 10-3-06 at approximately 6:00 PM I spoke with Sandy Escamila, Waller Co. S.O. Jail Supervisor, who stated that the Applicant is a "good employee", who "gets the job done", without being told. Further, she characterized the Applicant as a "great guy", and that he serve with distinction in any agency that employed him.

On 10-04-06 I met with Lt. Coburn of the Waller Co. S.O., reviewed the personnel file of the Applicant, and found nothing that had not been disclosed, nor was inconsistent with the Applicant's Personal History Statement. Lt. Coburn characterized the Applicant as follows; a good employee whose annual evaluation (7/1/05 – 6/30/06) scored 24/30 with high scores in the areas of Work Quality, Dependability, and Professionalism. Lt. Coburn, as Jail Commander, stated that if an offer of employment was extended to the Applicant, staffing at the Waller Co. S.O. Jail was sufficient to facilitate October 15th as his separation date.

The Applicant's Personnel File from Waller Co. S. O. contained a Report of Injury on 7-14-06 arising from a bite on the forearm sustained by an inmate assault. Test results for AIDS were conducted, and found to be negative. The Applicant's file had reports of Firearms Proficiency for 5/18/6 with handgun, rifle, and shotgun. On 4/10/06 the Applicant reported loss of his badge, and requested voluntary reimbursement of County property, however, on 4/11/6 the badge was recovered from a barber shop the Applicant had visited on the previous day.

Note: The Applicant's file was devoid of any letters of reprimand, letters of counseling, or any other form of disciplinary action.

Note: Photocopies of the following documents were obtained from the Applicant's Personnel File:

Letters of Commendation dated 4/22/97 pertaining to his conduct on a traffic stop, 7/11/98 pertaining to assisting the public, and 8/3/00 for assisting in the forced entry of a vehicle to release a small child.

Letter of Recommendation from Darla Clapp, former Mayor of Magnolia

Letter of Appreciation drafted by Lt. Jerry Dowse, Magnolia P.D.

Letter of Commendation from Magnolia Mayor Frank Parker

Certificate of Appreciation from Magnolia Mayor Frank Parker

ATTACHMENTS:

**Field Training summary prepared by Cpl. A. Adames, dated 3-17-06.
Letter of Commendation H.P.D. Homicide Det. Curtis Scales, dated 8-8-2006
H.P.D. Witness Statement (Incident # 121231706-V)**

TCLEOSE RECORD OF TRAINING: Confirms information provided by applicant and notes 16.65 years of police service as of 3 October, 2006, and verifies 1014 hours of accredited T.C.L.E.O.S.E. training. Note: Applicant has received 10 accredited hours of Patrol/Tactical Training under the direction of J.V.P.D. Personnel during the months of June and July 2006.

JVPD TRAINING SYNOPSIS

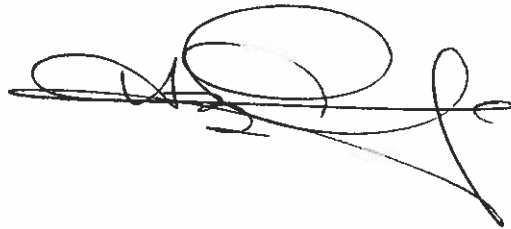
The Applicant has volunteered approximately **two hundred twenty-four (224) hours** of personal time, riding with JVPD evening shift patrol personnel, during the months of Feb. through August 2206, as well as approximately **sixty (60) hours** of advanced firearms/tactical training to enhance his application status. In both environments, the consensus is that the Applicant is highly motivated, takes instruction well, and is striving to obtain the requisite skills to serve in JVPD patrol operations.

JVPD Oral Review Board Notes:

See Attached Review Board Summary Document
See Attached Oral Review Board Questionnaires

Conclusion: After speaking with the above individuals, and reviewing his Personal History statement, I am of the opinion that M. Zatzkin should be considered, at the earliest opportunity, for a full time position with this department. M. Zatzkin has committed a great deal of his personal time in training with J.V. Patrol personnel, coupled with the training he has received through special operations in the U.S.M.C. IN WHICH HE RECEIVED AN Honorable Discharge, clearly demonstrates that he is an individual who has the personal/professional qualities that this department is searching for.

In summation, the Applicant has been cleared for immediate hire, and nothing in his background investigation would preclude this recommendation.

A handwritten signature in black ink, appearing to be 'M. Zatzkin', written over a horizontal line. The signature is stylized with loops and a long tail.



JERSEY VILLAGE POLICE DEPARTMENT

16401 Lakeview DR
Jersey Village, Texas 77040-1999
(713-466-5824) Fax (713-466-0784)

Incorporated 1956 A Texas Star Community

Charles N. Wedemeyer Jr.
Chief of Police

TO: CHARLES N. WEDEMEYER, JR.

FROM: H. B. NORRIS, SERGEANT
CHAIRMAN, APPLICANT PROCESSING BOARD

RE: 2006 APPLICANT ELIGIBILITY LIST

Pursuant to the 2006 Jersey Village Oral Review Board results, the eligibility lists for the best qualified applicants are based on the following mitigating factors:

1. Education
2. Communication Skills
3. Appearance
4. Ability to Follow Instruction
5. Practical Knowledge
6. T.C.L.E.O.S.E. Certification Level
7. Secondary Languages

Special consideration and points were awarded to applicants possessing special knowledge, skills and abilities.

Based upon the cumulative totals utilized in determining eligibility the factors, the following is a list of individuals that currently meet the suitability requirements for employment as entry level police officers for the City of Jersey Village, Texas:

- 1. MARK ZATZKIN - 72**
- 2. STEVEN D. ROSKEY - 100**
- 3. TOBIN N. ANDERSON - PENDING**

APPLICANT ELIGIBILITY LIST – Continued

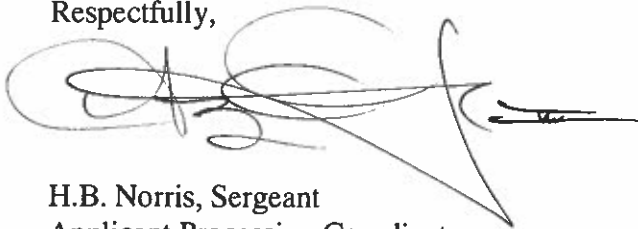
It should be noted that applicant Mark ZATZKIN should be the next applicant selected for hire as a Jersey Village police officer. Applicant Zatzkin, though not as experienced as other potential applicants, exhibits character traits that are indicative of the type of officer that brings honor and integrity to a department.

Specifically, Mark Zatzkin has proven, beyond any speculative doubt that he is willing to overcome adversity in order to pursue a given goal. He has waited patiently for several months without any promise of benefit or reward in hopes of becoming a full-time member of our department. In addition, Zatzkin has shown an aptitude and desire for specialized training, gaining further insight into police operations and developing interpersonal skills all on personal time.

Zatzkin has proven that he is “coachable” insofar as he is willing to accept any given task and complete said task without any reservation or cause for complaint.

It is for these given reasons that our next choice for hire into the Jersey Village police department be Mark Aaron Zatzkin.

Respectfully,

A handwritten signature in black ink, appearing to read 'H.B. Norris', with a long horizontal line extending to the right.

H.B. Norris, Sergeant
Applicant Processing Coordinator
Jersey Village Police Department

To: Sgt. H.B. Norris

From: Officer A. Adames

Date: 3-17-06

Re: Applicant Mark Zatzkin

Mark Zatzkin has been observing with me on patrol a total of four times in the last two months. He has expressed his desire to work only for the Jersey Village Police Department, and has commented that he will do whatever it takes to become an employee.

He has been involved in arrest procedures, calls for service, and report writing while observing with me. In these cases he displayed professionalism, asked questions, and was very helpful.

Zatzkin seems to be getting along well with members of the department, and I have not heard any complaints about his demeanor.

I have not seen any behavior thus far that would be questionable or out of character for an applicant with the department, and at this point could recommend that his application still be considered pending further evaluation.



From the Desk of
C.L.SCALES
HOMICIDE INVESTIGATOR
713-308-3660 FAX 713-308-3986
Thursday, August 10, 2006

**To: SHERIFF OF WALLER COUNTY, TEXAS
RANDY SMITH**

Subject: Commendation

ON AUGUST 8, 2006 INVESTIGATORS REQUESTED HELP FROM ONE OF YOUR DEPUTY'S WHO WAS WORKING A EXTRA JOB AT 505 CYPRESS STATION IN HARRIS COUNTY. DEPUTY MARK ZATZKIN ASSISTED IN CONDUCTING SURVEILLANCE ON A SUSPECT POSSIBLY INVOLVED IN A MURDER IN THE CITY OF HOUSTON THAT OCCURRED ON AUGUST 6, 2006. DEPUTY MADE CONTACT WITH THE SUSPECT AND THE SUSPECT RAN FROM HIM AND WAS FOUND TO BE IN POSSESSION OF A WEAPON AND BEGAN TO FIGHT THE DEPUTY. THE DEPUTY MADE A ARREST AND OTHERS WEAPONS WERE RECOVERED AT THE SUSPECTS APARTMENT. THE SUSPECT, BRENT PLAINS FROM NEW ORLEANS HAS BEEN CHARGED WITH UCW AND ASSAULT ON A PUBLIC SERVANT AND IS STILL BEING LOOKED AT BY HARRIS COUNTY HOMICIDE AS WELL AS HOUSTON PD. HOMICIDE AS A SUSPECT IN MURDER CASES. THE PROFESSIONALISM AND BRAVERY OF THIS DEPUTY IS A CREDIT TO YOUR DEPARTMENT AS WELL AS TEXAS POLICE ALL OVER THIS FINE STATE.

MY THANKS AGAIN FOR GETTING A BAD CROOK OFF THE STREET.

C.L.SCALES SQUAD 3 HOMICIDE

C. Scales #1460

HOUSTON POLICE DEPARTMENT

MAGNOLIA POLICE DEPARTMENT

SUPERVISOR RECORDING FORM

EMPLOYEE NAME: MARK ZATZKIN

NATURE OF ACTION OR DISCUSSION: _____

CITIZEN ACCOMMODATION ON

TRAFFIC STOP

NARRATIVE: Mrs. Kimmie Churchwell

called the office on 4/22/97 at

4:00pm and stated that she and her

father were stopped by Officer Zatzkin

and that he was very professional

and courteous. Mrs. Churchwell was

very impressed with Officer Zatzkin's

demeanor.

OPTIONAL EMPLOYEE COMMENTS: _____

SUPERVISOR SIGNATURE: [Signature]

EMPLOYEE SIGNATURE: Mark Zatzkin

DATE: 4/22/97

DATE: 4-22-97

THIS INFORMATION DIRECTLY PERTAINS TO THE (JOB) POSITION OF MARK ZATZKIN (EMPLOYEE) WHO IS CURRENTLY ASSIGNED AS A POLICE OFFICER (POSITION) IN THE POLICE DEPARTMENT.

MAGNOLIA POLICE DEPARTMENT

SUPERVISOR RECORDING FORM

EMPLOYEE NAME: Mark Zatkun

NATURE OF ACTION OR DISCUSSION: _____

Patrol Functions

NARRATIVE: On 6-20-98 At 6:00 pm I (Cpl. Dawse) was
Flagged Down by a Mr. Smith who Resides At 419 Kelly St.
Smith stated Officer Zatkun Noticed A Flat Tire on Smith's
Vehicle and left a business Card stating IF Mischief was
Involved to call The Police Dept. Smith stated he was New
To the Area and Appreciates The Police Patrol and Time
Taken To Address or look into The Flat. He Also Ask
Me To tell Mark Thank you.

OPTIONAL ^{CPL.} ~~OFFICER~~ COMMENTS: _____

This kind of contact helps keep a Positive Image
For The Dept.

The Message was Passed to Mark by Myself

SUPERVISOR SIGNATURE: [Signature]

EMPLOYEE SIGNATURE: [Signature]

DATE: 6-20-98

DATE: 7-1-98

THIS INFORMATION DIRECTLY PERTAINS TO THE JOB/POSITION OF _____ (EMPLOYEE) WHO IS CURRENTLY ASSIGNED AS A _____ (POSITION) IN THE POLICE DEPARTMENT.

August 3, 2000

Mayor John Bramlett
P.O. Box 396
Magnolia, TX 77353

Dear Mayor Bramlett:

I would like to express my sincere thanks to Chief James Goudeau and Officer Mark Zatzkin for their rapid response and genuine concern for my son.

On August 3, I accidentally locked my two year old son in the car. At first my friend called a locksmith in hopes they could quickly get to the house; however, they were unable to come for 30 minutes. Upon telling them of my situation, they suggested calling the police. Officer Zatzkin came within minutes followed by Chief Goudeau who happened to be in the neighborhood. Chief Goudeau continued to speak to my son through the window as Officer Zatzkin called for a wrecker. Because the wrecker company reported that it would be at least 10 minutes before they could come, I opted for Officer Zatzkin to break the window.

Due to Chief Goudeau and Officer Zatzkin calm composure, I was able to keep my emotion in check which before their arrival was hard to do! Officer Zatzkin then showed my son his police car and even let him sit in his seat much to my son's delight.

Thank you again for all your help and we are very blessed to have such wonderful people protecting our community.

Sincerely,
Lori & Preston (the little one your rescued) Byrnes

cc: James Goudeau
Mark Zatzkin

SAMUEL E. WILLIAMS
CHIEF OF POLICE

P.O. BOX 239
WALLER, TEXAS 77484
(936) 372 - 2525

WALLER POLICE DEPARTMENT
CITY OF WALLER
WALLER TEXAS 77484

JANUARY 14, 2004

To whom this may concern:

I am informing as the Chief of Police of the City of Waller of my personal knowledge of the magnitude of the qualifications of Officer Mark Zatzkin.

Officer Mark Zatzkin is employ with this Department since April 17, 2003. Mark has an outstanding combination of education, real police work experience that will make him an asset to any agency that is fortunate enough to hire him. These objective assets are complimented with a desire to work hard and be a team player. Mark ethics or unimpeachable. In short, Mr. Zatzkin will be an outstanding officer for any who can use him. An agency's investment in him will be returned ten fold as I believe there is no limit to what Mark can accomplish nor how far he can go in any job.

I am confident that Mr. Zatzkin would be an asset to your agency. Please feel free to contact me if you would like to further discuss, Mr. Zatzkin history with our Department of his qualification.

Sincerely,


Samuel E. Williams
Chief of Police

**DARLA CLAPP
207 BRANTLEY LN
MAGNOLIA, TX 77354
281 356-4907**

To Whom It May Concern:

MARK ZATZKIN WAS EMPLOYEED WITH MAGNOLIA POLICE DEPARTMENT BEFORE I WAS ELECTED ONTO THE MAGNOLIA CITY COUNCIL AS WELL AS SERVING AS INTERIM MAYOR. MARK'S REPUTATION OF AN OUTSTANDING OFFICER PROCEEDED ITSELF.

MARK IS VERY DEPENDABLE AND GOES ABOVE AND BEYOND THE CALL OF DUTY TO HELP OUT AS OFTEN AS NEEDED WITH THE POLICE DEPARTMENT AS WELL AS HELPING WITH OUR CITY UTILITY DEPARTMENT IN TIME OF A CRISIS FOR RUNNING ERRANDS AND SO FORTH.

I WOULD RECOMMEND MARK TO ANY AGENCY. HE IS AN OUTSTANDING EMPLOYEE AND WOULD REPRESENT ANYONE WITH GREAT ADMIRAILITY AND PRIDE.

**SINCERLEY,
FORMER MAYOR OF MAGNOLIA,**

DARLA CLAPP



MAGNOLIA POLICE DEPARTMENT
COUNTY OF MONTGOMERY

To Whom It May Concern:

I am writing this letter to recommend Officer Mark Zatzkin for any position in the field of law enforcement. Mark has in his tenure with the City of Magnolia shown that he is reliable, responsible, prompt and trustworthy. Marks willingness to learn and work with others is a plus with the constant demand of our society

Anyone considering Mark for employment should know that he went beyond the call of duty while he worked for the City of Magnolia. With many changes in management Mark adapted and was asked to do many extra duties other than his patrol duties, which Mark performed with great passion to achieve the objectives asked of him.

It is without reservation that I recommend Officer Mark Zatzkin. If I can be of any further assistance please do not hesitate to contact me.

Sincerely,

A handwritten signature in cursive script that reads "Tom Conklin".

Tom Conklin
Patrol Sergeant
City of Magnolia

LETTER OF APPRICATION

TO: MAYOR FRANK PARKER
FROM: LT.DOWSE
RE: OFFICER ZATZKIN

ON JANUARY 25 2001 AT APPROX. 8:30 AM OFFICER ZATZKIN WAS ON ROUTINE PATROL, HE OBSERVED A TRAFFIC VIOLATION AND ATTEMPTED A TRAFFIC STOP.

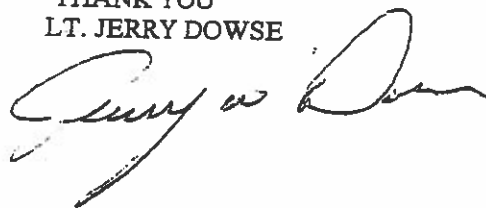
THE VEHICLE WAS STOLEN FROM BRYAN, TX. AND ATTEMPTED TO ELUDE OFFICER ZATZKIN'S AT HIGH SPEEDS FOR OVER 25 MILES CREATING A VERY DANGEROUS SITUATION TO HIMSELF AND THE PUBLIC.

I BELIVE THAT OFFICER ZATZKIN'S EXPERIENCE AND KNOWLEDGE OF PROCEEDURE SAFELY BROUGHT THE PURSUIT TO A SAFE END WITHOUT INJURY OR PROPERTY LOSS.

HE HANDLED THIS HIGH STRESS CALL IN A TEXT BOOK MANNER AND SHOULD BE COMMENDED.

PLEASE PLACE A COPY OF THIS LETTER IN OFFICER ZATZKIN'S PERSONAL FILE.

THANK YOU
LT. JERRY DOWSE



FOUNDED
1850

City of Magnolia

P.O. Box 396
MONTGOMERY COUNTY
MAGNOLIA, TEXAS 77353-0396
281-356-2266
Fax 281-259-7811

INCORPORATED
1988

June 28, 2001

TO: OFFICER MARK ZATZKIN
MAGNOLIA POLICE DEPARTMENT

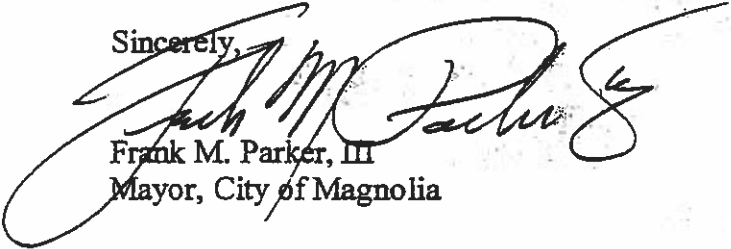
SUBJECT: LETTER OF COMMENDATION

Dear Officer Zatzkin:

I want to add my congratulations to Lt. Dowse's letter of appreciation commending you on your professionalism in the recent successful pursuit of a stolen vehicle. Making the proper balance between apprehending the stolen vehicle operator and insuring public safety is a difficult and challenging situation, and one that you handled in an outstanding manner. Your ability to coordinate with and assist other law enforcement agencies speaks well of your training, knowledge of all procedures, and your commitment to the law enforcement profession.

Your actions reflect the level of professionalism admired by the public and desired by the City. I congratulate you on a job well done.

Sincerely,



Frank M. Parker, III
Mayor, City of Magnolia

Cc: Police Chief
Magnolia City Council

**JERSEY VILLAGE POLICE DEPARTMENT
ORAL REVIEW BOARD QUESTIONNAIRE
Revised 4/9/2006**

Date: 4-20-2006 Review Board Member: ^{CPL.} ~~MARK ZAT~~ S. BARLOD
(Please print legibly)

Name of Applicant: MARK A. ZATZKIN

Position applying for: POLICE OFFICER (PATROLMAN)

Final Score: _____

1. EDUCATION:

General Education: High School G.E.D. _____

A. One (1) point for each year of College. N/A
(Five points Maximum)

B. Graduate School, i.e. Law, Medical, etc. N/A
(Three points Maximum)

C. Bilingual abilities: Sign Language 1 pt
(One point per language for fluency)

Texas Law Enforcement Education/Certification: 1064 TOTAL TRAINING HRS.

Academy: UNIV. OF HOUSTON LE #Hours ~610 Year 1995

Final Grade Point Average: 85 Awards: Yes/No (Circle One) P.T. AWARD

Top Gun: Yes/No (Circle One)

T.C.L.E.O.S.E. Certification Level

A. Intermediate _____ BASIC P.O. LICENSE ONLY

B. Advanced _____

C. Master Peace Officer _____

D. State Certified Breath Test Operator _____

E. Advanced Accident Investigation _____

F. Instructor Certification _____

(One point each)

n/a

TOTAL EDUCATIONAL POINTS: 1

2. PERSONAL DATA:

A. In the next two minutes tell us about yourself, and do you have a website?

Comments:

NO WEBSITE, EMAIL ADDRESS. 33YOA 10YRS Exp. FROM WOODLANDS AREA

Magnolia, Waller P.D. 14 THEN TO Waller C.O. AS SAILOR.

1991-1994 MARINE FORCE RECON. LCPL E-3. RADIO OPERATOR

B. In the next two minutes tell us about your family.

Comments:

—

—

C. How often do you frequent sexually oriented websites?

Comments:

ONCE EVERY TWO - WEEKS APPROXIMATELY

D. What are your current credit obligations? (Outstanding Credit Card Debt, Automobile Loans, Residential, Student Loans, Etc.)

Comments:

E. Are you behind on any child support/alimony obligations? If payments are applicable, what monthly obligation exists? Do you have any financial obligations other than yourself or current spouse (i.e. support for extended family members?)

Comments:

PERSONAL DATA: (Continued)

F. When was the last time you viewed a sexually oriented site, and what was the theme?
Comments:

Approximately 3 or 4 days ago - "GIRLS GONE WILD"

F. How often do you frequent clubs or bars?

Comments:

STATES HE DOESN'T

G. Do you gamble on sporting events and/or horse racing?

Comments:

No gambling

H. What is the frequency of your alcohol consumption? (Daily/Weekly)

Comments:

On occasion ; Perhaps Monthly

I. Have you ever used Marijuana, steroids or any other drug not prescribed by a physician?

Comments:

USED MARIJUANA IN HIGH SCHOOL

J. Have you ever provided or shared prescription drugs to anyone?

Comments:

STATES HE DOESN'T OR HASN'T

K. In the Concealed Handgun License application, you would be required to provide information for the preceding five (5) years with respect to attending psychiatric, family/marital, gambling, or substance abuse counseling. Would this be a subject that you would care to comment on?

N/A

PERSONAL DATA: (Continued)

L. Have you ever been arrested or detained as an adult? Discuss at length each incident in detail.

Comments: *N/A*

K. Do you have any pending Civil Suits?

Comments: *N/A*

3. EMPLOYMENT HISTORY: (Refer to applicant's Personal History Statement)

Comments regarding general job history:

- ELIGIBILITY - GOOD STANDING - ON ALL FORMAL EMPLOYMENT

A. Discuss any disciplinary action that you have received, and which was the most serious?

Comments:

UNINTENTIONAL DISCHARGE - DECOCKING .45

B. Discuss reasoning behind any job(s) applicant has quit without notice.

Comments:

No.

EMPLOYMENT HISTORY: (Continued)

C. Discuss any reason(s) applicant has been rejected for employment at this, or other Department(s).

Comments:

APPLIED TO HARRIS COUNTY WAS REJECTED FOR
UD AND OTHER ALLEGATIONS.

D. Discuss any reason(s) applicant was terminated, or asked to resign on any previous job.

Comments:

No / N/A

E. If you have been previously employed by JVPD, explain why you should be considered for rehire.

Comments:

N/A

F. In the course of your Law Enforcement employment, have you ever removed and/or tampered with files or evidence?

Comments:

No /

4. DRIVING RECORD: (Refer to applicant's Personal History Statement)

Comments regarding Driving record: (Citations/Total # of Accidents)

NONE LISTED

DRIVING RECORD: (Continued)

A. Discuss all accidents in which applicant were deemed to be at fault.

Comments:

N/A

B. Discuss reason, and disposition of any past unpaid traffic citations.

Comments:

N/A

C. Discuss reason, and disposition of any past DL suspensions or revocations.

Comments:

5. LAW ENFORCEMENT DATA: (Refer to applicant's Personal History Statement)

Comments regarding Law Enforcement Data:

N/A

A. Discuss applicant's length of service Reserve or Full Time.

Comments:

3 Yrs TOTAL TIME

BASIC LIC.

ELIG FOR INTERMED / ADV.

JOINED NPD INSIDE / OUTSIDE JV TRAINING @ OWN EXP.

LAW ENFORCEMENT DATA: (Continued)

B. Discuss any Citizen Complaints applicant has listed.

Comments:

NONE

C. Discuss any IAD/FBI/Justice Dept. investigations applicant has been involved in.

Comments:

UD only

D. Discuss any excessive force investigations applicant has been involved in.

Comments:

N/A

E. Discuss any Civil Rights violation applicant has been involved in.

Comments:

N/A

LAW ENFORCEMENT DATA: (Continued)

F. Discuss any incidents of **Domestic Violence** that the applicant has been detained or charged with.

Comments:

NONE

G. Discuss any reprimand, suspension, demotion, termination, and/or a requested resignation from a former law enforcement agency.

Comments:

N/A

H. Discuss, in detail, any injury sustained while working in Law Enforcement?

Comments:

NONE WHILE ON THE JOB.

I. Discuss, in detail, your most significant Felony arrest. If you have never made a felony arrest, please describe your most significant misdemeanor arrest.

Comments:

A PURSUIT ; DWI CASE BOTH WITH MAGNOLIA P.D.

6. MISCELLANEOUS INFORMATION:

A. What do you think you have to offer the City of Jersey Village as a Police Officer?

Comments:

Good morals ;

B. What are your career goals in Law Enforcement? (Inform applicant of the limitations at JVPD with regard to promotion, and specialization.)

Comments:

STAY IN LAW ENFORCEMENT, EVENTUALLY BECOME

A SUPERVISOR

MISCELLANEOUS INFORMATION: (Continued)

C. What do you expect JVPD to offer you?

Comments:

EMPLOYMENT ; "FAMILY ENVIRONMENT" GOOD ESPRIT DE CORPS

D. What do you think Law Enforcement is like in Jersey Village, and what have you been told?

Comments:

SPENDS ALOT OF OWN TIME WITH RIDE

ALONGS

E. As a patrol officer, what percentage of your time was spent on dispatched calls vs. self-generated proactive police work?

Comments:

2000 OFFICER OF THE YEAR IN

MOST CALLS WERE PROACTIVE

F. What is your understanding of a "Community Oriented Policing"?

Comments:

LITERALLY "SERVING YOUR COMMUNITY"

G. The starting salary at J.V.P.D. is \$34,000. Do you feel this is sufficient to meet your current financial obligations?

Comments:

EVIDENTLY WILL BE SUFFICIENT

7. PRACTICAL EXERCISES:

Challenge the applicant with a situation (oral or written format) in each of the following categories:

- Use of Force (Written Evaluation of the Department's Use of Force Continuum)
- Explain the Elements of Identity Theft and if you have experience with victims of this offense.
- Utilizing the current CRB3, write the narrative for a simulated (non-commercial) accident without injury.

Notes:

APPLICANT RATING

Maximum Scores: Educational Refer to total educational points on page 1.

Other categories: Five (5) points per category.

CATEGORIES	TOTAL POINTS
EDUCATION (from Pg. 1.)	1
COMMUNICATION SKILLS	4
APPEARANCE	5
ABILITY TO FOLLOW INSTRUCTION	5
PRACTICAL KNOWLEDGE	3
TOTAL SCORE	18

RECOMMEND

NO RECOMMENDATION

COMMENTS: (Required for a no recommendation)

APPEARS TO BE A GOOD, SOLID, HONEST CANDIDATE

Board Member Signature: _____

Col. J. Baller

JERSEY VILLAGE POLICE DEPARTMENT
ORAL REVIEW BOARD QUESTIONNAIRE
Revised 4/9/2006

Date: 4/20/06 Review Board Member: Stephan L. Ruff.
(Please print legibly)

Name of Applicant: Mark A. ZATZKIN.

Position applying for: PATROL.

Final Score: 18

1. EDUCATION:

General Education: High School G.E.D.

A. One (1) point for each year of College. _____
(Five points Maximum)

B. Graduate School, i.e. Law, Medical, etc. _____
(Three points Maximum)

C. Bilingual abilities: SIGN LANGUAGE _____
(One point per language for fluency)

Texas Law Enforcement Education/Certification:

Academy: U. of HOUSTON #Hours 640 Year 1995
Final Grade Point Average: 85 Awards Yes No (Circle One)
Top Gun: Yes No (Circle One)

T.C.L.E.O.S.E. Certification Level

- A. Intermediate _____
 - B. Advanced _____
 - C. Master Peace Officer _____
 - D. State Certified Breath Test Operator _____
 - E. Advanced Accident Investigation _____
 - F. Instructor Certification _____
- (One point each)

TOTAL EDUCATIONAL POINTS: 1

2. PERSONAL DATA:

A. In the next two minutes tell us about yourself, and do you have a website?

Comments:

— Magnolia P.D.
MARINE CORP - Force Recon - Japan. E3. Communicator

B. In the next two minutes tell us about your family.

Comments:

C. How often do you frequent sexually oriented websites?

Comments:

Once every 2 weeks.

D. What are your current credit obligations? (Outstanding Credit Card Debt, Automobile Loans, Residential, Student Loans, Etc.)

Comments:

E. Are you behind on any child support/alimony obligations? If payments are applicable, what monthly obligation exists? Do you have any financial obligations other than yourself or current spouse (i.e. support for extended family members?)

Comments:

—

—

PERSONAL DATA: (Continued)

F. When was the last time you viewed a sexually oriented site, and what was the theme?

Comments:

3-4 days Ago - Girl GONE WILD

F. How often do you frequent clubs or bars?

Comments:

rarely -

G. Do you gamble on sporting events and/or horse racing?

Comments:

No

H. What is the frequency of your alcohol consumption? (Daily/Weekly)

Comments:

Margarita ONCE PER MONTH

I. Have you ever used Marijuana, steroids or any other drug not prescribed by a physician?

Comments:

Marijuana - High school

J. Have you ever provided or shared prescription drugs to anyone?

Comments:

No. refused To TAKE MED After shooting
Accident.

K. In the Concealed Handgun License application, you would be required to provide information for the preceding five (5) years with respect to attending psychiatric, family/marital, gambling, or substance abuse counseling. Would this be a subject that you would care to comment on?

NO

PERSONAL DATA: (Continued)

L. Have you ever been arrested or detained as an adult? Discuss at length each incident in detail.

Comments:

NO

K. Do you have any pending Civil Suits?

Comments:

3. EMPLOYMENT HISTORY: (Refer to applicant's Personal History Statement)

Comments regarding general job history:

10 yrs Magnolia, Grimes, Waller P.D, Waller Co
S.O.

A. Discuss any disciplinary action that you have received, and which was the most serious?

Comments:

Negligent discharge.

B. Discuss reasoning behind any job(s) applicant has quit without notice.

Comments:

NO

EMPLOYMENT HISTORY: (Continued)

C. Discuss any reason(s) applicant has been rejected for employment at this, or other Department(s).

Comments:

Harris County - Shooting incident.

D. Discuss any reason(s) applicant was terminated, or asked to resign on any previous job.

Comments:

NO.

E. If you have been previously employed by JVPD, explain why you should be considered for rehire.

Comments:

N/A

F. In the course of your Law Enforcement employment, have you ever removed and/or tampered with files or evidence?

Comments:

No.

4. DRIVING RECORD: (Refer to applicant's Personal History Statement)

Comments regarding Driving record: (Citations/Total # of Accidents)

CLEAN

DRIVING RECORD: (Continued)

A. Discuss all accidents in which applicant were deemed to be at fault.

Comments:

N/A

B. Discuss reason, and disposition of any past unpaid traffic citations.

Comments:

N/A

C. Discuss reason, and disposition of any past DL suspensions or revocations.

Comments:

N/A

5. LAW ENFORCEMENT DATA: (Refer to applicant's Personal History Statement)

Comments regarding Law Enforcement Data:

13yrs - 1000 (Intermediate)

Training with J.V.

A. Discuss applicant's length of service Reserve or Full Time.

Comments:

LAW ENFORCEMENT DATA: (Continued)

B. Discuss any Citizen Complaints applicant has listed.

Comments:

No

C. Discuss any IAD/FBI/Justice Dept. investigations applicant has been involved in.

Comments:

D. Discuss any excessive force investigations applicant has been involved in.

Comments:

NO

E. Discuss any Civil Rights violation applicant has been involved in.

Comments:

NO -

LAW ENFORCEMENT DATA: (Continued)

F. Discuss any incidents of **Domestic Violence** that the applicant has been detained or charged with.

Comments:

No

G. Discuss any reprimand, suspension, demotion, termination, and/or a requested resignation from a former law enforcement agency.

Comments:

NO

H. Discuss, in detail, any injury sustained while working in Law Enforcement?

Comments:

NO

I. Discuss, in detail, your most significant Felony arrest. If you have never made a felony arrest, please describe your most significant misdemeanor arrest.

Comments:

Burglary - CASE - PURSUIT.

WORKED TO THE BOTTOM.

6. MISCELLANEOUS INFORMATION:

A. What do you think you have to offer the City of Jersey Village as a Police Officer?

Comments:

Do what he is TOLD. Follow his Supervisor.

B. What are your career goals in Law Enforcement? (Inform applicant of the limitations at JVPD with regard to promotion, and specialization.)

Comments:

MISCELLANEOUS INFORMATION: (Continued)

C. What do you expect JVPD to offer you?

Comments:

D. What do you think Law Enforcement is like in Jersey Village, and what have you been told?

Comments:

He has been riding with JVPD for

PAST MONTHS.

E. As a patrol officer, what percentage of your time was spent on dispatched calls vs. self-generated proactive police work?

Comments:

Positive work ethic Self Starter

F. What is your understanding of a "Community Oriented Policing"?

Comments:

Has a Good philosophy -

G. The starting salary at J.V.P.D. is 34,000. Do you feel this is sufficient to meet your current financial obligations?

Comments:

7. PRACTICAL EXERCISES:

Challenge the applicant with a situation (oral or written format) in each of the following categories:

- Use of Force (Written Evaluation of the Department's Use of Force Continuum)
- Explain the Elements of Identity Theft and if you have experience with victims of this offense.
- Utilizing the current CRB3, write the narrative for a simulated (non-commercial) accident without injury.

Notes:

APPLICANT RATING

Maximum Scores: Educational Refer to total educational points on page 1.

Other categories: Five (5) points per category.

CATEGORIES	TOTAL POINTS
EDUCATION (from Pg. 1.)	1
COMMUNICATION SKILLS	4
APPEARANCE	5
ABILITY TO FOLLOW INSTRUCTION	5
PRACTICAL KNOWLEDGE	3
TOTAL SCORE	18

RECOMMEND

NO RECOMMENDATION

COMMENTS: (Required for a no recommendation)

Board Member Signature:

Stephen L. Ruff

JERSEY VILLAGE POLICE DEPARTMENT
ORAL REVIEW BOARD QUESTIONNAIRE
Revised 4/9/2006

Date: 4/20/06 Review Board Member: DET. SGT. C. J. HARPER
(Please print legibly)

Name of Applicant: MARK ZATZKIN

Position applying for: POLICE OFFICER

Final Score: _____

1. EDUCATION:

General Education: High School — G.E.D. —

A. One (1) point for each year of College. —
(Five points Maximum)

B. Graduate School, i.e. Law, Medical, etc. —
(Three points Maximum)

C. Bilingual abilities: 1 - SIGN -
(One point per language for fluency)

Texas Law Enforcement Education/Certification:

Academy: UoFH #Hours 610 Year 1995
Final Grade Point Average: _____ Awards: Yes No (Circle One)
Top Gun: Yes No (Circle One) RECEIVED PTT AWARD

T.C.L.E.O.S.E. Certification Level

- A. Intermediate — BASIC LICENSE
- B. Advanced —
- C. Master Peace Officer —
- D. State Certified Breath Test Operator —
- E. Advanced Accident Investigation —
- F. Instructor Certification —
(One point each)

HAS JOINED WITH JVPD ON HIS OWN TIME & EXPENSE TO ATTEND TRAINING

HAS 1004 TRAINING HOURS
NEEDS THREE MORE CORE ITEMS FOR INTERMEDIATE LIC.

TOTAL EDUCATIONAL POINTS: 1

2. PERSONAL DATA:

A. In the next two minutes tell us about yourself, and do you have a website?

Comments:

HAS EMAIL ADDRESS - NO WEB PAGE

HS WOODLANDS -

GRAD HS IN 91 - DID TOUR IN USMC - GOT
OUT IN 94 - WENT TO WORK AT MANOLIAL
PD - THEN WALLER PD - THEN WALLER SO.

B. In the next two minutes tell us about your family.

Comments:

C. How often do you frequent sexually oriented websites?

Comments:

ONCE EVERY TWO WEEKS

D. What are your current credit obligations? (Outstanding Credit Card Debt, Automobile Loans, Residential, Student Loans, Etc.)

Comments:

E. Are you behind on any child support/alimony obligations? If payments are applicable, what monthly obligation exists? Do you have any financial obligations other than yourself or current spouse (i.e. support for extended family members?)

Comments:

PERSONAL DATA: (Continued)

F. When was the last time you viewed a sexually oriented site, and what was the theme?
Comments:

THREE OR FOUR DAYS AGO - GIRLS
GONE WILD

F. How often do you frequent clubs or bars?

Comments:

DO NOT - IS AT HOME OR WORK

G. Do you gamble on sporting events and/or horse racing?

Comments:

NO - ONCE TO LA WITH FRIENDS

H. What is the frequency of your alcohol consumption? (Daily/Weekly)

Comments:

MONTHLY - MAYBE ON A MONTH

I. Have you ever used Marijuana, steroids or any other drug not prescribed by a physician?

Comments:

MARIJ - IN AS -

J. Have you ever provided or shared prescription drugs to anyone?

Comments:

NO - NEVER WHEN HE SHOT HIS
FOOT DIDN'T TAKE
ANYTHING

K. In the Concealed Handgun License application, you would be required to provide information for the preceding five (5) years with respect to attending psychiatric, family/marital, gambling, or substance abuse counseling. Would this be a subject that you would care to comment on?

NOTHING IS APP TO PLM

PERSONAL DATA: (Continued)

L. Have you ever been arrested or detained as an adult? Discuss at length each incident in detail.

Comments:

- NO -

K. Do you have any pending Civil Suits?

Comments:

- NO -

3. EMPLOYMENT HISTORY: (Refer to applicant's Personal History Statement)

Comments regarding general job history:

MAGNOLIA - GRIMES CO - WALKER PD +

WALKER CO SO -

- SAME AS WITH APPLICATION -

A. Discuss any disciplinary action that you have received, and which was the most serious?

Comments:

HAD A/D WAS OFF WORK FROM DISCHARGE

ROUND INTO FOOT - AT RESIDENCE -

B. Discuss reasoning behind any job(s) applicant has quit without notice.

Comments:

NO

EMPLOYMENT HISTORY: (Continued)

C. Discuss any reason(s) applicant has been rejected for employment at this, or other Department(s).

Comments:

WAS REJECTED FROM HCSO
≠ FOR SHOOTING INCIDENT

D. Discuss any reason(s) applicant was terminated, or asked to resign on any previous job.

Comments:

NO

E. If you have been previously employed by JVPD, explain why you should be considered for rehire.

Comments:

N/A

F. In the course of your Law Enforcement employment, have you ever removed and/or tampered with files or evidence?

Comments:

NO - NEVER

4. DRIVING RECORD: (Refer to applicant's Personal History Statement)

Comments regarding Driving record: (Citations/Total # of Accidents)

SEE APPLICATION - IS CLEAN

DRIVING RECORD: (Continued)

A. Discuss all accidents in which applicant were deemed to be at fault.

Comments:

NONE

B. Discuss reason, and disposition of any past unpaid traffic citations.

Comments:

NONE

C. Discuss reason, and disposition of any past DL suspensions or revocations.

Comments:

NONE

5. LAW ENFORCEMENT DATA: (Refer to applicant's Personal History Statement)

Comments regarding Law Enforcement Data:

AS IN APP

13 YEARS TOTAL SERVICE

A. Discuss applicant's length of service Reserve or Full Time.

Comments:

LAW ENFORCEMENT DATA: (Continued)

B. Discuss any Citizen Complaints applicant has listed.

Comments:

NONE

C. Discuss any IAD/FBI/Justice Dept. investigations applicant has been involved in.

Comments:

NONE |

D. Discuss any excessive force investigations applicant has been involved in.

Comments:

NONE

E. Discuss any Civil Rights violation applicant has been involved in.

Comments:

NONE

LAW ENFORCEMENT DATA: (Continued)

F. Discuss any incidents of **Domestic Violence** that the applicant has been detained or charged with.

Comments:

NONE

G. Discuss any reprimand, suspension, demotion, termination, and/or a requested resignation from a former law enforcement agency.

Comments:

= A/D .

H. Discuss, in detail, any injury sustained while working in Law Enforcement?

Comments:

NO

I. Discuss, in detail, your most significant Felony arrest. If you have never made a felony arrest, please describe your most significant misdemeanor arrest.

Comments:

PURSUIT - F - BURGLARY - TOOK ORIG REPORT

- DID FOLLOW UP - ARRESTED OFFENDER

6. MISCELLANEOUS INFORMATION:

A. What do you think you have to offer the City of Jersey Village as a Police Officer?

Comments:

DESIRE TO GET BACK INTO LE - IS IN JAIL

NOW - TEAM PLAYER -

B. What are your career goals in Law Enforcement? (Inform applicant of the limitations at JVPD with regard to promotion, and specialization.)

Comments:

STAY IN LE - BE SUPERVISOR

MISCELLANEOUS INFORMATION: (Continued)

C. What do you expect JVPD to offer you?

Comments:

HAS BEEN RIDING LAST FEW MONTHS
-BEING PART OF IT

D. What do you think Law Enforcement is like in Jersey Village, and what have you been told?

Comments:

BEEN RIDING ONCE A WEEK TO SEE

WHAT IT WAS LIKE

E. As a patrol officer, what percentage of your time was spent on dispatched calls vs. self-generated proactive police work?

Comments:

GOA OFFICER OF YEAR FROM CITIZENS

MOST OF HIS CALLS WERE OF HIS OBSE-
VATIONS.

F. What is your understanding of a "Community Oriented Policing"?

Comments:

SERVING COMMUNITY - INTERACT BY
STOPPING BY TO SPEAK WITH CITIZENS

G. The starting salary at J.V.P.D. is \$34,000. Do you feel this is sufficient to meet your current financial obligations?

Comments:

7. PRACTICAL EXERCISES:

Challenge the applicant with a situation (oral or written format) in each of the following categories:

- Use of Force (Written Evaluation of the Department's Use of Force Continuum)
- Explain the Elements of Identity Theft and if you have experience with victims of this offense.
- Utilizing the current CRB3, write the narrative for a simulated (non-commercial) accident without injury.

Notes:

APPLICANT RATING

Maximum Scores: Educational Refer to total educational points on page 1.

Other categories: Five (5) points per category.

CATEGORIES	TOTAL POINTS
EDUCATION (from Pg. 1.)	1
COMMUNICATION SKILLS	4
APPEARANCE	5
ABILITY TO FOLLOW INSTRUCTION	5
PRACTICAL KNOWLEDGE	3
TOTAL SCORE	18

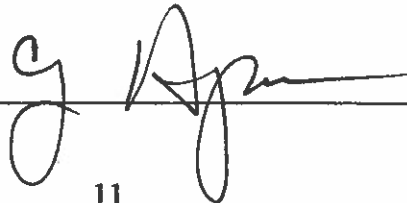
RECOMMEND

NO RECOMMENDATION

COMMENTS: (Required for a no recommendation)

APPLICANT APPEARED TO ANSWER QUESTIONS
HONESTLY - DID NOT STOP OR HEDGE IN
ANSWERING QUESTIONS THAT DID NOT
LOOK THE BEST FOR HIM.

Board Member Signature: _____



JERSEY VILLAGE POLICE DEPARTMENT
ORAL REVIEW BOARD QUESTIONNAIRE
Revised 4/9/2006

Date: 4/20/06 Review Board Member: Cp. K. DeToro #802
(Please print legibly)

Name of Applicant: MARK ZATZKEN

Position applying for: Patrol Officer

Final Score: _____

1. EDUCATION:

General Education: High School G.E.D. _____

A. One (1) point for each year of College. NONE
(Five points Maximum)

B. Graduate School, i.e. Law, Medical, etc. NONE
(Three points Maximum)

C. Bilingual abilities: Sign
(One point per language for fluency)

Texas Law Enforcement Education/Certification:

Academy: University of Houston #Hours 610 Year 95
Final Grade Point Average: 85 Awards: Yes No (Circle One) Physical Comendation
Top Gun: Yes/No (Circle One)

T.C.L.E.O.S.E. Certification Level

- A. Intermediate _____
 - B. Advanced _____
 - C. Master Peace Officer _____
 - D. State Certified Breath Test Operator _____
 - E. Advanced Accident Investigation _____
 - F. Instructor Certification _____
- (One point each)

G. BASIC

TOTAL EDUCATIONAL POINTS: _____

2. PERSONAL DATA:

A. In the next two minutes tell us about yourself, and do you have a website?

Comments:

33 yoa 10 yrs Law -
enforcement / went from Pabel to Waller
County Jailer / Had a Beau for Military

B. In the next two minutes tell us about your family.

Comments:

C. How often do you frequent sexually oriented websites?

Comments:

Once every two weeks.

D. What are your current credit obligations? (Outstanding Credit Card Debt, Automobile Loans, Residential, Student Loans, Etc.)

E. Are you behind on any child support/alimony obligations? If payments are applicable, what monthly obligation exists? Do you have any financial obligations other than yourself or current spouse (i.e. support for extended family members?)

PERSONAL DATA: (Continued)

F. When was the last time you viewed a sexually oriented site, and what was the theme?

Comments:

3 or 4 days ago (Girls gone wild)

F. How often do you frequent clubs or bars?

Comments:

Don't

G. Do you gamble on sporting events and/or horse racing?

Comments:

No

H. What is the frequency of your alcohol consumption? (Daily/Weekly)

Comments:

Monthly

I. Have you ever used Marijuana, steroids or any other drug not prescribed by a physician?

Comments:

used in high school (marijuana)

J. Have you ever provided or shared prescription drugs to anyone?

Comments:

None.

K. In the Concealed Handgun License application, you would be required to provide information for the preceding five (5) years with respect to attending psychiatric, family/marital, gambling, or substance abuse counseling. Would this be a subject that you would care to comment on?

No wouldn't Apply to me.

PERSONAL DATA: (Continued)

L. Have you ever been arrested or detained as an adult? Discuss at length each incident in detail.

Comments:

No

K. Do you have any pending Civil Suits?

Comments:

No

3. EMPLOYMENT HISTORY: (Refer to applicant's Personal History Statement)

Comments regarding general job history:

Magnolia, Grimes Co. Walker, Miller Co.

A. Discuss any disciplinary action that you have received, and which was the most serious?

Comments:

Negligent discharge unsure if he was disciplined.

B. Discuss reasoning behind any job(s) applicant has quit without notice.

Comments:

No

EMPLOYMENT HISTORY: (Continued)

C. Discuss any reason(s) applicant has been rejected for employment at this, or other Department(s).

Comments:

Harris Co
Sexual Assault Division

D. Discuss any reason(s) applicant was terminated, or asked to resign on any previous job.

Comments:

No

E. If you have been previously employed by JVPD, explain why you should be considered for rehire.

Comments:

No.

F. In the course of your Law Enforcement employment, have you ever removed and/or tampered with files or evidence?

Comments:

No

4. DRIVING RECORD: (Refer to applicant's Personal History Statement)

Comments regarding Driving record: (Citations/Total # of Accidents)

Clean

DRIVING RECORD: (Continued)

A. Discuss all accidents in which applicant were deemed to be at fault.

Comments:

N/A

B. Discuss reason, and disposition of any past unpaid traffic citations.

Comments:

N/A

C. Discuss reason, and disposition of any past DL suspensions or revocations.

Comments:

N/A

5. LAW ENFORCEMENT DATA: (Refer to applicant's Personal History Statement)

Comments regarding Law Enforcement Data:

13 years Service
1000 Training hrs.

On own time he has trained in and out of SV at own expense.

A. Discuss applicant's length of service Reserve or Full Time.

Comments:

13 yrs.

LAW ENFORCEMENT DATA: (Continued)

B. Discuss any Citizen Complaints applicant has listed.

Comments:

NONE.

C. Discuss any IAD/FBI/Justice Dept. investigations applicant has been involved in.

Comments:

No

D. Discuss any excessive force investigations applicant has been involved in.

Comments:

No

E. Discuss any Civil Rights violation applicant has been involved in.

Comments:

No

LAW ENFORCEMENT DATA: (Continued)

F. Discuss any incidents of **Domestic Violence** that the applicant has been detained or charged with.

Comments:

No

G. Discuss any reprimand, suspension, demotion, termination, and/or a requested resignation from a former law enforcement agency.

Comments:

None.

H. Discuss, in detail, any injury sustained while working in Law Enforcement?

Comments:

None

I. Discuss, in detail, your most significant Felony arrest. If you have never made a felony arrest, please describe your most significant misdemeanor arrest.

Comments:

Pursuit / Burglary case with Magnolias.

6. MISCELLANEOUS INFORMATION:

A. What do you think you have to offer the City of Jersey Village as a Police Officer?

Comments:

*Outstanding officer with Outstanding
Morals. Do what department needs.*

B. What are your career goals in Law Enforcement? (Inform applicant of the limitations at JVPD with regard to promotion, and specialization.)

Comments:

Work way up to supervision

MISCELLANEOUS INFORMATION: (Continued)

C. What do you expect JVPD to offer you?

Comments:

Employment and family work as a real unit.

D. What do you think Law Enforcement is like in Jersey Village, and what have you been told?

Comments:

Bides along so is familiar with what JV law enforcement is like.

E. As a patrol officer, what percentage of your time was spent on dispatched calls vs. self-generated proactive police work?

Comments:

Self produced calls.

F. What is your understanding of a "Community Oriented Policing"?

Comments:

Support a community is important

G. The starting salary at J.V.P.D. is 34.11. Do you feel this is sufficient to meet your current financial obligations?

Comments:

7. PRACTICAL EXERCISES:

Challenge the applicant with a situation (oral or written format) in each of the following categories:

- Use of Force (Written Evaluation of the Department's Use of Force Continuum)
- Explain the Elements of Identity Theft and if you have experience with victims of this offense.
- Utilizing the current CRB3, write the narrative for a simulated (non-commercial) accident without injury.

Notes:

APPLICANT RATING

Maximum Scores: Educational Refer to total educational points on page 1.

Other categories: Five (5) points per category.

CATEGORIES	TOTAL POINTS
EDUCATION (from Pg. 1.)	1
COMMUNICATION SKILLS	5
APPEARANCE	5
ABILITY TO FOLLOW INSTRUCTION	4
PRACTICAL KNOWLEDGE	3
TOTAL SCORE	

RECOMMEND NO RECOMMENDATION

COMMENTS: (Required for a no recommendation)

Has Patrol Experience that will be an
advantage to this department.

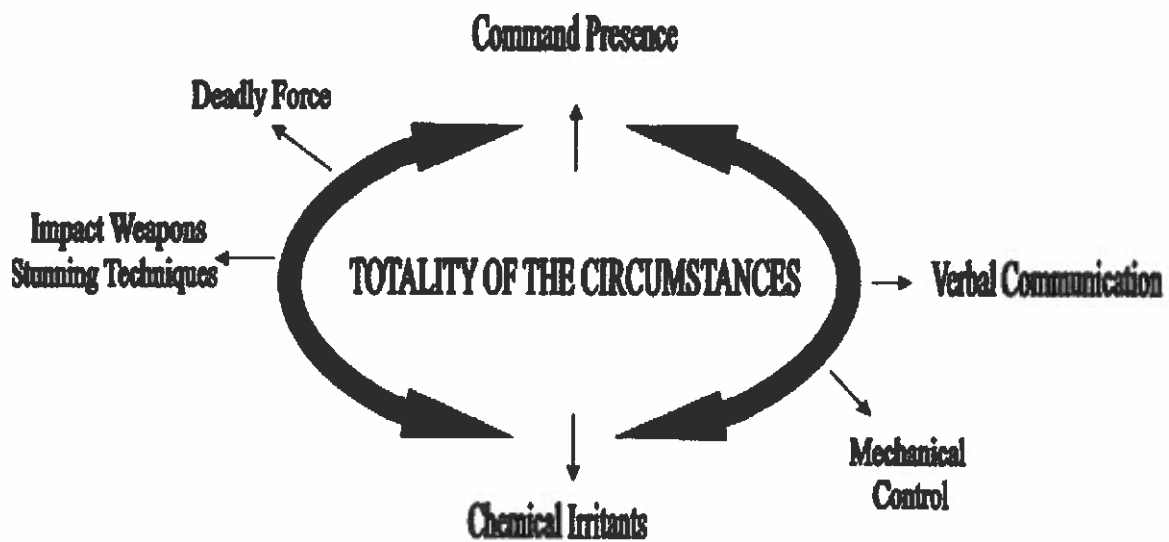
Board Member Signature: 

S. O. P. 21.01.01 Use of Force (continued)

Use of Force Evaluation

The use of force is predicated upon subject actions plus the circumstances involved, which equate to the type and amount of force and officer may use.

Practical Use of Force Model

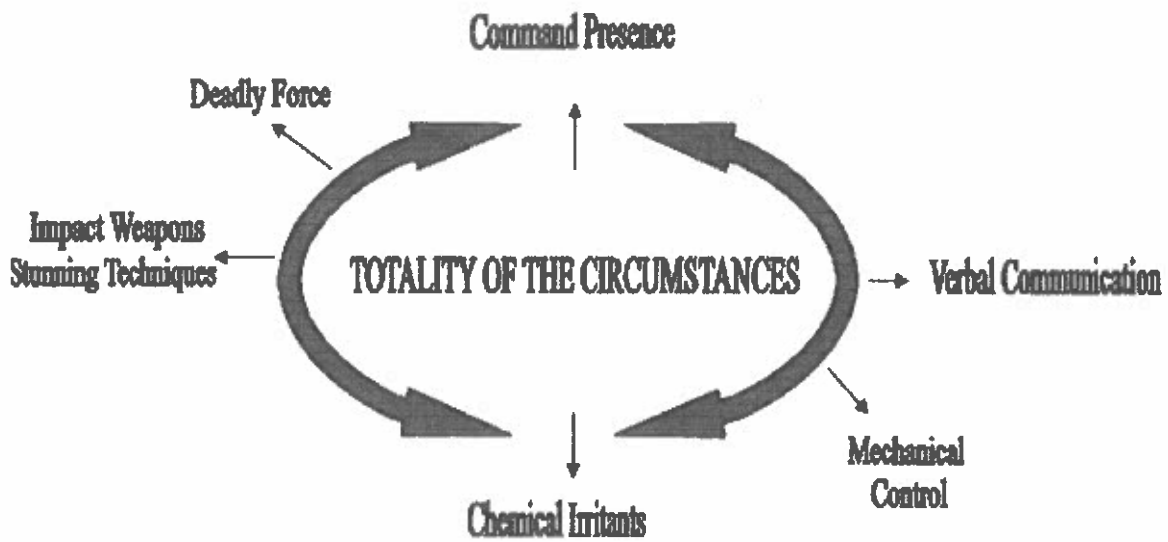


S. O. P. 21.01.01 Use of Force (continued)

Use of Force Evaluation

The use of force is predicated upon subject actions plus the circumstances involved, which equate to the type and amount of force and officer may use.

Practical Use of Force Model



Jersey Village Police Department

Patrol Carbine

Qualification Field Score Sheet

Range Rules

1. ALL GUS ARE ALWAYS LOADED.
2. BE SURE OF YOUR TARGET & WHAT IS BEYOND.
3. KEEP YOUR FINGER OFF THE TRIGGER UNTIL YOUR SIGHTS ARE ON TARGET.
4. NEVER POINT A GUN AT ANYTHING YOU ARE NOT WILLING TO DESTROY!!!!

Officer Name MARK ZATKIN Payroll ID# _____ Unit # _____

Weapon Information:

MAKE Bellmonte MODEL Xm-15 F2S CALIBER .223 SERIAL # _____

STAGE 1: (No Time) (40pt) Penalties _____ Score _____
 Tactical 8 RNDS Notes _____

STAGE 2: (40sec) (150pt) Time _____ Penalties _____ Bonus _____ Score _____

Multiple Barricades / Coverline 30 RNDS Notes _____

STAGE 3: (~~12~~⁹sec)(60pt) Time 403 Penalties -6 Bonus 2 Score 56
 "HRT GLIDE" 12 RNDS Notes _____

STAGE 4: (MOVER) (90pt) Penalties _____ Score _____
 Moving Target 18 RNDS Notes _____

STAGE 5: (~~12~~⁹sec)(70pt) Time 758 Penalties -4 Bonus 1 Score 67
 Cover Line 14 RNDS Notes _____

STAGE 6: (6sec)(90pt) Time _____ Penalties _____ Bonus _____ Score _____
 Tactical 18 RNDS Notes _____

TOTALS: 100 Rounds (500PT) Penalties _____ Bonus _____ Score _____

Misses = 10 Point Penalty
 5 Point Overtime Penalties Apply to Stages 3 & 5
 1 Point Overtime Penalty Applies to Stage 2 (1 Point Penalty Per Second Over Allocated Time)
 Bonus = 1 Point Per Second Fired Under Allocated Time

Qualify: DNO = Under 347 / Marksman 347-371 / Sharpshooter 372-422 / Expert 423-479 / **MASTER 480-500**
 Notes _____

Officer Signature _____

Proficiency Officer Signature: _____

Jersey Village Police Department

Pistol

Qualification Score Sheet

Range Rules

1. ALL GUNS ARE ALWAYS LOADED.
2. BE SURE OF YOUR TARGET & WHAT IS BEYOND.
3. KEEP YOUR FINGER OFF THE TRIGGER UNTIL YOUR SIGHTS ARE ON TARGET.
4. NEVER POINT A GUN AT ANYTHING YOU ARE NOT WILLING TO DESTROY!!!!

Officer Name MARK ZATZKIN Payroll ID# _____ Unit # _____ Date _____

Weapon Information:

MAKE KIMBER MODEL warrior CALIBER 45ACP SERIAL # _____

STAGE 1: (No Time) (30pt) Tactical 6 RNDS	Penalties _____	Score _____
STAGE 2: (40sec)(60pt) Time <u>40.04</u> Multiple Barricades / Cover line 12 RNDS	Penalties <u>Ø</u>	Bonus <u>Ø</u> Score <u>60</u>
STAGE 3: (7sec)(40pt) Time _____ 'HRT GLIDE" 8RNDS	Penalties _____	Bonus _____ Score _____
STAGE 4: (MOVER)(60pt) Moving Target (Draw & Fire / Reload) 12 RNDS	Penalties _____	Score _____
STAGE 5: (10sec)(50pt) Time _____ Draw & Fire / Reload / Cover line 10 RNDS	Penalties _____	Bonus _____ Score _____
STAGE 6: (4sec)(30pt) Time _____ Tactical 6 RNDS	Penalties _____	Bonus _____ Score _____
STAGE 7: (No Time)(30pt) Tactical Retreat 6 RNDS	Penalties _____	Score _____
TOTALS: 60 Rounds (300PT)	Penalties _____	Bonus _____ Score _____ / 300

Qualify: DNQ = Under 210 / Marksman 210 - 224 / Sharpshooter 225 - 254 / Expert 255-287/MASTER 288 & Up
Circle One

Benelli Shotgun: YES / NO Date ____ - ____ - ____
Circle One

AR - 15 (50RND Indoctrination): YES / NO Date ____ - ____ - ____
Circle One

Off Duty Weapon YES / NO Date ____ - ____ - ____
25RNDS Circle One

MAKE _____ MODEL _____ CALIBER _____ SERIAL # _____

Officer's Signature / Date

Certifying Officer's Signature / Date

COPY

Page #	Course #	Provider #	Course Hours	Beginning Date	Ending Date	Number of Students Completed	* Type: 1-TX P.O. Lic. 3-Lic. Telecomm. 4-Exempt, not Lic. 5-County Jailer 6-Other, no TX. Lic.
1	3200	201213	4	7-20-6	7-20-6	8	
Course Title: PATROL TACTICAL-FORCE ON FORCE ACTIVE SHOOTER JVHS					Name of Provider: JERSEY VILLAGE P. D.		
*Type	Social Security No.	Last Name, First Name M.I.	D.O.B.	AGENCY			
1		Norris, Harry B.		J.V.P.D.			
1		Hart, Richard C.		J.V.P.D.			
1		Rives, Michael E.		J.V.P.D.			
1		Lopez, Marco A.		H.P.D.			
1		Dexter, Scott		H.P.D.			
1		Horton, Shawn H.		J.V.P.D.			
1		Barloco, Steve G.		J.V.P.D.			
1		Zatzkin, Mark A.		WALLER CO. S.O.			

THESE STUDENTS HAVE COMPLETED THIS COURSE AND ARE APPROVED FOR CREDIT

H. B. NORRIS, III



7/20/6 (713) 466-5824 sgthbnorris@policeone.com

Training Coordinator (please type or print)

Signature of Training Coordinator

Date

PH#

E-Mail

Here are your instant color passport pictures.

They are to be presented with your application form and other documents to the official who will process your passport application. Do not sign the pictures until requested to do so by the processing official.

Miniature portraits have many other uses. Do you have enough?

We can make additional instant pictures for you for other requirements and special occasions:

- Visas
- International driver's licenses
- ID cards
- Publicity releases
- Resumés
- Immigration documents
- Gifts



THE JERSEY VILLAGE POLICE DEPARTMENT

APPLICANT FOLDER {FULL TIME APPLICANT}



MARK A. ZATZKIN

CONTENTS RIGHT SIDE

	<u>Present</u>	<u>Not Present</u>
1. City of Jersey Village Employment Application	X	
2. JVPD – Confidential Information Agreement	X	
3. JVPD Authorization for release of Information	X	
4. JVPD Personal History Statement	X	
5. Applicant hand written application letter	X	
6. Photograph of applicant	X (TWO)	
7. Birth Certificate	X	
8. High School Diploma	X	
9. TDL & SS Card & TCLEOSE	X	
10. Certification American Sign Language	X	
11. DD-214	X	
12. LIDR – CCH – TCIC/NCIC	X	
13. Fingerprint Cards		X (TWO)



CITY OF JERSEY VILLAGE, TEXAS

EMPLOYMENT APPLICATION, continued

Beginning with the most recent, list below jobs held (for the past 10 years) and any other experience related to the position for which you are applying. Include military and volunteer experience. Specifically describe duties performed. You may attach a resume, but simply stating "See Resume" on the application is not acceptable. All information must be completed. If you need additional space, you may attach a separate sheet, but it must contain the same informational categories as indicated on the application.

EMPLOYMENT HISTORY

Last or Current Employer GRIMES COUNTY S.O.	Starting Date 11-19-98	Ending Date 2-12-99	Total Months Employed 3
---	----------------------------------	-------------------------------	-----------------------------------

Address 382 FM 149	City/State ANDERSON, TX	Phone (936) 873-2151
------------------------------	-----------------------------------	--------------------------------

Your Position DEPUTY - PATROL / JAIL / INVESTIGATIONS	Starting Salary 26,500	Ending Salary 26,500
---	----------------------------------	--------------------------------

Your Job Duties
I DID SEVERAL. I WORKED PATROL, THE JAIL AND HELPED INVESTIGATIONS

Reason for Leaving
I PREFERRED MAGNOLIA P.D.

Previous Employer MAGNOLIA P.D.	Starting Date 5/18/95	Ending Date 11-19-98	Total Months Employed
---	---------------------------------	--------------------------------	------------------------------

Address 511 MAGNOLIA BLVD	City/State MAGNOLIA, TX	Phone (281) 356-2500
-------------------------------------	-----------------------------------	--------------------------------

Your Position POLICE OFFICER	Starting Salary 24,000	Ending Salary 25,000
--	----------------------------------	--------------------------------

Your Job Duties
PATROL

Reason for Leaving
RESIGNED TO ACCEPT HIGHER PAYING POSITION AT GRIMES CO.

Previous Employer UNITED STATES MARINES	Starting Date	Ending Date	Total Months Employed
---	----------------------	--------------------	------------------------------

Address	City/State	Phone
----------------	-------------------	--------------

Your Position	Starting Salary	Ending Salary
----------------------	------------------------	----------------------

Your Job Duties

Reason for Leaving



AN EQUAL OPPORTUNITY EMPLOYER
APPLICATION FOR EMPLOYMENT

CITY OF JERSEY VILLAGE, TEXAS

16501 Jersey Drive



Jersey Village, Texas 77040

STATEMENT

Please write legibly, or type, and use black ink. Answer all questions completely. If an item does not apply, write "N/A" for "Not Applicable". Make sure all information is accurate. Information given may be checked and any misstatement or omission is grounds for rejection (or dismissal if already employed). Any applicant requiring an accommodation during any phase of testing for the position sought must notify Personnel at the time the application is submitted. The information on this application and all attached items are the property of the City of Jersey Village and for its use only. Applications must be submitted by 5:00 p.m. on the stated closing date, if applicable, or will not be considered. If interested in more than one vacancy, a separate application must be completed for each position.

Position Applied For POLICE OFFICER Date 2-7-06 Home Phone (832)249-6199 Alternate Phone (281) 636-6116

Name (First) MARK (Middle) AARON (Last) ZATZKIN

Have you ever used another name? Yes No Name(s) _____

Previously employed by the City of Jersey Village? Yes No
When? _____ Under what name? _____ In what department? _____

Do you have legal right to reside and work in the United States of America? Yes No
Proof of citizenship or work authorization will be required for employment

Do you have relatives employed by the City of Jersey Village? Yes No
What department? _____ Their name? _____ Relationship? _____

Circle all types of work you will accept:
Permanent Full-Time Daytime Shifts Temporary Part-Time Night Work Weekends Internship

Date available for work AFTER 2 WKS NOTICE Desired Salary Range 30,000

Do you have a valid Texas Drivers License? Yes No License # _____ Type _____

Have you ever been convicted or pleaded no contest for any offense other than parking violations?
Yes No
Details (such as charges, penalties, where, when, currently on parole, probated sentence, etc.) _____

Have you ever been dismissed and/or allowed to resign in lieu of discharge? Yes No
If yes, specify the employer(s) and circumstances _____

Are you able to meet the schedule/attendance requirements of the position? Yes No

Are you willing to work more than 40 hours per week, if required? Yes No

Are you fluent in a foreign language? Yes No Language(s) AMERICAN SIGN LANGUAGE
Read? Yes No N/A Write? Yes No N/A

GENERAL



CITY OF JERSEY VILLAGE, TEXAS

EMPLOYMENT APPLICATION, continued

EDUCATION	Circle highest grade completed: 6 7 8 9 10 11 (12) 13 14 15 16 17 18							
	Name and Location of High School <u>MCCULLOUGH - THE WOODLANDS, TX</u>							
	Did you graduate? Yes <input checked="" type="checkbox"/> No <input type="checkbox"/> GED Certificate? Yes <input type="checkbox"/> No <input type="checkbox"/>							
	College Attended	Location	Date From/To	Semester Hours	Major	Minor	Type Degree	Date

SKILLS	Please list any other training, education, or certifications that would further qualify you for the position	
	<u>NUMEROUS LAW ENFORCEMENT CERTIFICATES AND AWARDS</u>	
Please list your machine/equipment skills that would further qualify you for the position		
Please list your PC software skills that would further qualify you for the position		

REFERENCES	List names, addresses, and phone numbers of three persons, other than relatives, who have worked with you and who have knowledge of your character, experience, and abilities:		
	Name	Address	Telephone #
	<u>JERRY DOWSE</u>	<u>29606 ABILINE MAGNOLIA, TX 77354</u>	<u>(936) 522-6071</u>
	<u>KELLEY LEWIS</u>	<u>P.O. BOX 4295 PRAIRIE VIEW, TX 77446</u>	<u>(713) 398-5577</u>
<u>JOHN RICHARDSON</u>	<u>31423 REIDS PRAIRIE RD WALLER, TX 77484</u>	<u>(979) 221-4433</u>	



CITY OF JERSEY VILLAGE, TEXAS

EMPLOYMENT APPLICATION, continued

EMPLOYMENT HISTORY

Beginning with the most recent, list below jobs held (for the past 10 years) and any other experience related to the position for which you are applying. Include military and volunteer experience. Specifically describe duties performed. You may attach a resume, but simply stating "See Resume" on the application is not acceptable. All information must be completed. If you need additional space, you may attach a separate sheet, but it must contain the same informational categories as indicated on the application.

Last or Current Employer WALLER COUNTY S.O.	Starting Date 1-28-06	Ending Date PRESENT	Total Months Employed 24
Address 701 CALVIT	City/State HEMPSTEAD, TX		Phone (979) 826-8282
Your Position DEPUTY JAILER		Starting Salary 26,500	Ending Salary 28,700
Your Job Duties PROVIDE AND MAINTAIN SECURITY IN THE JAIL.			
Reason for Leaving I WANT TO GO BACK ON PATROL. NO POSITIONS ARE AVAIL.			
Previous Employer WALLER P.D.	Starting Date 4-17-03	Ending Date 1-28-04	Total Months Employed 9
Address 1119 SAUNDERS	City/State WALLER, TX		Phone (936) 372-2525
Your Position PATROL OFFICER		Starting Salary 20,000	Ending Salary 20,000
Your Job Duties ENFORCE ALL LAWS AND CITY ORDINANCES. PREVENT CRIME.			
Reason for Leaving I ACCEPTED A POSITION AT WALLER COUNTY S.O.			
Previous Employer MAGNOLIA P.D.	Starting Date 2-24-99	Ending Date 4-17-03	Total Months Employed 50
Address 18111 BUDDY RILEY ^{BLVD}	City/State MAGNOLIA, TX		Phone (281) 356-2500
Your Position PATROL OFFICER		Starting Salary 25,000	Ending Salary 28,500
Your Job Duties PATROL SUPERVISOR, VEH. MAINT., TRAIN AND LEAD HONOR GUARD.			
Reason for Leaving MY FATHER WAS STARTING A BUSINESS AND ASKED ME TO HELP HIM. THE BUSINESS FAILED SO I WENT TO WALLER P.D.			



CITY OF JERSEY VILLAGE, TEXAS

EMPLOYMENT APPLICATION, continued

Beginning with the most recent, list below jobs held (for the past 10 years) and any other experience related to the position for which you are applying. Include military and volunteer experience. Specifically describe duties performed. You may attach a resume, but simply stating "See Resume" on the application is not acceptable. All information must be completed. If you need additional space, you may attach a separate sheet, but it must contain the same informational categories as indicated on the application.

EMPLOYMENT HISTORY

Last or Current Employer	Starting Date	Ending Date	Total Months Employed
GRIMES COUNTY S.O.	11-19-98	2-12-99	3
Address 382 FM 149		City/State ANDERSON, TX	Phone (936) 873-2151
Your Position DEPUTY - PATROL / JAIL / INVESTIGATIONS		Starting Salary 26,500	Ending Salary 26,500
Your Job Duties I DID SEVERAL. I WORKED PATROL, THE JAIL AND HELPED INVESTIGATIONS			
Reason for Leaving I PREFERRED MAGNOLIA P.D.			
Previous Employer	Starting Date	Ending Date	Total Months Employed
MAGNOLIA P.D.	5/18/95	11-19-98	
Address 511 MAGNOLIA BLVD		City/State MAGNOLIA, TX	Phone (281) 356-2500
Your Position POLICE OFFICER		Starting Salary 24,000	Ending Salary 25,000
Your Job Duties PATROL			
Reason for Leaving RESIGNED TO ACCEPT HIGHER PAYING POSITION AT GRIMES CO.			
Previous Employer	Starting Date	Ending Date	Total Months Employed
UNITED STATES MARINES			
Address		City/State	Phone
Your Position		Starting Salary	Ending Salary
Your Job Duties			
Reason for Leaving			



CITY OF JERSEY VILLAGE, TEXAS

EMPLOYMENT APPLICATION, continued

FAILURE TO COMPLETE THIS APPLICATION FOR EMPLOYMENT IN ITS ENTIRETY OR TO ATTACH APPLICABLE INFORMATION WILL ELIMINATE YOUR APPLICATION FROM FURTHER CONSIDERATION.

PLEASE READ CAREFULLY AND SIGN BELOW

I understand that if I am hired, it will be at the discretion of the City of Jersey Village. I understand that City employment is "At Will", which means that the City has no obligation to continue to employ me in the future, if I am hired.

I certify that the information given by me in this application and any attached information is true and complete. I understand and agree that any false information, misrepresentation, or concealment of facts is sufficient grounds for either my immediate discharge without recourse or refusal of employment by the City of Jersey Village.

I authorize any of the persons, organizations, and educational institutions referenced in this application or attached information to give hiring officials of the City of Jersey Village any and all information concerning my previous employment, volunteer experience, education, motor vehicle record, criminal record, or any other information they might have, personal or otherwise, with regard to any of the subjects referenced by this application and I unconditionally and irrevocably release all such parties from all liability from any damages which may result from furnishing such information to the City of Jersey Village.

I hereby authorize the City of Jersey Village to investigate and verify any representations made by me, either orally or in writing. I hereby release the City and any individual who provides or obtains information pursuant to this authorization, from any and all liability for damages of any kind which may result to me on account of compliance, or attempts to comply, with this authorization. I am also aware that my application is subject to the Texas open records law and may be released as a public document. I also understand that this application is the property of the City of Jersey Village and will become a part of my personnel file if I am hired.

I also understand that if I receive an offer of employment, such offer is conditional based on the successful passing of any applicable job-related testing or screening that is required as a condition of employment, including substance abuse screening and physical examination.

Signature of Applicant *m yat* Date 2-7-06



CITY OF JERSEY VILLAGE, TEXAS

PERSONNEL DEPARTMENT

Voluntary Applicant Information Form

TO BE COMPLETED BY APPLICANT:

Various agencies of the United States Government require employers to maintain information on applicants pertaining to factors such as race, sex, veteran status, and type of position to which an individual applies. The information requested on this form is for compliance with certain record keeping requirements. The City of Jersey Village believes all persons are entitled to equal employment opportunities and does not discriminate against employees or applicants for employment because of race, color, sex, religion, national origin, disability, veteran status, age, marital status, or any other protected group status. The information collected on this form will not be used for hiring, placement, or any other decision relating to terms and conditions of employment. Completion of this form is voluntary. Failure to complete this form will not affect your application status.

Please ask for assistance if you have difficulty completing this form. The City of Jersey Village thanks you for your assistance and cooperation.

PLEASE PRINT

LAST NAME <i>ZATZKIN</i>	FIRST NAME <i>MARK</i>	MIDDLE NAME <i>AARON</i>
SOCIAL SECURITY NUMBER		RACE/ETHNIC (Definition Below) <input checked="" type="checkbox"/> CAUCASIAN <input type="checkbox"/> BLACK <input type="checkbox"/> HISPANIC <input type="checkbox"/> AMERICAN INDIAN /ALASKA NATIVE <input type="checkbox"/> ASIAN OR PACIFIC ISLANDER
SEX <input checked="" type="checkbox"/> MALE <input type="checkbox"/> FEMALE	VETERAN <input checked="" type="checkbox"/> YES <input type="checkbox"/> NO	
POSITION APPLIED FOR <i>POLICE OFFICER</i>		
THROUGH WHAT SOURCE DID YOU LEARN ABOUT THIS JOB? <i>INTERNET</i>		
SIGNATURE <i>[Signature]</i>		DATE <i>2-7-06</i>

The Race/Ethnic designations used by the Equal Employment Opportunity Commission are outlined as follows:

- CAUCASIAN All persons having origins in any of the original peoples of Europe, North Africa, or the Middle East (not of Hispanic Origin).
- BLACK All persons having origins in any of the Black racial groups of Africa.
- HISPANIC All persons of Mexican, Puerto Rican, Cuban, Central or South American, or other Spanish culture origin, regardless of race.
- AMERICAN INDIAN OR ALASKA NATIVE All persons having origins in any of the original peoples of North America, and who maintain cultural identification through tribal affiliation or community recognition.
- ASIAN OR PACIFIC ISLANDER All persons having origins in any of the original peoples of the Far East, Southeast Asia, the Indian Subcontinent, or the Pacific Islands. This area includes, for example, China, Japan, Korea, the Philippine Island, and Samoa.

NOTE: Prior to 1978 people from the Indian Subcontinent were classified "Caucasian"; however, that designation has been changed. Now people from the Indian Subcontinent are to be classified as "Asian or Pacific Islander". The Indian Subcontinent is comprised of Bangladesh, Bhutan, India, Nepal, Pakistan, Sikkim, and Sri Lanka.

EMPLOYMENT HISTORY

Waller County Sheriff's Department
701 Calvit
Hempstead, TX 77445
(979) 826-8282
(979) 826-8033

From: 1/28/04
To: Present

Waller Police Department
1119 Saunders
Waller, TX 77484
(936) 372-2525

From: 4/17/03
To: 1/28/04

Magnolia Police Department
18111 Buddy Riley Blvd
Magnolia, TX 77354
(281) 356-2500

From: 2/24/99
To: 4/17/03

Grimes County Sheriff's Department
382 FM 149
Anderson, TX 77830
(936) 873-2151

From: 11/19/98
To: 2/12/99

Magnolia Police Department
511 Magnolia Blvd
Magnolia, TX 77355
(281) 356-2500

From: 8/29/96
To: 11/19/98

Magnolia Police Department
511 Magnolia Blvd
Magnolia, TX 77355
(281) 356-2500

From: 5/18/95
To: 8/16/96

RESIDENCE HISTORY

RESIDENCE HISTORY

JERSEY VILLAGE POLICE DEPARTMENT

APPLICATION FOR RIDE ALONG PROGRAM

DATE 02 - 07 - 06

FULL NAME ZATZKIN MARK AARON
(last) (first) (middle)

DATE OF BIRTH _ _ _ _

DRIVERS LICENSE NUMBER _ _ _ _ D.L. STATE _ _ _ _

SOCIAL SECURITY NUMBER

ADDRESS

PHONE NU

PATROL SHIFTS RUN 6A - 2P, 2P - 10P, AND 10P - 6A

I WOULD LIKE TO RIDE ALONG ON

DATE _ _ - _ _ - _ _

BETWEEN THE HOURS OF _ _ AM / PM

AND _ _ AM / PM

FOR THE PURPOSES OF THIS PROGRAM, I DO HEREBY AUTHORIZE AN AGENT,
OR AGENTS OF THE JERSEY VILLAGE CITY POLICE DEPARTMENT TO CHECK MY
BACKGROUND FOR FELONY CONVICTIONS, AND WANTS AND WARRANTS.

SIGNATURE X [Signature] DATE 02 - 07 - 06

MESSAGE

Message For Harry

from Mark Zatzkin date 2/06/06

number _____ time _____

message (Shuff's deputy)

re: employment

taken by S.

best call back time _____ date _____ WS



TEXAS COMMISSION ON LAW ENFORCEMENT

OFFICER STANDARDS AND EDUCATION

6330 U.S. Highway 290 East, Suite 200

Austin, Texas 78723

Phone: (512) 936-7700

<http://www.tcleose.state.tx.us>



L-1 REPORT OF APPOINTMENT / LICENSE APPLICATION

Commission Rule(s) §217.1 & 217.7

Non-refundable fees must be included. Money order or cashier's check.

APPLICANT INFORMATION

1. First Name MARK		2. M.I. A.	3. Last Name ZATZKIN		4. Suffix (Jr., etc.)
5. TCLEOSE PID or SSN	6. Driver's License Number	7. Date of Birth	8. Race / Ethnicity <input type="checkbox"/> American Indian or Alaskan Native <input type="checkbox"/> Asian <input type="checkbox"/> Black <input type="checkbox"/> Hispanic <input type="checkbox"/> Multicultural <input checked="" type="checkbox"/> White		9. Gender <input checked="" type="checkbox"/> Male <input type="checkbox"/> Female
10. US Citizen <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No		11. Education <input type="checkbox"/> GED <input checked="" type="checkbox"/> High School <input type="checkbox"/> 12 Semester College Hours (Submit F-7 Form)			12. Home Phone Number
13. Home Mailing Address			14. City	15. State	16. Zip Code

APPOINTMENT AND DEPARTMENT INFORMATION

(Applicant must sign page 2)

New applicant: The agency must have submitted to Crime Records Division, TX Dept. of Public Safety, (1) FBI TCLEOSE Applicant fingerprint card stamped Police Applicant and have placed the submitting agency ORI number in the employer address block. Agency must retain copy of L-1, original L-2 and L-3 form, current criminal history (TCIC and NCIC), DD214 (if applicable), proof of education, certified documents from the appropriate authority showing the final disposition of each arrest, probation, community supervision, conviction or other criminal history, along with fingerprint card returns from DPS showing record checks through FBI and DPS.

Already licensed: The agency must conduct a criminal background check, have written consent to view the applicant's employment record(s), obtain a copy of any service or education reports retained by the Commission, and contact each of the applicant's previous employers. Occupation code (1701.451)(a)(2).

License holder with less than a 180-day break in service: Agency retains copy of L-1.

License holder with more than a 180-day break in service: Agency must retain copy of L-1, original L-2 and L-3 form, current criminal history (TCIC and NCIC) and fingerprint card returns submitted to DPS showing record checks through FBI and DPS).

17. Date of Appointment 10/16/06		18. Retired State Officer <input type="checkbox"/> Yes <input checked="" type="checkbox"/> No		19. Dual Commission <input type="checkbox"/> Yes <input checked="" type="checkbox"/> No	
20. Appointment (Check all that apply) <input checked="" type="checkbox"/> Peace Officer <input type="checkbox"/> Reserve Officer <input type="checkbox"/> Jailer <input type="checkbox"/> Public Security Officer If Chief Administrator: <input type="checkbox"/> Sheriff <input type="checkbox"/> Chief of Police <input type="checkbox"/> Constable <input type="checkbox"/> City Marshal					
<input checked="" type="checkbox"/> \$100.00 fee required <input type="checkbox"/> Contract Jailer (5120) <input type="checkbox"/> Medical Facility Officer (5125)					
21. TCLEOSE Agency No. 201213		22. Appointing Agency JERSEY VILLAGE POLICE DEPARTMENT		23. Agency Address 16401 LAKEVIEW DRIVE	
24. City JERSEY VILLAGE		25. County HARRIS	26. Zip Code 77040	27. Phone Number (713) 466-5824	28. Agency E-mail Address jvpd@policeone.com

I certify that I am the chief administrator of the above named agency, or the person designated by the chief administrator to sign this document. I further certify that this agency has on file and readily accessible to the Commission the appropriate documents to show that the above-named individual meets the minimum standards for licensing and/or appointment.

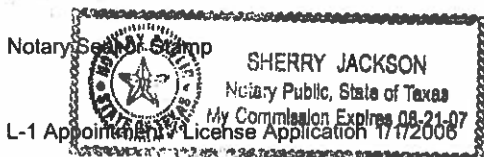
If applicant is required to file out any items on the affidavit, then, the L-1 must be mailed to the Commission.

C. N. WEDEMEYER, JR., CHIEF OF POLICE
Name and Title of Chief Administrator or Designee (Type or Print)

Signature of Chief Administrator or Designee
Sworn to and subscribed before me, this the 6th day of October, 2006

Notary public in and for, State of Texas
My commission expires 06/21/07

SHERRY JACKSON
Printed Name of Notary



Signature of Notary

Instructions for completion of L-1 Report of Appointment

Persons who wish to reinstate their law enforcement officer licenses following a Commission-ordered disciplinary action (suspension or probation) are required to complete the "Reinstatement Application." An individual may also be required to complete this application.

You may not be able to truthfully attest to all portions of the affidavit included on the L-1, due to disciplinary action taken by the Commission or previous criminal history. Therefore, you are instructed to line out and initial all portions of the L-1 application that you cannot truthfully complete. You are further instructed to provide a written explanation on a separate sheet of paper explaining any instance where you have altered the L-1 application. Altered forms must be mailed to the Commission. All applicants must sign this form, and it must be notarized.

STATEMENT OF NEW APPLICANT OR APPOINTEE

I, the undersigned, attest that I:

- (1) have been fingerprinted and subjected to a search of local, state, and national records and fingerprint files to disclose any criminal record;
(2) am not currently under indictment for any criminal offense;
(3) have not ever have been on court-ordered community supervision or probation for any criminal offense above the grade of Class B misdemeanor or a Class B misdemeanor within the last ten years from the date of the court order;
(4) have not ever been convicted of an offense above the grade of a Class B misdemeanor or a Class B misdemeanor within the last ten years
(5) have not ever been convicted of any family violence offense;
(6) am not prohibited by state or federal law from operating a motor vehicle;
(7) am not prohibited by state or federal law from possessing firearms or ammunition;
(8) have been subjected to a background investigation and have been interviewed prior to appointment by representatives of the appointing authority;
(9) have been examined by a physician who is licensed by the Texas State Board of Medical Examiners, selected by the appointing or employing agency. The physician must be familiar with the duties appropriate to the type of license sought and appointment to be made. The appointee must be declared in writing by that professional within 180 days before the date of appointment by the agency to be:
(A) physically sound and free from any defect that may adversely affect the performance of duty appropriate to the type of license sought; and
(B) show no trace of drug dependency or illegal drug use after a physical examination, blood test, or other medical test;
(10) have been examined by a psychologist who is licensed by the Texas State Board of Examiners of Psychologists, selected by the appointing or employing agency. The psychologist must be familiar with the duties appropriate to the type of license sought and appointment to be made. This examination may also be conducted by a psychiatrist. The appointee must be declared in writing by that professional to be in satisfactory psychological and emotional health to serve as the type of officer for which the license is sought within 180 days before the date of appointment by the agency. The examination must be conducted pursuant to professionally recognized standards and methods:
(A) the commission may allow for exceptional circumstances where a licensed physician performs the evaluation of psychological and emotional health. This requires the appointing agency to request in writing and receive approval from the commission, prior to the evaluation being completed; and
(B) the examination may be conducted by a qualified psychologist exempt from licensure by the Psychologist Certification and Licensing Act, Section 22, who is recognized under exceptional circumstances;
(11) have not received a discharge from any military service, if prior military service, under less than honorable conditions including, specifically,
(A) under other than honorable conditions;
(B) bad conduct;
(C) dishonorable; or
(D) any other characterization of service indicating bad character;
(12) have not had a commission license denied by final order or revoked;
(13) am not currently on suspension, and do not have a voluntary surrender of license currently in effect;
(14) have not had and am not in the process of having a license or certificate from a POST surrendered, suspended, or revoked;
(15) meet the minimum training standards and have passed the commission licensing examination for each license sought;
(16) am a U.S. citizen; and
(17) have successfully demonstrated or provided documentation of current firearms proficiency to the appointing agency.

If any of the above items have been lined out, this form must be mailed to the Commission.

I am fully aware that this application is a government document and, under penalties of perjury, I declare the foregoing information to be true and correct.

[Handwritten signature]

Signature of Applicant or License Holder

10, 16, 06

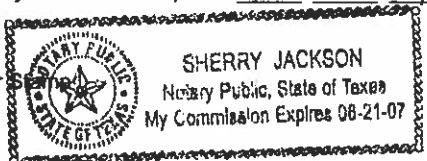
Date

Sworn to and subscribed before me, this the 16th day of October, 2006

Notary public in and for, State of Texas
My commission expires 07/31/10

SHERRY JACKSON

Printed Name of Notary



[Handwritten signature of Sherry Jackson]

Signature of Notary

Admin
Copy

EMPLOYEE EMERGENCY INFORMATION UPDATE

PLEASE COMPLETE THE BELOW LISTED INFORMATION AND PUT COMPLETED FORM
IN SGT. D. R. SMITH'S BOX A.S.A.P. (TYPE OR PRINT PLEASE) COPY TO DISPATCHER.

DATE: 10-11-06 RADIO NUMBER _____ DATE HIRED: 10-10-06

FULL GIVEN NAME: MARK ZATZKIN

PAYROLL NUMBER: _____
(OBTAIN 4 DIGIT NUMBER FROM CITY HALL, PAYROLL DEPT.)

NAME YOU GO BY: MARK

D.O.B _____ BLOOD TYPE _____ T. D. L. NUMBER _____

SS NUMBER _____

ADDRESS _____

CITY OR TOWNSHIP: _____ COUNTY: HARRIS

ZIP CODE: 77090

HOME PHONE: AREA CODE (____) - NUMBER (_____)

CELL: AREA CODE _____

PAGER: AREA CODE (____) - NUMBER (_____)

FAX: AREA CODE (____) - NUMBER (_____)

WORK: AREA CODE (____) - NUMBER (_____)

(FOR RESERVES ONLY)

NOTIFY IN CASE OF EMERGENCY: _____

Name of beneficiary: _____

(Please Print)

SPECIAL MEDICATIONS: (To include any vital or special medication you are taking and name and
contact number of the doctor prescribing the medication.)

NONE

ALLERGIES: NONE

PERSONAL HISTORY
STATEMENT

CITY OF JERSEY VILLAGE
POLICE DEPARTMENT

INSTRUCTIONS

1. Please print legibly.
2. The term "give details below" means: When did it happen, Where did it happen, and What happened
3. Explain yourself in detail.
4. Write "N/A" in the space provided in each and every situation that does not apply to you.
5. If you are not sure that a question actually applies to you or your situation, please note on the form. That way you can be sure that you will get a chance to discuss the question later.
6. If you do not have enough room to write a complete answer when responding to a question, use the back of the page to continue your response.
7. Take your time. Most people will take a minimum of half an hour to complete this questionnaire. It may take you longer if you really explain yourself properly on the on the questions.
8. Initial at the bottom of each page to indicate you have read it and that any notations are yours.

Your initials MAZ

POSITION APPLYING FOR:

Date: 2-9-06

Civilian _____ (Position)

Police Officer

Reserve Police Officer

A. Applicant Identification (Information provided in this section is used for identification purposes only)

1. Name ZATZKIN MARK AARON
Last First Middle

2. Address _____

_____ City

_____ State

_____ Zip Code

3. Telephone Numbers: Area Code Number

Residence: _____

Work: 979 826 - 8282

Cell Pager _____

4. Date of Birth _____
Month Day Year

5. Nickname(s), Maiden Name, or other by which you are known

N/A

6. Are you a U.S. citizen Yes No

7. Social Security Number _____

8. Place of Birth _____
City County State

9. Drivers License Number _____
State Number

10. Height 6'1 Weight 225 Eye Color HAZEL Hair Color BROWN

B. Residences: List all residences where you have lived in the past ten (10) years beginning with the present address. List by month and year. Attach an extra page if necessary.

MZ

C. Work History: Beginning with your most present, or most recent job, list all employment for the past ten (10) years; including all temporary and part-time employment. List all periods of unemployment. attach extra page if necessary.

1. From 1-28-04 To PRESENT Employer WALLER COUNTY SHERIFF'S DEPT.

Address/City/State 701 CALVIT HEMPSTEAD, TX 77445

Phone Number/Area Code (979) 826-8282 Job Title SHERIFF'S DEPUTY

Duties JAIL

Supervisor LT. COIBURN Reason for leaving STILL EMPLOYED

2. From 4-17-03 To 1-28-04 Employer WALLER POLICE DEPT.
Address/City/State 1119 SAUNDERS WALLER, TX 77484
Phone number/Area Code (936) 372-2525 Job Title POLICE OFFICER
Duties PATROL
Supervisor SGT CHAVEZ Reason for leaving RESIGNED

3. From 2-24-99 To 4-17-03 Employer MAGNOLIA POLICE DEPT.
Address/City/State 18111 BUDDY RILEY BLVD MAGNOLIA, TX
Phone Number/Area Code (281) 356-2500 Job Title POLICE OFFICER
Duties PATROL, PATROL SUPERVISOR, TRAIN AND LEAD HONOR GUARD, VEH MAINT SUPERVISOR
Supervisor SGT DOWSE Reason for leaving RESIGNED

4. From 11-19-98 To 2-12-99 Employer GRIMES COUNTY SHERIFF'S DEPT.
Address/City/State 382 Fm 149 ANDERSON, TX 77830
Phone Number/Area Code (936) 873-2151 Job Title SHERIFF'S DEPUTY
Duties JAIL, PATROL, INVESTIGATIONS ASSISTANT
Supervisor _____ Reason for leaving RESIGNED

5. In an average month, how many times are you late for work? NONE

6. Have you ever received any disciplinary action from a supervisor/ manager? ___yes no X

Employer _____ Reason _____

7. Have you ever quit a job without giving notice? ___yes Xno

8. Have you ever been fired or asked to resign from any job? If your answer is yes, give the details below.

Where _____ When _____

Why _____

Where _____ When _____

Why _____

9. Have you failed to list any job which you have held because you felt that you could not get a favorable recommendation? ___yes Xno
Please give details.

D. Law Enforcement History (this section is to be completed only if you have ever been a commissioned peace officer, jailer, or worked in a prison. It does not apply to present and or former military police officers.)

1. Have you ever worked , in any capacity, for any law enforcement agency?

Where WALLEN COUNTY SHERIFFS DEPT When 1-28-04 - PRESENT

Reason you left STILL EMPLOYED

Where WALLEN POLICE DEPT When 4-17-03 - 1-28-04

Reason you left RESIGNED

Where MAGNOLIA POLICE DEPT When 2-24-99 - 4-17-03

Reason you left RESIGNED

Total full-time patrol experience 10 Years _____ Months

2. Have you made any applications to any other law enforcement agencies? yes _____ no
If your answer is yes, list the details below.

Agency	Date Applied	Disposition
<u>TOMBALL P.D.</u>		<u>NOT HIRED</u>
<u>MONTGOMERY CO. S.O.</u>		<u>NOT HIRED</u>
<u>HARRIS CO. S.O.</u>		<u>NOT HIRED</u>

3. Have you ever applied for employment, in any capacity, with any law enforcement agency in the past and denied the position for any reason? yes _____ no
If your answer is yes, please list the details below.

Where TOMBALL P.D. When 2003

Reason DENIED BECAUSE OF PAST ACCIDENTAL DISCHARGE AND CREDIT.

Where MONTGOMERY COUNTY S.O. When 2002

Reason UNKNOWN

Where HARRIS CO. S.O. When 2002

Reason CREDIT, PRIOR EMPLOYMENT HISTORY TOO EXTENSIVE

(If you need more room, use the back of the page)

4. Have you ever been the object of or named in an Internal Affairs, F.B.I., or Justice Department Investigation? Yes _____ No
If so, give the details below.

INVESTIGATED FOR SEXUAL ASSAULT - I WAS CLEARED
OF ALL CHARGES AND RESUMED WORK

5. Have you ever been offered or accepted a gratuity? If so, give the details below.

NO.

6. Have you ever had any disciplinary action taken against you? If so, give the details below.

NO.

7. Have you ever been offered or accepted a gratuity? If so, give the details below.

NO.

8. Have you ever been offered or accepted a bribe? If so, give the details below.

NO.

9. Have you ever falsified an official document or report? This includes "manufacturing" evidence to make a case against someone. If so, give the details below.

NO.

10. Have you ever deliberately used excessive force against someone? Have you ever witnessed or helped anyone to do so? If so, give the details below.

NO.

11. Have you ever knowingly and deliberately given false testimony in a court of law? If so, give the details below.

NO.

12. Have you ever violated any departmental rules or regulations that you did not list above? If so, give the details below

NO.

D. Military Record

1. Have you ever served in the U.S. Armed Forces? X Yes _____ No

2. Date of service: From 6-18-91 To 4-27-94

3. Branch of service U.S.M.C. Unit Designation 3RD ^{DET.} FORCE RECON

4. Rank held E-3
5. Were you ever reduced in rank? _____ yes no
- If so, give the details below.
-

6. Were you ever disciplined while in the military service, to include court martial, company punishment? _____ yes no
- If so, give the details below.

Charge	Date	Disposition
--------	------	-------------

7. Type of Discharge HONORABLE
 (If you received less than an honorable discharge, explain why below)
-
-

E. Educational History

1. High school Attended	City/State	Dates Attended From / To	Graduated Yes / No
<u>MCCULLOUGH</u>	<u>WOODLANDS, TX</u>	<u>1987/1991</u>	<input checked="" type="checkbox"/> Yes / No

2. College or University attended _____

City & State _____ Dates attended _____

Hours completed _____ Major/Minor _____

Degree received & date _____

3. College or University attended _____

City & State _____ Dates attended _____

Hours completed _____ Major/Minor _____

Degree received & date _____

4. List other schools attended (Trade, Vocational, Business, ETC). Names, addresses of schools, dates attended, and degree or certificate earned. Include name and date graduated from college/academy that you completed the Basic Peace Officers Course.

U OF H DOWNTOWN POLICE ACADEMY 4-95

F. Special Skills & Qualifications

1. List any special skills you currently hold such as pilot, radio operator, scuba, licensing authority original date of issue, and date of expiration.

NONE

2. List any specialized machinery or equipment that you can operate.

NONE

3. List any foreign language in which you are fluent.

AMERICAN SIGN LANGUAGE

4. List any other special skills or qualifications that you possess.

MANY LAW ENFORCEMENT CERTIFICATES AND TRAINING

G. Criminal Behavior

1. Have you ever been arrested or detained by the police or summoned into court for a criminal violation? _____ yes no

If so, give details below.

2. Are you living with/having a relationship or related to anyone who has been involved in criminal activities? _____ yes no

If so, give details below.

3. Have you ever used marijuana or any other drugs not prescribed by a physician? yes _____ no

If so, give details below.

TRIED MARIJUANA IN HIGH SCHOOL

4. Have you ever purchased anything that you suspected was stolen? yes no
If so, explain below.

5. Have you ever been convicted of assault to include family violence or domestic disputes?
 yes no
If so, explain below.

H. Civil Litigation

Have you been involved in any civil litigation? yes no

Court _____ Location _____ Date _____ Disposition _____

I. Driving Record

1. Has your license ever been suspended or revoked? yes no
If so, explain below.

2. List all traffic violations you have received, excluding parking tickets.

Month & Year	Charge	City & State	Disposition
6-1990	NO INSURANCE	WOODLANDS, TX	PAID FINE
2-1994	SPEEDING	ARKANSAS	PAID FINE

3. Do you have any unpaid traffic tickets? yes no
If so, give the details below.

4. Describe in a brief narrative any traffic accidents in which you may have been involved, giving approximate dates and location.

IN 2000 I WAS LEAVING AN APARTMENT COMPLEX AT 7575
GOSLING RD TURNING LEFT ONTO GOSLING AND STRUCK A VEHICLE.
I WAS AT FAULT. NO INJURIES. MY INSURANCE COVERED THE DAMAGE.
I WAS NOT TICKETED. THIS WAS MY ONLY ACCIDENT.

5. With what company do you carry auto insurance: NATION WIDE

J. Marital & Family History

K. Credit Information

L. Medical History

1. Do you have any physical or mental handicaps, chronic diseases or disabilities which would affect your performance as a Jersey Village Police Department employee? yes X no
If so, give the details below.

2. Are you currently taking medication prescribed by a physician? yes X no
If so, give the details below.

3. Have you ever received workman's compensation or other disability insurance payments?
 yes X no
If so, give details below.

M. References: (List four {4} persons you know well enough to provide current information about you. Do not list relatives or former employers)

1. Name KELLEY LEWIS Address POB 4295 PRAIRIE VIEW, TX 77446

Residence phone (713) 398-5577 Business Phone (979) 826-3332

Relationship FRIEND Years Known 2 YRS

2. Name JOHN RICHARDSON Address 31423 REIDS PRAIRIE RD WAHCO, TX 77484

Residence phone (979) 221-4433 Business phone _____

Relationship FRIEND Years Known 8

3. Name JERRY DOWSE Address 29606 ADILINE MAGNOLIA, TX 77354

Residence phone (936) 522-6071 Business phone (936) 873-2151

Relationship FRIEND Years Known 10

4. Name MAC DAVIS Address 25510 LANCEWOOD DR. SPRING, TX
77373
Residence Phone (281) 413-2555 Business Phone _____
Relationship FRIEND Years Known 10

N. Membership In Organizations (Past or present/type/social/fraternal)

Name	Type	From	To
<u>N/A</u>			

O. Are there any incidents in your life or details not mentioned which may influence this Department's evaluation of your suitability for employment in the position for which you applied?

 Yes X No If yes, give details below.

P. Do you have any personal commitments, religious beliefs, etc. which would prevent you from fully performing your duties in the position applied for (include working weekends, evenings, nights, or overtime) yes X no
If yes, give details below.

MARK AARON ZATZKIN

OBJECTIVE:

To further my career in Law Enforcement as a useful member of a Law Enforcement agency.

QUALIFICATIONS:

As a 10 year veteran Peace Officer, I understand the delicate balance of enforcing the law and maintaining a positive image with the public. I have received many various letters of appreciation from the public and from my supervisors and hold many certifications.

EDUCATION:

- McCullough High School 1987-1991
- United States Marine Corps 1991-1994
- University of Houston Police Academy 1995

CERTIFICATIONS:

- Pepper Spray (O.C.)
- ASP Baton
- Narcotics Enforcement
- Crime Scene Search
- Officer Survival
- Emergency Vehicles Operations
- Doppler Radar
- American Sign Language Interpreter
- NCIC/TCIC Policy and Procedures Training
- Basic County Corrections Officer
- Criminal System Orientation
- Physical Training Commendation
- Special Operations Training (U.S. Marine Corps)

And all basic required courses and updates.

Credit Statement

Mark Zatzkin

Mark Zatzkin

Birth Registration Certificate

DEPARTMENT OF HEALTH

PERTH AMBOY, NEW JERSEY



MIDDLESEX COUNTY

Name of Child	Sex	Place of Birth	Date of Birth
MARK AARON ZATZKIN	MALE	I	



This is a true certification of name and birth facts as recorded in this office.

DECEMBER 19, 1972

.....
Date of Issue

Michael J. Bonk
.....
Registrar of Vital Statistics

Certificate of Appreciation

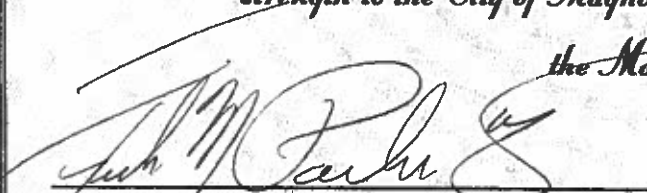
*From The Office of The
Mayor of
City of Magnolia*

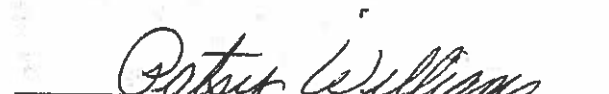
Is presented to

Mark A. Zatzkin

For

*Meritorious service to the Citizens and Staff of the City of Magnolia. Your selfless
patience and extreme devotion to duty truly provided the necessary support and
strength to the City of Magnolia. Your perseverance contributes to the success of
the Magnolia Police Department.*


Frank M. Parker, III


Patsy Williams

10-01

Dear Officer Mark,

Thank you so much for
coming to read to our class.
The children enjoyed the story
thoroughly.

I appreciate all the questions
you answered. You are a fine role
model to the children. Magnolia
is fortunate to have you.

Sincerely
Michelle Ritchie
3rd grade
WES.



From the Desk of
C.L.SCALES
HOMICIDE INVESTIGATOR
713-308-3660 FAX 713-308-3986
Thursday, August 10, 2006

To: **SHERIFF OF WALLER COUNTY, TEXAS**
RANDY SMITH

Subject: **Commendation**

ON AUGUST 8, 2006 INVESTIGATORS REQUESTED HELP FROM ONE OF YOUR DEPUTY'S WHO WAS WORKING A EXTRA JOB AT 505 CYPRESS STATION IN HARRIS COUNTY. DEPUTY MARK ZATZKIN ASSISTED IN CONDUCTING SURVEILLANCE ON A SUSPECT POSSIBLY INVOLVED IN A MURDER IN THE CITY OF HOUSTON THAT OCCURRED ON AUGUST 6, 2006. DEPUTY MADE CONTACT WITH THE SUSPECT AND THE SUSPECT RAN FROM HIM AND WAS FOUND TO BE IN POSSESSION OF A WEAPON AND BEGAN TO FIGHT THE DEPUTY. THE DEPUTY MADE A ARREST AND OTHERS WEAPONS WERE RECOVERED AT THE SUSPECTS APARTMENT. THE SUSPECT, BRENT PLAINS FROM NEW ORLEANS HAS BEEN CHARGED WITH UCW AND ASSAULT ON A PUBLIC SERVANT AND IS STILL BEING LOOKED AT BY HARRIS COUNTY HOMICIDE AS WELL AS HOUSTON PD. HOMICIDE AS A SUSPECT IN MURDER CASES. THE PROFESSIONALISM AND BRAVERY OF THIS DEPUTY IS A CREDIT TO YOUR DEPARTMENT AS WELL AS TEXAS POLICE ALL OVER THIS FINE STATE.

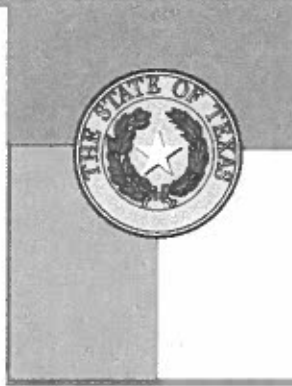
MY THANKS AGAIN FOR GETTING A BAD CROOK OFF THE STREET.

C.L.SCALES SQUAD 3 HOMICIDE

C. Scales #1460

HOUSTON POLICE DEPARTMENT

GREG ABOTT
GOVERNOR



DAN PATRICK
LIEUTENANT GOVERNOR

**Texas Commission
on
Law Enforcement**



Hereby Awards The Certification

of

Basic Instructor Proficiency

to

MARK A. ZATZKIN

as provided for in the laws of the State of Texas and the rules of the Commission

JOEL W. RICHARDSON
PRESIDING OFFICER

May 1, 2019

CHIEF KIM VICKERS
EXECUTIVE DIRECTOR

In the name and by the authority of

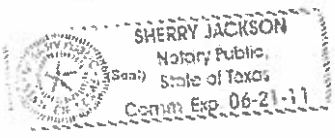
The State of Texas

OATH OF OFFICE

I, MARK EATON, do solemnly swear (or affirm), that I will faithfully execute the duties of the office of POLICE OFFICER of the State of Texas, and will to the best of my ability preserve, protect, and defend the Constitution and laws of the United States and of this State, so help me God.

[Signature]
Affiant

SWORN TO and subscribed before me by affiant on this 11th day of July, 2008.



[Signature]
Signature of Person Administering Oath

SHERRY JACKSON
Printed Name

[Signature]
Title

See Reverse Side
for Instructions
Revised August 1999

PLEASE TYPE OR PRINT LEGIBLY
PROVIDE ALL REQUESTED INFORMATION

STATEMENT OF ELECTED/APPOINTED OFFICER

(Pursuant to Tex. Const. art. XVI, §1(b), amended 2001)

I, Mark A. Batzkin, do solemnly swear (or affirm), that I have not directly or indirectly paid, offered, promised to pay, contributed, or promised to contribute any money or thing of value, or promised any public office or employment for the giving or withholding of a vote at the election at which I was elected or as a reward to secure my appointment or confirmation, whichever the case may be, so help me God.

UNDER PENALTIES OF PERJURY, I DECLARE THAT I HAVE READ THE FOREGOING STATEMENT AND THAT THE FACTS STATED THEREIN ARE TRUE.

10-16-06

Date



Officer's Signature

Police Officer

Position to Which Elected/Appointed

Jersey Village/Harris

City and/or County



Certificate Of Completion



This Certifies That
MARK ZATZKIN

*has successfully passed the following test and should be afforded the
rights and responsibilities pertaining thereto*
ICIC Less Than Full Access

(no CCH access)

September 06, 2017

On This Day Of





Certificate Of Completion



This Certifies That
MARK ZATZKIN

*has successfully passed the following test and should be afforded the
rights and responsibilities pertaining thereto*
TLETS Mobile Certification

(DL and REG only)

September 06, 2017

On This Day Of



J. L. McCullough High School

The Woodlands



Texas

Mark Aaron Zatzkin
having completed in a satisfactory manner the Course of Study
prescribed by the Texas Education Agency and the
Conroe Independent School District
is entitled to receive this

Diploma

by order of The Board of Trustees

Nineteen hundred and ninety-one.

Date of Award

W Robert Simlar
President

Harold Bryson
Secretary



Robert A. Anglin
Superintendent

Joe G. Westmoreland
Principal

Personal Information

Name

MARK A ZATZKIN

Date of Birth
Citizen

Yes

Race

White

Gender

Male

Federal ID
State ID
Driver's License

Education Information

Institution
Hours

0

From

03/04/1996

To
Education

High School

Service History

Appointed As	Department	Award	Service Start Date	Service End Date	Service Time
Regular Peace Officer	WALLER CO. SHERIFF'S OFFICE	Peace Officer License	01/28/2004		2.75
Jailer	WALLER CO. SHERIFF'S OFFICE	Jailer License	01/28/2004		2.75
Regular Peace Officer	WALLER POLICE DEPT.	Peace Officer License	04/17/2003	01/26/2004	0.75
Regular Peace Officer	MAGNOLIA POLICE DEPT.	Peace Officer License	02/24/1999	02/24/1999	0
Regular Peace Officer	GRIMES CO. SHERIFF'S OFFICE	Peace Officer License	11/19/1998	02/12/1999	0.25
Regular Peace Officer	MAGNOLIA POLICE DEPT.	Peace Officer License	08/29/1996	11/19/1998	2.25
Regular Peace Officer	MAGNOLIA POLICE DEPT.	Peace Officer License	05/18/1995	04/17/2003	7.916666

Service Time

Description

Jailer

Service Time

2.75

Regular Peace Officer

13.916666

Award Information

Award

Basic Peace Officer

Type

C

Start Date

06/01/1995

End Date

Jailer License

L

05/31/2006

Peace Officer License

L

06/07/1995

Courses Completed

Course Title	Course Date	Course Hours	Institution
Patrol/Tactical - 3300	07/20/2006	4	Jersey Village Police Department
Patrol/Tactical - 3300	06/22/2006	2	Jersey Village Police Department
Patrol/Tactical - 3300	06/17/2006	4	Jersey Village Police Department
Management/Supervision - 3700	04/11/2006	5	Lamar Institute of Technology Reg Police Academy
Cultural Diversity Web with Exercises - 394	07/11/2005	8	TCLEOSE POSEIT
Identity Theft - 3277	07/11/2005	4	TCLEOSE POSEIT
Racial Profiling - 3256	06/25/2005	7	TCLEOSE POSEIT
Basic County Jail Course - 1007	03/12/2004	80	Brazos Co. Sheriff's Office
Technical/Specialized - 3800	05/21/2003	4	Harris County Sheriff's Academy
TCIC/NCIC for Less than Full Access Operators - 3807	05/14/2003	8	Harris County Sheriff's Academy
Special Investigative Topics - 3232	05/12/2003	8	University of Houston - Downtown LEA
Cultural Diversity - 3939	05/10/2003	8	University of Houston - Downtown LEA
Technical/Specialized - 3800	04/24/2003	4	Harris County Sheriff's Academy
TCIC/NCIC for Peace Officers - 3801	11/15/2002	4	Texas Department of Public Safety LEA
Asset Forfeiture - 3255	06/24/2002	2	Montgomery Co. Sheriff's Academy
Patrol/Tactical - 3300	02/14/2002	4	Texas Municipal League
Special Investigative Topics - 3232	07/13/2001	8	Harris County Sheriff's Academy
Cultural Diversity - 3939	07/12/2001	8	Harris County Sheriff's Academy
Family Violence Web w/ Exercises - 3214	07/03/2001	8	TCLEOSE/UT DISTANCE EDUCATION
Sexual Assault Web with Exercises - 3244	07/03/2001	8	TCLEOSE/UT DISTANCE EDUCATION
Child Abuse Web with Exercises - 3224	07/03/2001	8	TCLEOSE/UT DISTANCE EDUCATION
Cultural Diversity Web with Exercises - 394	07/03/2001	8	TCLEOSE/UT DISTANCE EDUCATION
Sex Offender Characteristics Web with Exercises - 3254	07/03/2001	8	TCLEOSE/UT DISTANCE EDUCATION
Patrol/Tactical - 3300	09/08/2000	24	Houston Community College Police Academy
LAW - 3100	07/29/1999	4	Houston Community College Police Academy
Special Investigative Topics - 3232	07/29/1999	10	Houston Community College Police Academy
Cultural Diversity - 3939	07/29/1999	10	Houston Community College Police Academy
Arrest, Search, and Seizure (Intermediate) - 2108	03/10/1998	16	Montgomery Co. Sheriff's Academy
Traffic - 3400	02/13/1998	4	Montgomery Co. Sheriff's Academy
LAW - 3100	10/20/1997	8	Montgomery Co. Sheriff's Academy
Community - 3900	08/19/1997	16	Montgomery Co. Sheriff's Academy
Cultural Diversity - 3939	06/18/1997	8	Houston Community College Police Academy
Special Investigative Topics - 3232	06/17/1997	16	Houston Community College Police Academy
Crime Scene Investigation (Intermediate) - 2106	04/16/1997	60	Montgomery Co. Sheriff's Academy
Investigations - 3200	02/04/1997	16	Montgomery Co. Sheriff's Academy
Basic Peace Officer - 1000	04/20/1995	610	University of Houston - Downtown LEA

Total Hours 1014

University of Houston-Downtown
Criminal Justice Center
Law Enforcement Academy

This is to Certify that

Mark Aaron Zatzkin

Has Successfully Completed

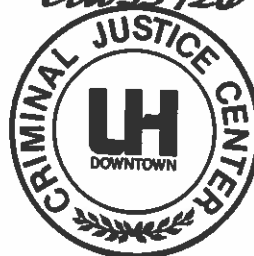
Basic Peace Officer Certification

Approved by the Texas Commission on Law Enforcement Officer Standards and Education
and the University of Houston-Downtown Criminal Justice Center

610 Hours

on the *21st* day of *April* 19 *95*
class 126

Richard Hill
Director, Criminal Justice Center



Gregory White
Coordinator, Law Enforcement Academy

GEORGE W. BUSH
Governor



BOB BULLOCK
Lt. Governor

**Texas Commission
on
Law Enforcement Officer
Standards and Education**

Awards The Certification

of

BASIC PEACE OFFICER

to

MARK A. ZATZKIN

*as provided for in the laws of the State of Texas and the rules of the Commission
June, 1995*

BARBARA CHILDRESS
Chairman

D. C. JIM DOZIER
Executive Director



University of Houston–Downtown

Criminal Justice Center

The University of Houston - Downtown
Criminal Justice Center
Law Enforcement Academy

Awards To

MARK A. ZATZKIN

Of Basic Peace Officer Certification Class

#126

The

"Physical Training Commendation"

Whereas this Cadet has posted an academic average of 90% or above of the total physical training points possible in the standard Federal Law Enforcement Officers' Training Test. The Cadet is now entitled to wear the appropriate badge of commendation on the Academy uniform and will receive "honors" recognition on his transcript, upon completion of this course.

3-30-95

A handwritten signature in black ink, appearing to read "Gary White", written over a horizontal line.

Associate Director
University of Houston - Downtown
Criminal Justice Center

BRAZOS COUNTY OFFICE OF THE SHERIFF

TRAINING DIVISION

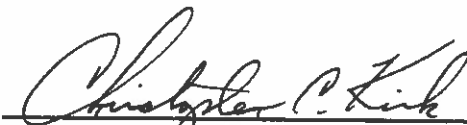
Mark Zatzkin

has successfully completed an 80 hour course in

Basic County Corrections Officer
TCLEOSE # 1007

Presented this 12th Day of March, 2004




Christopher C. Kirk
Brazos County Sheriff


Coordinator/ Instructor

BRAZOS COUNTY OFFICE OF THE SHERIFF

TRAINING DIVISION

This Certificate is in Recognition of
Mark Zatzkin

Top Academic Score

Basic County Corrections Officer
80 Hour Class # 8

Presented this 12th Day of March, 2004



Christyler P. Kish
Brazos County Sheriff

[Signature]
Coordinator/ Instructor

Certificate of Completion

Presented to

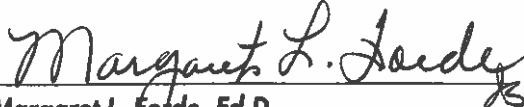
MARK A. ZATZKIN

for Satisfactory Completion of

**OFFICER SURVIVAL COURSE
24 HOURS**

Awarded on

SEPTEMBER 8, 2000


Margaret L. Forde, Ed.D.
President, HCC-Northeast



**HOUSTON COMMUNITY
COLLEGE SYSTEM**

Certificate of Competency

In Kustom Doppler Traffic Radar Operation

The Undersigned Certifies that

Mark Aaron Zatzkin

NAME & TITLE

of the Magnolia Police Dept.

has satisfactorily completed a training course in the proper operation of Kustom Doppler Traffic Radar.

The above named person is therefore deemed competent to utilize this device for the accurate determination of vehicular velocity.

02/13/98

Date

James Yokley

Instructor

Jim Matton

Director of Training



KUSTOM SIGNALS, INC.

A SUBSIDIARY OF PUBLIC SAFETY EQUIPMENT, INC.



ASP

TACTICAL BATON

Mark Aaron Zatzkin

**Awarded in Recognition of technique, ability and knowledge that have been demonstrated
and tested in a competency based training program for the
ASP Tactical Police Baton sanctioned by the
Training and Certification Section of
ARMAMENT SYSTEMS and PROCEDURES, INC**

Awarded in HOUSTON, TEXAS

on 18 March 1995

Donald L. Roegner

**DONALD L. ROEGNER
President**

Janet M. Caldwell

**Certified Instructor #626
ASP Tactical Baton**

University of Houston-Downtown Criminal Justice Center

This is to Certify that

Mark Aaron Zatzkin

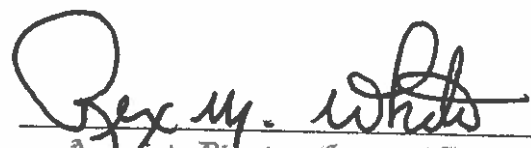
Has Successfully Completed

Oleoresin Capsicum (O.C.) Spray Certification

on the 19th day of April 1995



Director, Criminal Justice Center



Associate Director, Criminal Justice Center

Texas Department of Public Safety Law Enforcement Academy

This is to certify that

MARK ZATZKIN

has successfully completed a course of study
**NCIC/TCIC POLICY AND PROCEDURES TRAINING
FOR PEACE OFFICERS**

conducted by the Texas Department of Public Safety, Austin, Texas

OCTOBER 29, 2002



Commander
Training Academy



Director
Texas Department of Public Safety

CAPTAIN CLINT PEOPLES
LAW ENFORCEMENT TRAINING ACADEMY

hereby attests that

Mark A. Zatzkin

has satisfactorily completed a course of study in

Narcotics Enforcement

consisting of **16** hours

Date: **February 4, 1997**

Guy Williams
Sheriff

Thomas Wolff
Academy Director

James Fleming
Academy Coordinator

CAPTAIN CLINT PEOPLES
LAW ENFORCEMENT TRAINING ACADEMY

hereby attests that

Mark A. Zatzkin

has satisfactorily completed a course of study in

Crime Scene Search (I.C.C.)

consisting of **24** hours

Date: **April 16, 1997**

Guy Williams
Sheriff

Thomas Wolff
Academy Director

James Fleming
Academy Coordinator

Certificate of Attendance

Awarded to

MARK ZATZKIN

Law Enforcement Emergency Vehicle Operations

4 Hours

Presented by

Texas Municipal League Intergovernmental Risk Pool

P.O. Box 149194 • Austin, Texas 78754

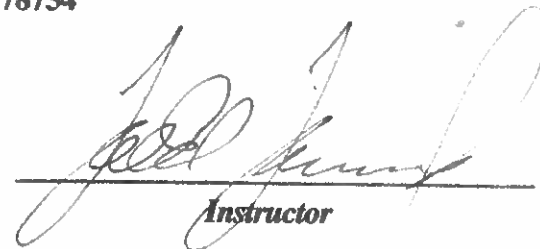
1-800-537-6655



Loss Prevention Representative

2-14-02

Date



Instructor



Certificate of Achievement

The Justice Information Management System

Of Harris County

hereby certifies that

Mark Zatkan

has successfully completed the

Criminal System Orientation

course and has been awarded 4.0 credit hours

April 24, 2003

A handwritten signature in black ink, appearing to read "Jimmy W. Ray", written over a horizontal line.

Jimmy W. Ray, JIMS Director



Certificate of Achievement

The Justice Information Management System

Of Harris County

hereby certifies that

Mark Zatzkin

has successfully completed the

3807

course and has been awarded 8.0 credit hours

May 14, 2003

A handwritten signature in cursive script, appearing to read "Jimmy W. Ray".

Jimmy W. Ray, JIMS Director

Certificate of Completion

Presented to

MARK A. ZATZKIN

for Satisfactory Completion of

**POLICE PROFICIENCY-TCLEOSE COURSE
24 HOURS**

Awarded on

JUNE 18, 1997



**Margaret L. Ford, Ed.D.
Acting President
HCC-Northeast**



**HOUSTON COMMUNITY
COLLEGE • NORTHEAST**

Montgomery County Sheriff's Department

LAW ENFORCEMENT TRAINING ACADEMY

hereby attests that

Mark A. Latskin

has satisfactorily completed a course of study in

*Community Oriented Policing
Problem Solving*

consisting of *16* hours

Date: *August 19, 1997*

Guy Williams
Sheriff

Thomas Wolff
Academy Director

James Fleming
Academy Coordinator

Montgomery County Sheriff's Department

LAW ENFORCEMENT TRAINING ACADEMY

hereby attests that

Mark A. Latzkin

has satisfactorily completed a course of study in

Penal Code Update

consisting of *8* hours

Date: *October 20, 1997*

Guy Williams

Sheriff

Thomas Wolff

Academy Director

James Fleming

Academy Coordinator

Montgomery County Sheriff's Department

LAW ENFORCEMENT TRAINING ACADEMY

hereby attests that

Mark A. Latzkin

has satisfactorily completed a course of study in

Arrest, Search and Seizure (J. C. C.)

consisting of *16* hours

Date: *March 10, 1998*

Guy Williams

Sheriff

Thomas Wolff

Academy Director

James Fleming

Academy Coordinator

Certificate of Completion

Presented to

MARK A. ZATZKIN

for Satisfactory Completion of

**POLICE PROFICIENCY
24 HOURS**

Awarded on

JULY 29, 1999

Margaret L. Forde

Margaret L. Forde, Ed.D.
President, HCC-Northeast



HOUSTON COMMUNITY
COLLEGE SYSTEM

Harris County

Sheriff's Academy
Houston, Texas



THIS ACADEMY CERTIFIED BY THE TEXAS COMMISSION ON LAW
ENFORCEMENT OFFICERS STANDARDS AND EDUCATION ATTESTS THAT

Mark A. Zatzkin

HAS SUCCESSFULLY COMPLETED THE TCLEOSE MANDATED COURSES FOR THE
1999-2001 BIENNIUM, TO WIT:

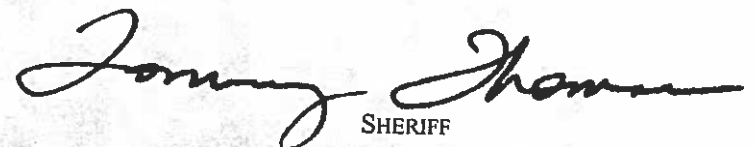
Cultural Diversity & Special Investigative Issues

OF 16 HOURS

GIVEN THIS 13TH DAY OF JULY 2001

A handwritten signature in cursive script, likely belonging to the Academy Director.

ACADEMY DIRECTOR

A handwritten signature in cursive script, likely belonging to the Sheriff.

SHERIFF

Montgomery County Sheriff's Department

LAW ENFORCEMENT TRAINING ACADEMY

hereby attests that

Mark Aaron Zatzkin

has satisfactorily completed a course of study in

Asset Forfeiture

consisting of *2* hours

Date: *June 24, 2002*

Guy Williams

Sheriff

Charles Burks

Academy Director

James Fleming

Academy Coordinator

University of Houston-Downtown
Criminal Justice Training Center

This is to Certify that

Mark Aaron Zatzkin

Has Successfully Completed

Cultural Diversity Course #3232
8 hours

on the 10th day of May 2003



Director, Criminal Justice Training Center



Training Coordinator, Criminal Justice Training Center

University of Houston-Downtown
Criminal Justice Training Center

This is to Certify that

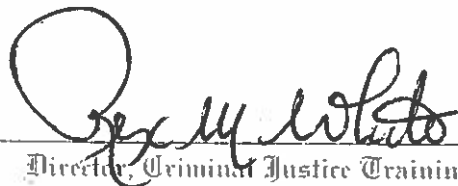
Mark Aaron Zatzkin

Has Successfully Completed

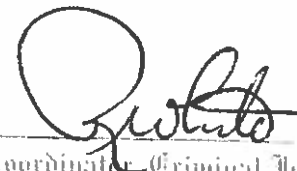
Special Investigative Topics Course #3939

8 hours

on the 17th day of May 2003



Director, Criminal Justice Training Center



Training Coordinator, Criminal Justice Training Center

University of Houston-Downtown
Criminal Justice Training Center

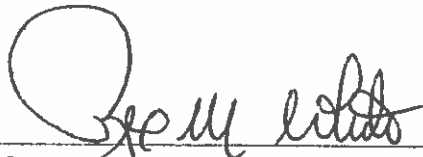
This is to Certify that

Mark Zatzkin

Has Successfully Completed

Legislative Updates #3100
4 Hours

on the 13th day of December 2003



Director, Criminal Justice Training Center



Training Coordinator, Criminal Justice Training Center

CERTIFICATE OF AWARD

THIS CERTIFIES THAT

Mark Zatkan

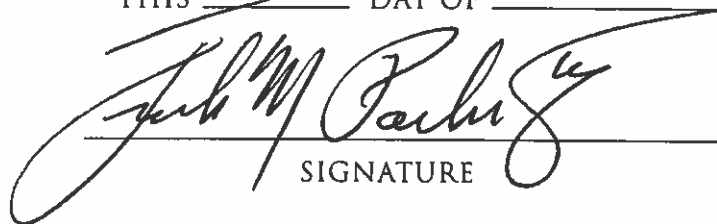
IN RECOGNITION OF OUTSTANDING SERVICE FOR
Certification by the State of Texas as a Court Interpreter/ASL

HAS BEEN DULY SELECTED BY THE COMMITTEE OF
AWARDS TO RECEIVE THIS CERTIFICATE.

Convening of City Council - Magnolia, Texas

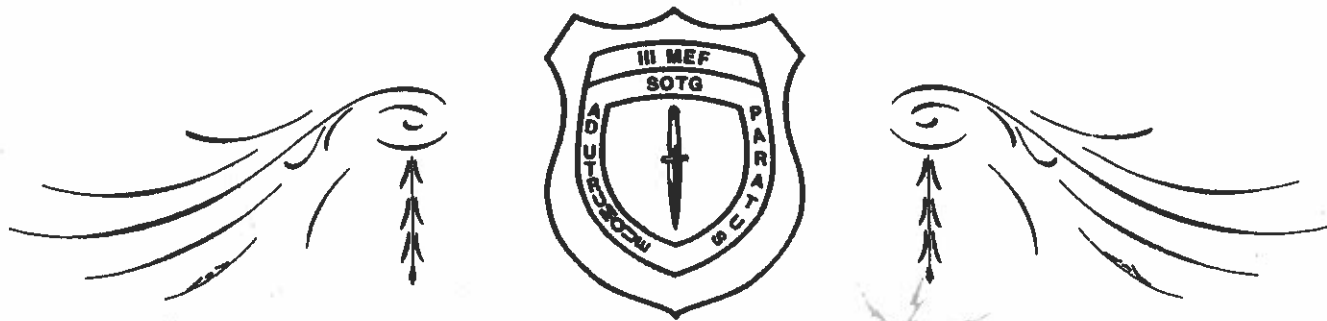
GIVEN AT _____

THIS **12th** DAY OF **March** IN THE YEAR **2002**


SIGNATURE


SIGNATURE

United States Marine Corps



Special Operations Training Group

take pleasure in commending

PRIVATE FIRST CLASS M. A. ZATZHIN 462 71 7638 USMC

for

*Successful Completion of the
Reconnaissance and Surveillance Course*

27 August 1992

Date

MN Ahiers

M. N. AHIERS, LTCOL, USMC

Officer In Charge



JERSEY VILLAGE POLICE DEPARTMENT

16401 Lakeview Dr.
Jersey Village, Texas 77040-1999
(713)466-5824 / Fax (713)466-0784

Incorporated 1956 A Texas Star Community

To: Lt. Ferguson
From: Sgt. Keele
Date: 08-15-2019
Topic: Corporal Zatzkin Complaint Review (IA-1803)

In August of 2018, Corporal M. Zatzkin was reprimanded for Unprofessional Conduct (IA-1803). Corporal M. Zatzkin has completed the mandated training, received his two days of unpaid suspension, and has shown to have corrected his behavior over the past year. Corporal M. Zatzkin's behavior has improved and he has not shown any actions that would reflect unfavorably for the City of Jersey Village, or The Jersey Village Police Department.

Cpl. Zatzkin

Sgt. Keele

Lt. Ferguson

cc [signature] 8-16-19

City of Jersey Village
EMPLOYEE COUNSELING REPORT

Name: Cpl. Mark Zatzkin Position: Police Corporal Date: 08/16/2018
Department: Police Department Supervisor: Sgt. Ferguson

Type of Action: Verbal Warning Probation
 Written Warning Suspension
 Final Warning Termination

A. Incident: Describe the situation, behavior, performance, policy violation that occurred. Include date(s), location(s), people involved, witnesses, effects on employee's work or other employees:

Cpl. Zatzkin was involved in an altercation with Cpl. Boughter on the morning of 08/15/2018. During the altercation Corporal Zatzkin pushed Cpl. Boughter out the way to make entry into a patrol unit to go to work. The unwanted touch was on the shoulder area of Cpl. Boughter, which Cpl. Boughter claims did not cause pain or injury.

Cpl. Boughter admitted that he made the situation worse by moving the vehicle and instigating an already tense relationship with Cpl. Zatzkin.

An internal investigation was completed and Cpl. Zatzkin was SUSTAINED in one charge of Unprofessional Conduct. See IA-1803 for details of the investigation.

Cpl. Boughter determined that he wanted this handled in internal/administrative means instead of a possible criminal charge (Class C assault by contact).



B. Corrective Action: state specific actions by the employee which are measurable, to improve behavior or performance:

Cpl. Zatzkin will receive a 2 day suspension (non-paid- and no EJ on those days) to take place on two dates that the department finds to have the least amount of impact on staffing.

Cpl. Zatzkin will need to attend an anger management class at our expense. Lt. Dooley will find the appropriate class and get Cpl. Zatzkin enrolled.

Cpl. Zatzkin will never physically touch another employee in a hostile fashion or termination will occur immediately.

C. Previous Corrective Action: Include incident(s), corrective action, date:

Both Cpl. Boughter and Cpl. Zatzkin have both been counseled on their behavior towards each other during previous incidence.

D. Time frame for improvement: Immediate E. Review Date: 08/16/2019

F. Consequences if employee fails to meet goals within the designated time frame:

Up to and including possible termination of employment.

G. Employee Comments:

I understand that my signature indicates that this incident has been reviewed with me and does not indicate agreement or disagreement with action taken.

Employee's Signature: _____
(not required if verbal warning)

Date: 8/16/2018

Supervisor's / Manager's
Signature: _____

C.E. [Signature]

Date: 8-16-18

CC: Employee
Supervisor
Personnel



CHAPTER XI - Employee Appeals

Section 1 - Grounds

Employees dissatisfied with specific working conditions, their performance evaluations, their position classifications, failure of probation (either initial or promotional), or any other term or condition of employment may appeal to management.

Section 2 - Appeal Procedures

Employees are encouraged to informally take any job-related complaints or problems to their immediate supervisors. Following informal discussions, an employee remaining dissatisfied with a matter subject to appeal procedures may submit a written appeal to his/her immediate supervisor or, in the case of failure of probation, directly to the department head. This appeal must be filed within five (5) calendar days after the occurrence of the event or after the employee becomes aware of the event giving rise to the appeal, except that an employee's discharge must be appealed in writing within five (5) working days of the employee's actual or constructive receipt of written notification of his/her discharge. The initial recipient of an appeal shall forward a copy to the Personnel Director, who shall participate in the processing of the appeal when necessary to clarify or interpret policy. It shall be the responsibility of the immediate supervisor to study the appeal and attempt to resolve it within three (3) working days. Further discussions with the employee shall be encouraged. If the appeal cannot satisfactorily be resolved within the time limit, the immediate supervisor shall refer it with comments and/or recommendations to the next higher level of supervision and so on up to the City Manager if necessary. Supervisors and employees should make every effort to resolve appeals at the lowest possible level. Employees shall be kept informed of the status of their appeals. If a person in the supervisory chain fails to resolve or refer an appeal within three working days, the employee may present the appeal directly to the next higher level of supervision within five working days. Each person in the supervisory chain shall ensure that the employee presenting an appeal is not subject to reprisal and that the processing of the appeal is conducted in the most objective manner possible, with maximum confidentiality.

Supervisor Signature: C.L. [Signature]

Officer Signature: [Signature]

Date: 8-16-18



Trelena Collins

From: Eric Foerster
Sent: Wednesday, August 15, 2018 11:37 AM
To: Trelena Collins; Austin Bleess
Subject: Suspension with Pay notice

Trelena and Austin,

I wanted you both to be aware that Cpl. Zatzkin has been sent home, suspended with pay, as of this afternoon. I wanted to move quickly to make sure that our employees are safe and taken care of in the workplace while working through due process for fairness.

Apparently, he and Cpl. Boughter got into an altercation during shift change and Cpl. Boughter contends that Cpl. Zatzkin placed his hand on his shoulder and moved him from the patrol unit.

I have personally viewed the video and I cannot really see what happened, but an investigation is warranted. There has been a long-standing issue between Boughter and Zatzkin and both have been counseled with about their actions towards each other.

We should be done with the investigation in a day or so with resolution hopefully by Friday at the latest.

Respectfully,

Chief Foerster

Chief Eric Foerster, MPA, CPM
16401 Lakeview Drive
Jersey Village, Texas 77040

Office: 713-466-5824
Fax: 713-466-0784

efoerster@ci.jersey-village.tx.us





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VEHICLE ACCIDENT REVIEW BOARD REPORT



To: Austin Bless, City Manager

Report Date: 09/12/2017

From: VARB, Board Chairperson



Lorri Coody – VARB Chairperson

Hearing Date: 09/12/2017

Accident Date: 08/28/2017

Name: Mark Zatzkin

Department: Police

Statement of Facts:

Officer Zatzkin was stationary in the inside lane of the 22000 block of Northwest Freeway W/B main lanes, stopping people from driving the wrong way on the highway when the right front quarter of his police vehicle was struck by an off-duty HPD Officer's personal car that was also driving the wrong way with emergency lights activated. The HPD officer struck Officer Zatzkin's vehicle while attempting to drive around his vehicle in order to get to work.

Determination of preventability/assignment of points if warranted:

After examination of all required material submitted and full discussion, the board members determined a classification as to whether or not the accident was "preventable" or "non-preventable" and assign points accordingly. The following table reflects a majority of the VARB votes cast in determining the classification and points assigned.

VEHICLE ACCIDENT CLASSIFICATION RATING PLAN			
<u>Class</u>	<u>Description</u>	<u>Possible Points</u>	<u>Points Assigned</u>
Non Preventable	Accidents where it can be determined that the accident was clearly and absolutely beyond the control of the City driver.	0	0
Preventable	Accident where preventability can be divided among the drivers concerned or where some responsibility rests with a person or thing other than the City driver. (i.e. road conditions, weather conditions, backup spotters, landfill attendants, etc.)	1-2	
Preventable	Accidents where there is doubt as to whether the City driver took reasonable action to prevent the accident despite the actions of others or adverse conditions. The responsibility for the accident rests mainly with the City driver	3-5	
Preventable	Includes all accidents in which it is determined that the responsibility rests entirely on the City driver. The driver took no action to prevent or avoid the accident and/or the accident resulted in severe personal injury and/or property damage.	5-7	
Additional Points	Failing or delaying to report an accident.	1	
Additional Points	City driver was not wearing a seat belt.	1	
Additional points	Non-use of a helmet while driving a motorcycle.	1	
Additional points	City driver identified as driving in the course and scope of City business without being issued a Drivers Authorization Card.	1	
Additional Points	Additional points may be assessed for various reasons deemed necessary by the Vehicle Accident Review Board.	1-7	
Total Points Assigned for this Accident:			

Board's Recommendation for all employees:

The objective of the Vehicle Accident Review Board (VARB) is to encourage safe driving habits by the City of Jersey Village employees and volunteers that drive for the City, and reduce the occurrence of preventable motor vehicle accidents. To that end, the Board recommends the following findings/recommendations/corrective actions be taken, which includes ramifications for preventable accidents as outlined in this policy:

Non Preventable

**Score Sheet for VARB Board – Mark Zatkins Accident – August 28, 2017
VARB Meeting Conducted: September 12, 2017**

VEHICLE ACCIDENT CLASSIFICATION RATING PLAN			
<u>Class</u>	<u>Description</u>	<u>Possible Points</u>	<u>Points Assigned</u>
Non Preventable	Accidents where it can be determined that the accident was clearly and absolutely beyond the control of the City driver.	0	0
Preventable	Accident where preventability can be divided among the drivers concerned or where some responsibility rests with a person or thing other than the City driver. (i.e. road conditions, weather conditions, backup spotters, landfill attendants, etc.)	1-2	
Preventable	Accidents where there is doubt as to whether the City driver took reasonable action to prevent the accident despite the actions of others or adverse conditions. The responsibility for the accident rests mainly with the City driver	3-5	
Preventable	Includes all accidents in which it is determined that the responsibility rests entirely on the City driver. The driver took no action to prevent or avoid the accident and/or the accident resulted in severe personal injury and/or property damage.	5-7	
Additional Points	Failing or delaying to report an accident.	1	
Additional Points	City driver was not wearing a seat belt.	1	
Additional points	Non-use of a helmet while driving a motorcycle.	1	
Additional points	City driver identified as driving in the course and scope of City business without being issued a Drivers Authorization Card.	1	
Additional Points	Additional points may be assessed for various reasons deemed necessary by the Vehicle Accident Review Board.	1-7	
Total Points Assigned for this Accident:			

**Score Sheet for VARB Board – Mark Zatkins Accident – August 28, 2017
VARB Meeting Conducted: September 12, 2017**

VEHICLE ACCIDENT CLASSIFICATION RATING PLAN			
<u>Class</u>	<u>Description</u>	<u>Possible Points</u>	<u>Points Assigned</u>
Non Preventable	Accidents where it can be determined that the accident was clearly and absolutely beyond the control of the City driver.	0	0
Preventable	Accident where preventability can be divided among the drivers concerned or where some responsibility rests with a person or thing other than the City driver. (i.e. road conditions, weather conditions, backup spotters, landfill attendants, etc.)	1-2	
Preventable	Accidents where there is doubt as to whether the City driver took reasonable action to prevent the accident despite the actions of others or adverse conditions. The responsibility for the accident rests mainly with the City driver	3-5	
Preventable	Includes all accidents in which it is determined that the responsibility rests entirely on the City driver. The driver took no action to prevent or avoid the accident and/or the accident resulted in severe personal injury and/or property damage.	5-7	
Additional Points	Failing or delaying to report an accident.	1	
Additional Points	City driver was not wearing a seat belt.	1	
Additional points	Non-use of a helmet while driving a motorcycle.	1	
Additional points	City driver identified as driving in the course and scope of City business without being issued a Drivers Authorization Card.	1	
Additional Points	Additional points may be assessed for various reasons deemed necessary by the Vehicle Accident Review Board.	1-7	
Total Points Assigned for this Accident:			0

**Score Sheet for VARB Board – Mark Zatkins Accident – August 28, 2017
VARB Meeting Conducted: September 12, 2017**

VEHICLE ACCIDENT CLASSIFICATION RATING PLAN			
<u>Class</u>	<u>Description</u>	<u>Possible Points</u>	<u>Points Assigned</u>
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Additional Points	Failing or delaying to report an accident.	1	
Additional Points	City driver was not wearing a seat belt.	1	
Additional points	Non-use of a helmet while driving a motorcycle.	1	
Additional points	City driver identified as driving in the course and scope of City business without being issued a Drivers Authorization Card.	1	
Additional Points	Additional points may be assessed for various reasons deemed necessary by the Vehicle Accident Review Board.	1-7	
Total Points Assigned for this Accident:			

**Score Sheet for VARB Board – Mark Zatkins Accident – August 28, 2017
VARB Meeting Conducted: September 12, 2017**

VEHICLE ACCIDENT CLASSIFICATION RATING PLAN			
<u>Class</u>	<u>Description</u>	<u>Possible Points</u>	<u>Points Assigned</u>
Non Preventable	Accidents where it can be determined that the accident was clearly and absolutely beyond the control of the City driver.	0	0
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Additional Points	Failing or delaying to report an accident.	1	
Additional Points	City driver was not wearing a seat belt.	1	
Additional points	Non-use of a helmet while driving a motorcycle.	1	
Additional points	City driver identified as driving in the course and scope of City business without being issued a Drivers Authorization Card.	1	
Additional Points	Additional points may be assessed for various reasons deemed necessary by the Vehicle Accident Review Board.	1-7	
Total Points Assigned for this Accident:			

March 20, 2017

TO: Chief Eric Foerster
Jersey Village Police Department

FROM: Dan and Joyce Berube
15926 Juneau Lane

On March 15th, I was involved in a traffic accident which took place at the intersection of Senate Ave. and Juneau Lane. Corporal Mark Zatzkin and Officer Eric Lerca arrived at the scene and began to process it.

While they were processing the accident scene, both of the above mentioned officers were very professional and knowledgeable in the performance of their duties, in the accident investigation. Their attention to detail and helpful attitude, to both parties involved in the accident, created a very favorable impression of the Jersey Village Police Department.

I would appreciate it if you would commend these officers for a "Job Well Done" and place a copy of this letter in their personnel file. Your cooperation in this matter is greatly appreciated!

A handwritten signature in black ink that reads "Dan Berube". The signature is written in a cursive style with a large, looping initial "D".

MAY15'17 11:00 rcvd HR



**City of Jersey Village
EMPLOYEE COUNSELING REPORT**

Name: Mark Zatzkin Position: Corporal Date: 01-16-17
Department: Jersey Village Police Department Supervisor: Sgt. Ferguson
Type of Action:

- Verbal Warning
- Written Warning
- Final Warning
- Memorandum of Correction
- Probation
- Suspension
- Termination

A. Incident: Describe the situation, behavior, performance, policy violation that occurred. Include date(s), location(s), people involved, witnesses, effects on employee's work or other employees:

On December 13, 2016 you received an email advising that you were enrolled in a recertification Tazer school that set you to attend the class on January 6, 2017.

On January 16, 2017 at approximately 8:22am you contacted me and advised that you were in Center, Texas and you found that your class was actually scheduled on the previous week January 6, 2016.

As a Supervisor, and the Tazer instructor for Jersey Village Police Department it is your responsibility to track the expiration and scheduled dates of your recertification's classes, to insure they don't expire. In addition, it is your responsibility to attend all scheduled classes on the listed date.

It is also your responsibility as the Tazer instructor to have all the needed updates and inform the training coordinator regarding these updates so that an additional class can be taught to all Officers that are currently certified to carry a Tazer.

On December 29, 2016, Lt. Dooley sent out an email that you were included on advising all training instructors to update their training biography's and also attached a new biography sheet. On January 16, 2017 (18 days' latter) you sent in an older Biography sheet which was not the sheet that was attached at all. It is your responsibility to make sure that you update and complete all required training logs that is asked by the training coordinator within a timely manner.

B. Corrective Action: state specific actions by the employee which are measurable, to improve behavior or performance:

You are required to track your own recertification classes that you are required to attend on the date that you are required to attend. Complete any forms that are asked of you to be complete within a timely manner and have them turned in within a timely manner. Provide any Tazer updates that you may have and share them with the training coordinator so an update class can be completed.



JAN17'17 3:32 rcvd HR

B. Corrective Action: state specific actions by the employee which are measurable, to improve behavior or performance: On 12/31/2011 I spoke with Officer Zatzkin in reference to the above incident. He accepted that this was wrong and reflected poorly on himself and jeopardized other officer's positions at their extra jobs. He stated that it will not happen again. Officer Zatzkin agrees that his duties and responsibilities to the Department are the absolute priority and he intends to reduce the number of hours he works at extra jobs. He voluntarily reduced the number of extra jobs from five a week to two, and those are on his days off. He apologized for leaving his post and assured me it will not happen again.

Discipline: Officer Zatzkin will be suspended from extra jobs for one week, starting January 14 through January 18, 2012. In addition, Officer Zatzkin will be placed on probation, regarding this matter, for a period of three months. Officer Zatzkin was given a copy of the S.O.P 15.01.01 and Policy 2.16.00.

C. Previous Corrective Action: Include incident(s), corrective action, date: N/A

D. Time frame for improvement: Immediately, with suspension of extra jobs to be the week of January 14—18, 2012. Probation will be for three months, beginning January 1, 2012 through March 31, 2012. A review will be done with Officer Zatzkin in April, following the probationary period.


E. Review Date: April 3, 2012

F. Consequences if employee fails to meet goals within the designated time frame:

The next step would be a written warning in his file, with possible loss of all extra jobs.

G. Employee Comments:

I understand that my signature indicates that this incident has been reviewed with me and does not indicate agreement or disagreement with action taken.

Employee's Signature:  Date: 12-31-11
(not required if verbal warning)

Supervisor's / Manager's Signature:  Date: 12-31-2011

CC: Employee
Supervisor
Personnel



JERSEY VILLAGE POLICE DEPARTMENT

16401 Lakeview Dr.
Jersey Village, Texas 77040-1999
(713)466-5824 / Fax (713)466-0784

Incorporated 1956 A Texas Star Community

TO: Employees who worked NNO
FROM: LT Mike Pribble
DATE: 10/04/2016
SUBJECT: Letter of Appreciation

On Tuesday October 4, 2016, 22 departmental employees took part in National Night Out events in Jersey Village. Employees were assigned to two person teams and given three parties to attend out of a total of 26 block party's city wide. As Chief Foerster, Reserve Officer Hays and I drove around to the different parties, we were hearing nothing but positive feedback about the department, staff and how professional they are. The citizens also exclaimed they loved living in Jersey Village. It was obvious that the officers and civilians that work for JVPD take pride in their department.

This Letter of Appreciation is given to the following employees in recognition of the sacrifice that was made by being here and for a Job Well Done! Each of you played a key role with making the 2016 National Night Out a complete success. Thank you again for your willingness to help and all your effort.

Chief Eric Foerster
Sgt. Eric Bruss
Sgt. Bobby Ferguson
Sgt. Devron Limerick
Sgt. Albert Lopez
Cpl. Mark Zatzkin
Cpl. Jarod Taylor
Cpl. Jason Boughter
Cpl. Eric Mong
Officer Jimmy Holley
Officer Eric Lerma
Officer Bassel Elassaad
Officer Jesse Broussard
Officer Jason Coble
Officer Anthony Trang
Officer Irvin Guzman
Officer Kenneth Dougherty
Officer Ulises Jimenez
Reserve Officer Elvin Hayes
Administrative Assistant Maria Turnbull
Records Technician Debbie Smith

OCT 7'1611:02 rcvd HR



Certificate Of Completion



This Certifies That

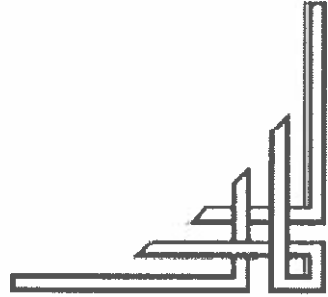
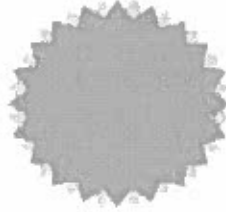
MARK ZATZKIN

*has successfully passed the following test and should be afforded the
rights and responsibilities pertaining thereto*

CJIS Security Awareness

September 20, 2016

On This Day Of





JERSEY VILLAGE POLICE DEPARTMENT

16401 Lakeview Dr.
Jersey Village, Texas 77040-1999
(713)466-5824 / Fax (713)466-0784

Incorporated 1956 A Texas Star Community

TO: Employees who worked NNO
FROM: LT Mike Pribble
DATE: 10/09/2015
SUBJECT: Letter of Appreciation

On Tuesday October 6th, 2015 18 departmental employees took part in National Night Out events in Jersey Village. Employees were assigned to two person teams and given two to three parties to attend out of a total of 25 party's city wide. As Mayor Ray, Chief Foerster, Reserve Officer Hays and I drove around to the different parties, we were hearing nothing but positive feedback about the department, staff and how they love living in Jersey Village. It was obvious that the officers and civilians that work for JVPD take pride in their department.

This Letter of Appreciation is given to the following employees in recognition of the sacrifice that was made by being here and for a Job Well Done. Each of you played a key role with making the 2015 National Night Out a complete success. Thank you again for your willingness to help and all your effort.

Sgt. Troy Binford
Sgt. Devron Limerick
Sgt. Albert Lopez
Cpl. Mark Zatzkin
Cpl. Jarod Taylor
Cpl. Jason Boughter
Officer Catherine Braneff
Officer Jesse Broussard
Officer Eric Mong
Officer Jason Coble
Officer Irvin Guzman
Officer Kenneth Dougherty
Officer Ulises Jimenez
Reserve Officer Elvin Hayes
Administrative Assistant Lola Hazel
Records Technician Debbie Smith

OCT13'15 9:57 rcvd HR

Eric Foerster

From: Eric Foerster
Sent: Monday, October 5, 2015 10:40 AM
To: Eric Bruss; Mark Zatzkin; Michael Pribble
Subject: Pursuit and Use of Force-Nice work !!

Guys,

Excellent work on the pursuit and Use of Force for 14969. That was textbook perfect!

I appreciate the professional manner in which this pursuit took place. Very under-control and safe.

Thanks!

Chief

Chief Eric Foerster, MPA
16401 Lakeview Drive
Jersey Village, Texas 77040

Office: 713-466-5824
Fax: 713-466-0784

efoerster@ci.jersey-village.tx.us



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OCT 7'15 9:57 rcvd HR

For file: C. S.

A handwritten signature in black ink, appearing to be "C. S.", with a date "10-5-15" written to its right.

Eric Foerster

From: Eric Foerster
Sent: Saturday, August 29, 2015 3:59 AM
To: Kenneth Dougherty; Jimmy Holley; Irvin Guzman; Jason M. Boughter; Troy Binford; Mark Zatzkin; Michael Pribble; Bassel Elassaad
Subject: Thanks!

Guys,

I just wanted to thank each of you. It takes a special person to do our job and you guys made me really proud tonight. There are tons of people in this profession who wear a badge, but few run towards danger. Tonight, each one of you took out on a mission to find a suspected person who, by all accounts, executed a fellow officer in cold blood. I personally saw each of you show a great resolve to find the suspect.

I am proud and grateful to serve with each of you.

Respectfully,
Chief Foerster

Chief Eric Foerster, MPA
16401 Lakeview Drive
Jersey Village, Texas 77040

Office: 713-466-5824
Fax: 713-466-0784

efoerster@ci.jersey-village.tx.us



SEP 2'15 3:35 rcvd HR

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JERSEY VILLAGE POLICE DEPARTMENT

Memo

OCT15'14 3:45 rcvd HR

To: Concerned Employees
From: LT. Mike Pribble
Date: 10/08/2014
Subj: Letter of Appreciation

On Tuesday October 7, 2014, 19 police officers and two civilians took part in National Night Out events in Jersey Village. Employees were assigned to two person teams and given three to four parties to attend out of a total of 38 party's city wide. As Lt. Dooley, Reserve Officer Hays and I drove around to different parties we were hearing nothing but positive feedback about the department and the staff that works for it. It was obvious that the officers and civilians that work for JVPD take pride in their department.

This Letter of Appreciation is given to the following employees in recognition of the sacrifice that you made by being here and a Job Well Done. Each of you played a key role with making 2014s National Night Out a complete success. Thanks again for all of your effort.

Lt. Ron Dooley

Sgt. Bobby Ferguson

Sgt. Troy Binford

Sgt. Devron Limerick

Sgt. Albert Rodriguez

Cpl. Mark Zatzkin

Cpl. Ryan Vasquez

Cpl. Richard Adkisson

Officer Art Pettitt (Coordinator)

Officer Jared Taylor

Officer Catherine Branef

Officer Irvin Guzman

Officer Gabriel Moore

Officer Cary Hale

Officer Kenneth Dougherty

Officer Jason Boughter

Officer Ulises Jimenez

Officer Eric Mong

Officer Marco Ramonda (S.T.E.P)

Reserve Officer Elvin Hayes

Administrative Assistant Lola Hazel

Records Technician Debbie Smith



Certificate of Achievement

Mark Zatzkin

— **HAS SUCCESSFULLY COMPLETED TRAINING FOR** —

Lawn Care Equipment Safety

Local Gov 
affordable online learning for local governments

Earned: 08/30/2014
Number: 31a71ceda2

Affordable e-learning Provided by LocalGovU


Las Home, Loss Prevention Manager



Certificate of Achievement

Mark Zatzkin

— **HAS SUCCESSFULLY COMPLETED TRAINING FOR** —

Basic Jail Security Principles

Local Gov 
affordable online learning for local governments

Earned: 08/28/2014
Number: 7881adba82

Affordable e-learning Provided by LocalGovU

A handwritten signature in black ink, appearing to read "Lee Home".

Lee Home, Loss Prevention Manager



Certificate of Achievement

Mark Zatzkin

— **HAS SUCCESSFULLY COMPLETED TRAINING FOR** —

Patrol Procedures in Jails



Earned: 08/28/2014
Number: a103d3be67

Affordable e-learning Provided by LocalGovU

A handwritten signature in black ink, appearing to read 'J. [unclear]', is written over a horizontal line.

Las Horna, Loss Prevention Manager



Certificate of Achievement

Mark Zatzkin

— **HAS SUCCESSFULLY COMPLETED TRAINING FOR** —

Suicide Prevention



Earned: 09/06/2013
Number: c35a47856c

Affordable e-learning Provided by LocalGovU

A handwritten signature in black ink, appearing to read "John D. ...".

Los Horno Local Prevention Manager



Certificate of Achievement

Mark Zatzkin

— **HAS SUCCESSFULLY COMPLETED TRAINING FOR** —

Suicide Prevention

Local Gov 
affordable online learning for local governments

Earned: 08/28/2014
Number: d851565a18

Affordable e-learning Provided by LocalGovU

A handwritten signature in black ink, appearing to read 'Las Horna'.

Las Horna, Loss Prevention Manager



Certificate of Achievement

Mark Zatzkin

— **HAS SUCCESSFULLY COMPLETED TRAINING FOR** —

Supervising Inmates

Local Gov U

affordable online learning for local governments

Affordable e-learning Provided by LocalGovU

Earned: 08/28/2014
Number: b5ccf40478

A handwritten signature in dark ink, appearing to read "Les Horn".

Les Horn, Loss Prevention Manager



Certificate of Achievement

Mark Zatzkin

— **HAS SUCCESSFULLY COMPLETED TRAINING FOR** —

Understanding Hostage Incidents

Local Gov 
affordable online learning for local governments

Earned: 08/29/2014
Number: 3b17114c69

Affordable e-learning Provided by LocalGovU

A handwritten signature in black ink, appearing to read 'John G. ...', is written over a horizontal line.

Loss Home Loss Prevention Manager



Certificate of Achievement

Mark Zatzkin

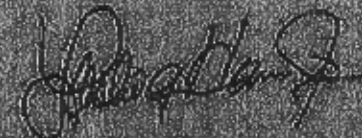
— **HAS SUCCESSFULLY COMPLETED TRAINING FOR** —

Written Communication and Reporting for
Corrections

Local Gov 
affordable online learning for local governments

Earned: 08/29/2014
Number: 2753aea9d4

Affordable e-learning Provided by LocalGovU

A handwritten signature in black ink, appearing to read 'Les Horne', is written over a horizontal line.

Les Horne, Loss Prevention Manager



Certificate of Achievement

Mark Zatzkin

— HAS SUCCESSFULLY COMPLETED TRAINING FOR —

Handling Difficult Customers for Local
Government

Local Gov 
affordable online learning for local governments

Earned: 08/29/2014
Number: d851565a18

Affordable e-learning Provided by LocalGovU

A handwritten signature in black ink, appearing to read 'John A. ...', is written over a horizontal line.

Loss Home Loss Prevention Manager



Certificate of Achievement

Mark Zatzkin


— **HAS SUCCESSFULLY COMPLETED TRAINING FOR** —

Sexual Harassment Training - Harassment
Awareness

Local Gov U
affordable online learning for local governments

Earned: 10/06/2013
Number: ee8d672307

Affordable e-learning Provided by LocalGovU


Cas Home, Local Prevention Manager



Certificate of Achievement

Mark Zatzkin

— **HAS SUCCESSFULLY COMPLETED TRAINING FOR** —

Sexual Harassment Training - Harassment
Awareness

Local Gov 
affordable online learning for local governments

Earned: 08/29/2014
Number: c1791a77b0

Affordable e-learning Provided by LocalGovU

A handwritten signature in black ink, appearing to read 'Lisa Homa', is written over a horizontal line.

Lisa Homa, Local Prevention Manager



Certificate of Achievement

Mark Zatzkin

— **HAS SUCCESSFULLY COMPLETED TRAINING FOR** —

Sexual Harassment Training for Managers

Local Gov U
affordable online learning for local governments

Earned: 09/06/2013
Number: ea8616de13

Affordable e-learning Provided by LocalGovU


Las Horna, Local Prevention Manager



Certificate of Achievement

Mark Zatzkin

— **HAS SUCCESSFULLY COMPLETED TRAINING FOR** —

Sexual Harassment Training for Managers

Local Gov U
affordable online learning for local governments

Earned: 08/29/2014
Number: ccae9e21fc

Affordable e-learning Provided by LocalGovU

A handwritten signature in black ink, appearing to read "Mark Zatzkin".

Les Horne, Local Prevention Manager



Certificate of Achievement

Mark Zatzkin

— HAS SUCCESSFULLY COMPLETED TRAINING FOR —

Arrest Procedures

Local Gov 
affordable online learning for local governments

Earned: 09/01/2014
Number: 2229ba663e

Affordable e-learning Provided by LocalGovU

A handwritten signature in black ink, appearing to read 'Las Horras', is written over a horizontal line.

Las Horras, Loss Prevention Manager



Certificate of Achievement

Mark Zatzkin

— **HAS SUCCESSFULLY COMPLETED TRAINING FOR** —

Conflict and Dispute Resolution -- Law
Enforcement

Local Gov 
affordable online learning for local governments

Earned: 09/01/2014
Number: 3c710981f5

Affordable e-learning Provided by LocalGovU

A handwritten signature in black ink, appearing to read 'Mark Zatzkin'.

Los Horns, Loss Prevention Manager



Certificate of Achievement

Mark Zatzkin

— **HAS SUCCESSFULLY COMPLETED TRAINING FOR** —

Excited Delirium

Local Gov 
affordable online learning for local governments

Earned: 08/30/2014
Number: a103d3be67

Affordable e-learning Provided by LocalGovU



Los Horno, Loss Prevention Manager



Certificate of Achievement

Mark Zatzkin

— **HAS SUCCESSFULLY COMPLETED TRAINING FOR** —

Handling Domestic Abuse Calls



Earned: 08/30/2014
Number: c83f94d602

Affordable e-learning Provided by LocalGovU

A handwritten signature in black ink, appearing to read 'Lisa Horn', is written over a horizontal line.

Lisa Horn, Local Prevention Manager



Certificate of Achievement

Mark Zatzkin

— **HAS SUCCESSFULLY COMPLETED TRAINING FOR** —

Law Enforcement Liability

Local Gov 
affordable online learning for local governments

Earned: 08/30/2014
Number: 7881adba82

Affordable e-learning Provided by LocalGovU

A handwritten signature in black ink, appearing to read "Les Horne".

Les Horne, Loss Prevention Manager



Certificate of Achievement

Mark Zatzkin

— **HAS SUCCESSFULLY COMPLETED TRAINING FOR** —

Off-Duty Conduct and Powers of Arrest



Earned: 08/30/2014
Number: 9f2046e3b2

Affordable e-learning Provided by LocalGovU

A handwritten signature in dark ink, appearing to read 'Lisa Harris', is written over a horizontal line.

Lisa Harris, Loss Prevention Manager



Certificate of Achievement

Mark Zatzkin

— **HAS SUCCESSFULLY COMPLETED TRAINING FOR** —

Presenting Effective Testimony in a
Courtroom

Local Gov **U**
affordable online learning for local governments

Earned: 08/30/2014
Number: d214c4adca

Affordable e-learning Provided by LocalGovU

A handwritten signature in black ink, appearing to read "Lee Home".

Lee Home, Loss Prevention Manager



Certificate of Achievement

Mark Zatzkin

— **HAS SUCCESSFULLY COMPLETED TRAINING FOR** —

Racial Profiling

Local Gov U

affordable online learning for local governments

Earned: 08/30/2014
Number: b628bdd95d

Affordable e-learning Provided by LocalGovU

A handwritten signature in black ink, appearing to read 'Lesi Horne'.

Lesi Horne, Loss Prevention Manager



Certificate of Achievement

Mark Zatzkin

— **HAS SUCCESSFULLY COMPLETED TRAINING FOR** —

Search and Seizure

Local Gov 
affordable online learning for local governments

Earned: 08/30/2014
Number: 1d87bc9be1

Affordable e-learning Provided by LocalGovU

A handwritten signature in black ink, appearing to read 'Lisa Harris'.

Lisa Harris, Local Program Manager



Certificate of Achievement

Mark Zatzkin

— **HAS SUCCESSFULLY COMPLETED TRAINING FOR** —

Suicide Awareness for Law Enforcement

Local Gov U
affordable online learning for local governments

Affordable e-learning Provided by LocalGovU

Earned: 08/30/2014
Number: 44295686f2


Les Horne, Loss Prevention Manager



Certificate of Achievement

Mark Zatzkin

— **HAS SUCCESSFULLY COMPLETED TRAINING FOR** —

Understanding Mental Illness for Law
Enforcement

Local Gov 
affordable online learning for local governments

Earned: 08/30/2014
Number: 0813677e3c

Affordable e-learning Provided by LocalGovU

A handwritten signature in black ink, appearing to read 'Les Hume'.

Les Hume, Loss Prevention Manager



Certificate of Achievement

Mark Zatzkin

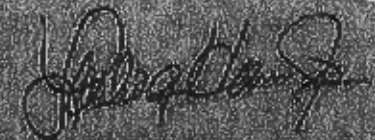
— **HAS SUCCESSFULLY COMPLETED TRAINING FOR** —

Use of Force for Law Enforcement

Local Gov 
affordable online learning for local governments

Affordable e-learning Provided by LocalGovU

Earned: 08/30/2014
Number: 55cb85bf1e



Las Horna, Loss Prevention Manager



Certificate of Achievement

Mark Zatzkin

— **HAS SUCCESSFULLY COMPLETED TRAINING FOR** —

Vehicular Pursuit

Local Gov 
affordable online learning for local governments

Earned: 08/29/2014
Number: caee194c8d

Affordable e-learning Provided by LocalGovU

A handwritten signature in black ink, appearing to read "John Deane", is written over a horizontal line.

Los Horno Local Prevention Manager



Certificate of Achievement

Mark Zatzkin

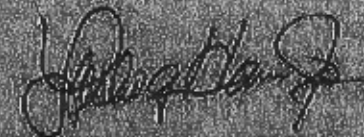
HAS SUCCESSFULLY COMPLETED TRAINING FOR

Supervisor Skills 101

Local Gov 
affordable online learning for local governments

Affordable e-learning Provided by LocalGovU

Earned: 08/29/2014
Number: 15b2d0b24c

A handwritten signature in black ink, appearing to read "Las Hornes".

Las Hornes, Loan Prevention Manager



Certificate of Achievement

Mark Zatzkin

— HAS SUCCESSFULLY COMPLETED TRAINING FOR —

Supervisor Skills 201

Local Gov 
affordable online learning for local governments

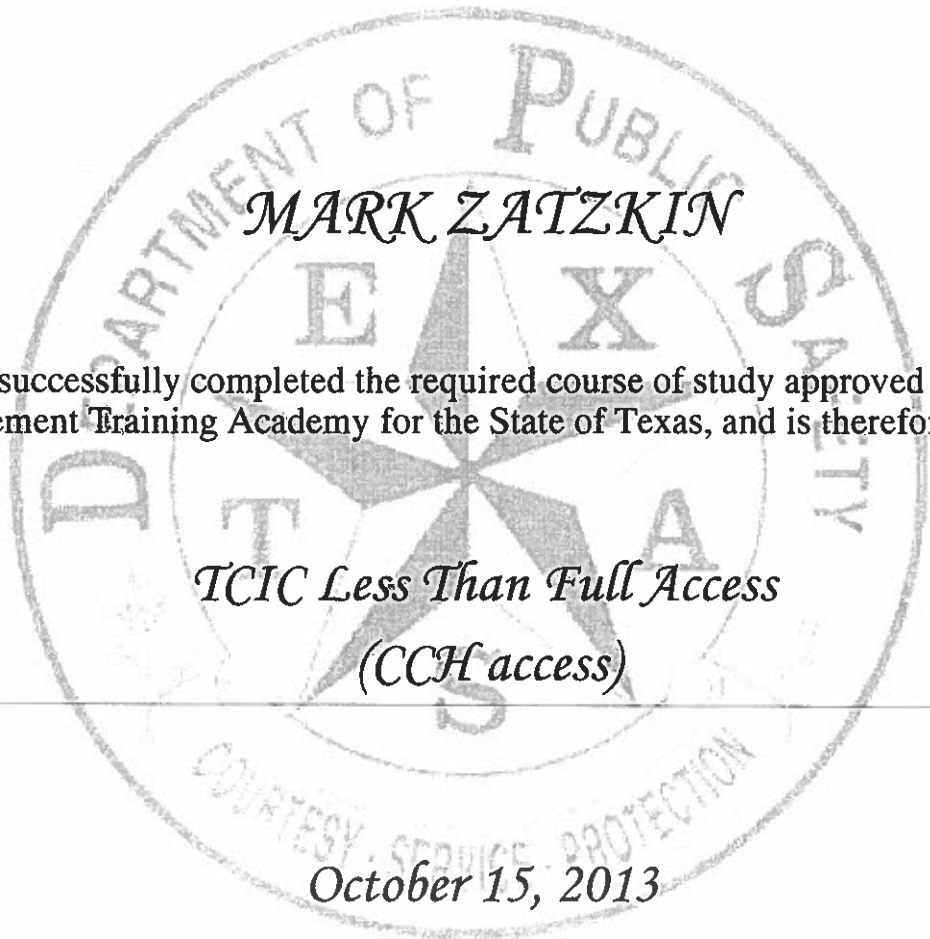
Earned: 08/29/2014
Number: 9b9f6f6e14

Affordable e-learning Provided by LocalGovU

A handwritten signature in black ink, appearing to read 'Lea Home', is written over a horizontal line.

Lea Home, Loss Prevention Manager

TEXAS DEPARTMENT OF PUBLIC SAFETY



MARK ZATZKIN

has successfully completed the required course of study approved by the Law Enforcement Training Academy for the State of Texas, and is therefore awarded this

*TCIC Less Than Full Access
(CCH access)*

October 15, 2013

Frank Woodall

Deputy Assistant Director, Education, Training & Research Bureau

Steven C. McCraw

Director, Texas Department of Public Safety

TEXAS DEPARTMENT OF PUBLIC SAFETY

MARK ZATZKIN

has successfully completed the required course of study approved by the Law Enforcement Training Academy for the State of Texas, and is therefore awarded this

*TLETS Mobile Certification
(DL and REG only)*

October 15, 2013



Frank Wordall

Deputy Assistant Director, Education, Training & Research Bureau



Steven C. McCraw

Director, Texas Department of Public Safety

Eric Foerster

From: Eric Foerster
Sent: Monday, May 13, 2013 10:39 AM
To: Virgil Thomas; Eric Lerma; Bobby Ferguson; Mark Zatzkin
Cc: Cary D. Hale (chale@ci.jersey-village.tx.us)
Subject: Nice work by Officer Zatzkin

Human Resources

MAY 15 2013

Jersey Village

All;

I received word from Officer Hale that he had an experience with a hostile person during a traffic stop. On 05/11/13, Officer Hale made a traffic stop and the subject became combative and during the contact and the subject committed a minor assault on Officer Hale. Officer Zatzkin arrived on scene a short time after the assault and began to assist with the arrest of the driver.

During a review of the incident Officer Zatzkin was clearly a calming force in the contact. His demeanor was very professional and there was no overreaction or unnecessary use of force. Officer Zatzkin used a calming voice and did not become excited with the suspect.

Officer Hale then went on to explain that Officer Zatzkin then offered to book the prisoner for Officer Hale to further deescalate the contact.

This was an excellent job by Officer Zatzkin. He recognized potential trouble and assisted in stepping down the emotions of the suspect. This type of action provides a great buffer during stressful times with suspects. Officer Zatzkin recognized this and took the appropriate action.

This action was greatly appreciated.

Respectfully,
Chief Foerster

C.E. Foerster, MPA

Chief of Police-JerseyVillage, Texas
16401 Lakeview Drive
Jersey Village, Texas 77040

Phone: 713-466-5824
Fax: 713-466-0784
e-mail: efoerster@ci.jersey-village.tx.us

Please file in
Officer Zatzkin's file.

C. ?  5-13-13




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MAGIC
GROUP**

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HOUS
Mrs. Rhonda Laumann
16105 Crawford St
Houston, TX 77040



City of Jersey Village
Emergency Management
16501 Jersey Drive
Jersey Village, Tx 77040

We wanted to say "Thank You"!
We are so glad we live in Jersey Village
and have wonderful people
like Kim (dispatcher), Officer Z,
Rob (paramedic) and Jake (EMT).
We had a scary situation with our
Type I Diabetic son and the J.V. crew
could not have been any more
professional & comforting. Jerry & Rhonda
Laumann

**City of Jersey Village
EMPLOYEE COUNSELING REPORT**

Human Resources

Name: M. Zatzkin Position: Day Shift Patrol Date: 12-31-2011 _____

Department: Police Department Supervisor: Sgt. S. Joachim

JAN 06 2012

Type of Action: X Verbal Warning Probation
 Written Warning Suspension
 Final Warning Termination

Jersey Village

A. Incident: Describe the situation, behavior, performance, policy violation that occurred. Include date(s), location(s), people involved, witnesses, effects on employee's work or other employees:

On December 29th, Officer Zatzkin was scheduled present from 10:00 pm to 6:00 am. He was not. At or about 3:30 am, a subject left the main traveled portion of roadway (SR – WB) striking numerous vehicles resulting in an estimated damage value at or near \$300,000.00. The event was documented under case number 10-16740. The vehicles were secured within a locked compound when struck by the offender.

In the course of the investigation, a night shift supervisor contacted Sgt. Det. Harper seeking information related to the owners. At this time, Sgt. Det. Harper came to learn Officer Zatzkin wasn't present, and his whereabouts unknown. Officer Zatzkin - should he have been present, would be possessed with keys to unlock gates providing direct access to the damaged units and facilitating the investigation. Sgt. Det. Harper spoke with Officer Zatzkin and he was asleep at his residence, saying he'd become ill and had left his extra employment in the early morning hours.

In past weeks, Sgt. Harper has come to notice an alarming trend. At times Officer Zatzkin has reported to his extra employment appearing fatigued. He's also experienced some lingering respiratory issue where he indicated concern and saying he'd sought physician treatment. On these occasions it has been made explicitly clear to prevent his becoming a danger to himself or others to call and Sgt. Det. Harper would make arrangements for his relief. He hasn't, and on this occasion he made the conscious decision to not avail himself to the opportunity. The reality is he chose to abandon his extra job to the detriment of the employing organization, and in this instance a corresponding departmental action.

Sgt. Det. Harper's concern in this is not the extra job issue. His concern is for Officer Zatzkin's safety and his ability to address his duty at the PD. This became more acute when on December 30th Sgt. Det. Harper spoke with officer Zatzkin concerning his abandoning his extra employment. In this he said, "I've lately experienced difficulty in maintaining a regiment of sleep." Officer Zatzkin went on to say, "It's become so acute that he's been sleeping at his extra employment – wherever and whenever possible." Should this be the case, and Sgt. Det. Harper believes it is, Officer Zatzkin's ability to accomplish the department's mission is also compromised. By his admission there are days when reporting for duty he'd not had an opportunity to reach proper rest.

S. O. P. 15.01.01 Off Duty Employment

If any off-duty employment situation held by an employee is found to interfere with the Department's image or efficiency, the on-duty work performance of the individual in question, or is found to involve misuse of the commission, the employee shall terminate such employment. Officers engaged in off-duty employment shall keep the duty dispatcher(s) aware of the location, and duration of the off duty employment.

City of
Jersey
Village



JERSEY VILLAGE POLICE DEPARTMENT

16401 Lakeview Dr.
Jersey Village, Texas 77040-1999
(713-466-5824) Fax (713-466-0784)

Incorporated 1956 A Texas Star Community

To: Officer Arriazola, Officer Limerick, Officer Pierce, and Officer Zatzkin
From: Chief Foerster
Date: 05/25/2011
Topic: Letter of Commendation

I am writing this commendation letter for excellence in customer service. This was prompted by a letter I received from a citizen. In this letter the citizen explained a situation that police officers face on a daily basis (domestic). The resulting action by the Jersey Village Police Department was more than the normal response given by most agencies.

Our Officers clearly went above the call of duty by showing compassion and understanding beyond the normal levels. The officers in this case displayed the thoughtfulness and compassion to calm the situation and yet still obtain the necessary things needed to build a case and take proactive and protective measures to assure safety for the victims in this case.

This clearly demonstrates the level of professionalism within our agency. These actions also make us stand out in the world of mediocre law enforcement.

I sincerely appreciate the actions taken in case. Actions like this point out those law enforcement officers have a much greater impact on citizens than what is perceived. In my 20 years of service I have rarely seen letters in such detail from the public.

Respectfully,

Chief Eric Foerster

CC: File Arriazola, Limerick, Pierce, Zatzkin

Human Resources

MAY 26 2011

Jersey Village

Eric Foerster

From: Rachael Knapp [rach.knapp@gmail.com]
Sent: Thursday, May 19, 2011 10:52 PM
To: Eric Foerster
Subject: To the Chief

Dear Chief Foerster.

My name is Rachael Knapp (Garber technically) and I live on Lakeview. I wanted to write you personally and share with you the experiences I have had with some of your officers, but particularly Officer Arriazola. My experiences began on March 17 when my soon to be ex husband was arrested for assaulting me in front of our three year old son. Officer Arriazola was the first on the scene within seconds of the police being contacted and took charge of the terrible situation. He immediately separated my soon to be ex and I and noticed I had sustained an injury to my arm. Being the stubborn fool that I sometimes am, I kept arguing with Officer Arriazola that I did not need medical attention, but eventually I let him call the paramedics out. While the paramedics checked me over, more officers arrived to assist, but always made sure that my son, who was very upset by what had occurred, was okay. Officer Limerick was the one who asked me if I wanted to press charges, a decision that was not easy to make. He stayed very calm and nonjudgemental when he asked me, which he had to ask twice. When I said yes, Officer Arriazola arrested my soon to be ex, but did something amazing for my son. He would not let me take my son out of my soon to be ex's vehicle until my soon to be ex was in the back of the squad car. I'm not going to lie, I was rather mad about that at first, but then realized that Officer Arriazola was protecting my son from witnessing his father's arrest. The incident was traumatizing enough on my son, so I am extremely grateful that Officer Arriazola protected him. While at the station giving my statement, your officers took amazing care of me. I had a hard time typing with my gimp arm, but Officer Limerick was very patient with me, and even got me tissues to wipe away my tears. When the audio recording was played, he asked for it to be played where I couldn't hear it because of how upset I became. While I was waiting for my mom to write her statement, another officer got me an ice pack to place on my swollen wrist. Soon after, Officer Arriazola had to take pictures of my injuries and for some reason, my face. I felt like a train wreck and did not want to have my picture taken, and so I made comments about how I looked like crap and Officer Arriazola was sweet enough to reassure me that I did not. I know he was lying, but it did make me feel a lot better. Officers Arriazola and Limerick suggested that I make a hospital trip to get my arm reexamined and that I should turn in the medical records. Officer Arriazola gave me his card with my case number on it and said to come back in a few days if any bruising surfaced. I went to the emergency room shortly afterwards and my shoulder and wrist had been sprained.

A few days later, I turned in some pictures of my injuries to Officer Arriazola and went over some information. He reassured me that I was safe and was glad to see me smile. I was very impressed by his concern for me and my family. He looked over my arm one more time to make sure nothing had been missed and sent me on my way, feeling very confident about the police force.

My soon to be ex was released on bail, but was issued a No Contact Order to prevent him from coming in contact with me. The criminal court would not issue an Emergency Protective Order to me or my son, and allowed visitation to continue. I received an email from him and debated about turning it in to the police, but did so on April 7. Officer Pierce came out and interviewed me and could tell that I was still very shaken about the whole incident and was worried that my ex would show up at the house that day. She reassured me that I was safe and told me she would check on the No Contact Order for me. My son was sort of afraid of Officer Pierce at first, but she played with him and his cars and he felt better about her. A little while after Officer Pierce had left, she called me and informed me of who she had talked to and that she had started a report regarding his violation. Later that day, my ex did show up at my residence with his mother to pick up our son up for dinner. I

was on my way to class when it happened, and went to the police station in [redacted] ad. I asked if Officer Arriazola was on duty and he came and talked to me. I pretty much had a nervous breakdown in the lobby, but Officer Arriazola let me rant and cry it out. I don't think he enjoyed it, but it amazed me that he cared that I was still having to deal with the aftermath. After I settled down, he told me he would supplement Officer Pierce's report and put in another call to the district attorney's office for me. He let me know that he would try to have someone around my residence when my son was going to be returned and even wrote down times that my ex may show up at for visitation. I left feeling better, but still scared.

On April 29, my ex messed up again by sending a text message saying he was not returning our son at the time agreed. I had to file another police report at the advice of my divorce attorney, which is when I met Officer Zatzkin. He could tell that I was scared and extremely concerned for my son, but cracked a few jokes to make me feel better. He offered to do a welfare check for my son, and then he called my ex on my cell phone and left him a voicemail reminding him not to contact me. I was home alone that weekend and was nervous by it, so Officer Zatzkin said he would make sure someone stayed around the area. He kept his word and I noticed officers running radar in front of the house and checking in on me throughout the weekend. I felt like I was wasting their time, but Officer Zatzkin reassured me that this was just as important as anything else.

I eventually had a protective order hearing on May 13, in which Officer Arriazola was subpoenaed for. It is my understanding that he was dodging the subpoena until he found out it was for me. I was impressed that he remembered me, but I was more impressed that he would get served and go to court on his day off for me and my son. I know he received overtime for going to court, so I'm happy I made him richer, but felt bad for taking up one of his days off. I believe his testimony was extremely helpful in obtaining the protective order for me and my son. He maintained a very professional attitude and was also nice to chat to my family during the hearing. After I received a copy of the final protective order, I did not want to bug your police department anymore, but my mom insisted and called Officer Arriazola to let him know. He came by our house to read the order and to thank me for the brownies I made for him. I told him how I didn't want to bug him with this but told me that it was important for him to know. His caring, sweet attitude has made this nightmare bearable for me. I have felt safer knowing that the police force is out there protecting not just me, but everyone. What I find most incredible about Officer Arriazola is that he would treat anyone as well as he has treated me during all of this. I truly believe that Officer Arriazola is one of the finest police officers I have ever met in my life, and should be commended on this. It may be out of my place, but I think all of your officers deserve a pay increase. If you need anyone to speak to the city officials about this, please do not hesitate to contact me. I would be more than happy to do this for your officers, but especially for Officer Arriazola.

Thank you for your time,
Rachael Knapp
713-896-8282 (H)
832-622-4695 (C)



Human Resources

APR 07 2011

Jersey Village

JERSEY VILLAGE POLICE DEPARTMENT

16401 Lakeview Dr.
Jersey Village, Texas 77040-1999
(713-466-5824) Fax (713-466-0784)

Incorporated 1956 A Texas Star Community

To: Officer M. Zatzkin
From: Chief Foerster
Reference: Commendation Letter
Date: 04/05/2011

Officer Zatzkin,

On 04/05/2011, I received a letter commending your work on a call. During this call you demonstrated a great awareness of a medical need and person in distress. You not only took the appropriate action, you also took the initiative to follow up after the call.

Often police officers fail to recognize the most appropriate action and we end up making a quick judgment call ending a public intoxication arrest, or other arrest that is not the actual solution to the problem.

I truly appreciate your actions in this case. I am also very proud of your actions to follow up after the fact. Your actions speak volumes about our agency and our personnel that work here. Compassion and understanding are hard to teach.

Respectfully,

Chief Eric Foerster

C.S.  4-5-2011

CC: Zatzkin Personnel File, Mike Castro-City Manager



12247-D FM 529
Houston, TX 77041
Phone: 713.849.4042
Fax: 713.849.3038
matt.theriot@ATImetals.com

March 31, 2011

Jersey Village Police Chief
Jersey Village Police Dept.
16401 Lakeview Drive
Jersey Village, TX 77040

Dear Sir,

Ref: Officer Mark Zatzkin

Yesterday, March 30, 2011, we had the opportunity to meet with a very compassionate and caring Police Officer, Mark Zatzkin of the Jersey Village Police Department.

Officer Zatzkin went beyond the call of duty in the way he handled a situation with an employee of ATI Allvac with sincere understanding and compassion. Our employee was exhibiting a physical/mental problem at a local government facility and Officer Zatzkin recognized that this employee was not a bad person, and was experiencing some difficulties that Officer Zatzkin recognized, rightly so, that medical help was needed. An ambulance was dispatched to bring our employee to the hospital for treatment.

Officer Zatzkin followed up with the family to make sure our employee was being treated well and expressed his concern with the family on his well being.

You have a truly "good guy" in Mark Zatzkin, and we commend your department for having such kind and compassionate officers on your police force.

Sincerely,

A handwritten signature in black ink that reads "Matthew F. Theriot".

Matthew F. Theriot
Southwestern Regional Manager

A handwritten signature in black ink that reads "Marie W. O'Donnell".

Marie W. O'Donnell
Depot Manager



THE FOUNDRY
A UNITED METHODIST CONGREGATION

Human Resources

MAR 17 2011

Jersey Village

Chief Eric Forrester
Jersey Village Police Department
16401 Lakeview Drive
Houston, Texas 77040

Dear Chief Forrester:

I wanted to take the time to thank your department for gracefully handling a situation at our church this past weekend. I am the wedding coordinator at Foundry United Methodist Church, and my husband, Ray Hughes, is one of the pastors .

Two of your police officers, Officers Mark Zatzkin and Travis Clay, noticed someone speeding around the light poles in our parking lot, and when they pulled in to the parking lot, they noticed she was the bride about to get married in less than two hours. Unfortunately, they had already met her a few hours before in a separate incident. She was obviously having some mental problems due to stress.

I was very thankful for the way they handled the situation with concern for her as a person but also regarding the fact that the wedding was upon us. We agreed with their recommendation that she be seen at the hospital, and she was taken to Cy-Fair and released. (She made it back in time for the wedding, and we were only 10 minutes late!)

We will follow up with the family to be sure she is given any necessary care, but I just wanted to thank your office, specifically these two officers for their sensitivity to the situation while still upholding the law!

We are thankful for all you do!

Sincerely,

Jacqueline S. Hughes
Wedding Coordinator

*City of
Jersey
Village*



JERSEY VILLAGE POLICE DEPARTMENT

16401 Lakeview Dr.
Jersey Village, Texas 77040-1999
(713-466-5824) Fax (713-466-0784)

Incorporated 1956 A Texas Star Community

Jacqueline S. Hughes
8350 Jones road
Houston, Texas 77065

Mrs. Hughes,

I truly appreciate you taking the time to write me in reference to some positive work by our officers. We do try to instill the fact that we are here to help our citizens in the best way possible. In this case it's clear that we made the correct decision in getting someone the help they needed. I am pleased that all worked out in the end.

Both Officers received copies of the letter and a copy was placed in their personnel files. These letters are often used in promotions and transfers so they are very important to the Officers.

Respectfully,

Chief C.E. Foerster

DAVID DEWHURST
LIEUTENANT GOVERNOR

RICK PERRY
GOVERNOR



**Texas Commission
on
Lab Enforcement Officer
Standards and Education**
Hereby Awards The Certification
of
Intermediate Peace Officer

MARK A. ZATZKIN

as provided for in the laws of the State of Texas and the rules of the Commission

TIMOTHY A. BRAATEN
EXECUTIVE DIRECTOR

November 22, 2010

CHARLES HALL,
PRESIDING OFFICER

RICK PERRY
GOVERNOR

DAVID DEWHURST
LIEUTENANT GOVERNOR



**Texas Commission
on
Law Enforcement Officer
Standards and Education**

Hereby Awards The Certification

of

Advanced Peace Officer

to

MARK A. ZATZKIN

as provided for in the laws of the State of Texas and the rules of the Commission

CHARLES HALL
PRESIDING OFFICER

TIMOTHY A. BRAATEN
EXECUTIVE DIRECTOR

November 22, 2010



16401 LAKEVIEW DRIVE
JERSEY VILLAGE, TEXAS 77040-1999
(713) 466-5824

POLICE DEPARTMENT

Incorporated 1956

A Texas Star Community

Charles N. Wedemeyer, Jr.
Chief of Police

Date: October 27, 2010

To: Officer M. Zatzkin

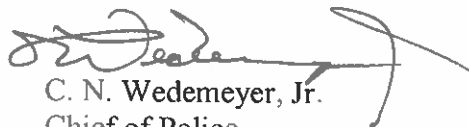
Re: COMMENDATION

I wish to commend you for your diligent effort in determining that occupants of a suspicious vehicle were involved in two vehicle burglaries that took place in our city on Monday, October 18, 2010.

Your outstanding sense of duty and determined police work led to the arrest of several suspects. This arrest resulted in a confession and the discovery of two additional cases, including a Jersey Village motor vehicle burglary and a Harris County motor vehicle burglary, which can now be closed as a result of these arrests. Your attention to detail certainly merits recognition.

Please know that I personally thank you for a job well done, and express appreciation from the department. The police department is privileged to have officers of your caliber protecting the people who live and work in our City. I am very proud of the men and women who serve the Jersey Village Police Department. Thank you for your service.

Sincerely,


C. N. Wedemeyer, Jr.
Chief of Police

CNWIr/sj

Copy: M. Castro, City Manager
Karen Farris, Personnel Generalist
Sgt. V. Thomas
Sgt. S. Joachim

Human Resources

OCT 29 2010

Jersey Village

JERSEY VILLAGE POLICE DEPARTMENT

INTEROFFICE MEMORANDUM

TO: CHIEF C.N. WEDEMEYER

FROM: SERGEANT VIRGIL THOMAS

SUBJECT: COMMENDATION FOR OFFICERS ZATZKIN, ARRIAZOLA,
LEWIS, AND LIMERICK

DATE: OCTOBER 18, 2010

On October 18th, this agency received a suspicious vehicle call at the Jersey Meadows Golf Course; this concern was called in by a resident, who did not wish to be identified. Officers Lewis and Zatzkin initially responded to this call, during which time they discovered two vehicle burglaries, which they reasonably believed were offenses committed by the occupants of the suspicious vehicle. Officers Lewis and Zatzkin were able to collect pertinent information and relay it to other patrol units Officers Arriazola and Limerick. Officer Lewis continued the field investigation, while Zatzkin located and successfully solicited the aid of the originally reluctant reportee/resident. During this time and because of attention paid to the careful dissemination of details by Zatzkin and Lewis, Officers Limerick and Arriazola in an effort to in service not just the area of the incident, but in in-servicing our patrol area effectively, these officers not only located the suspects; however went on to burn the midnight oil so to speak, working diligently into the late hours of the night, resulting in one confession and discovering two additional cases including a Jersey Village BMV and a Harris County BMV that can now be closed as solved with arrests.

Chief, I cannot say enough that in this demonstration of team work, these Officers of the Jersey Village Police Department showed their growth as an effective team and demonstrated investigative skills that many of them until this moment were unaware that they possessed. It is my view that this kind of job well done should be commended.


Sergeant V. Thomas JV602



16401 LAKEVIEW DRIVE
JERSEY VILLAGE, TEXAS 77040-1999
(713) 466-5824

POLICE DEPARTMENT

Incorporated 1956

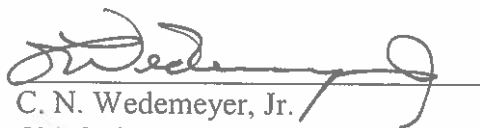
A Texas Star Community

Charles N. Wedemeyer, Jr.
Chief of Police

Date: October 1, 2010
To: Officer M. Zatzkin
From: C. N. Wedemeyer, Jr., Chief of Police
Re: COMMENDATION

This letter is to commend your outstanding action on Wednesday, September 29, 2010 involving a suspect with a loaded firearm at his home in Jersey Village. Because of your innovative thinking, diligence, and quick response, a potentially dangerous situation was averted, ultimately resulting in a safe outcome for all personnel involved. The quality of service provided by the Jersey Village Police Department is directly related to the quality of the employees this department is so fortunate to have. Through personal observation, I am reminded every day of the outstanding people we have in the Jersey Village Police Department.

I wish to take this opportunity to personally commend you for your outstanding service, and convey appreciation from the Department.


C. N. Wedemeyer, Jr.
Chief of Police

CNWJr/sj


Copy: Mike Castro
Karen Farris ✓
Virgil Thomas
File

Human Resources

OCT 05 2010

Jersey Village

Memo

Date: September 16, 2010
To: Officer M. Zatzkin
From: C. N. Wedemeyer, Jr. 
Re: Police Department Inquiry into Your Actions of September 1, 2010

The Department has completed a review of an inquiry into your actions of September 1, 2010; which involved you, two members of the Municipal Court staff, and a Department Head, the Director of Finance Isabel Kato. This review revealed that you, at the urging of others, had conversations through the chain of command of the Municipal Court staff, appeared before a Department Head with what appeared to be a complaint about of the prosecutors in the Court.

In reading your statement in this matter, you state you now know that that was not a proper course of conduct on your part and that you are aware that you are not to be a spokesman for the Department at that level. This will serve as your notification for formal counseling in this matter and remind you that this type of conduct will not be tolerated and should be corrected by you immediately.

CNWjr/sj

Copy: Mike Castro

Isabel Kato

K. Farris ✓

Human Resources

SEP 16 2010

Jersey Village



16401 LAKEVIEW DRIVE
JERSEY VILLAGE, TEXAS 77040-1999
(713) 466-5824

POLICE DEPARTMENT

Incorporated 1956

A Texas Star Community

Charles N. Wedemeyer, Jr.
Chief of Police

Human Resources

Date: June 24, 2010

JUN 28 2010

To: Officer M. Zatzkin

Jersey Village

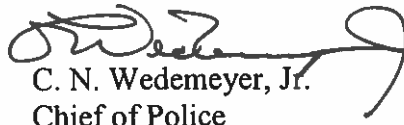
Re: COMMENDATION

I wish to commend you for your actions and determined police work in the incident and arrest of a robbery suspect, which took place at the McDonald's Restaurant located at 16002 Northwest Freeway Service Road on the afternoon of June 23, 2010.

Your outstanding sense of duty led to the arrest of an armed robbery suspect and the recovery of stolen currency from this local business establishment in Jersey Village. Your excellent performance in controlling the scene and apprehending this dangerous suspect without any harm coming to the public does, without a doubt, merit recognition.

Please know that I personally thank you for a job well done, and express appreciation from the department. The police department is privileged to have officers of your caliber protecting the people who live and work in our City. I am very proud of the men and women who serve the Jersey Village Police Department. Thank you for your service.

Sincerely,



C. N. Wedemeyer, Jr.
Chief of Police

CNWJr/sj

Copy: M. Castro, City Manager
Karen Farris, Personnel Generalist ✓
Sgt. V. Thomas
Sgt. S. Joachim
File

Sherry Jackson

Subject: FW: Armed Robbery at McDonald's

From: douglas.adcock@partners.mcd.com [mailto:doug.adcock@gmail.com]
Sent: Wednesday, June 23, 2010 7:58 PM
To: Charles Wedemeyer
Cc: Marsha McNeese; Miguel Lopez; Brad Adcock; Nancy McGarrah; Cecilia Diaz
Subject: Armed Robbery at McDonald's

Chief Wedemeyer,

I just want to express my deepest thanks for the outstanding response to the armed robbery at my McDonald's today. My staff and especially my store manager (who was the one held at gun point) will be forever grateful that your extremely motivated police force came to their aid. There is no doubt that the quickness of the first response officers was the absolute key to catching this creep just feet from the building. All of your officers including the person taking the the call should be commended. I know some quick thinking customer or employee made the call but I was so happy to hear that your officers caught the guy and that my employees feel safe again. All we care about is that our employees, customers and your officers don't get hurt. It was a good day in my book.

If there's anything we can do for you or your officers just let us know.

With respect,

Doug Adcock
McDonald's Owner/Operator
7117 Belgold Unit C
Houston, TX 77066
O-281-440-5131
F-281-605-1787
C-832-527-5101
douglas.adcock@partners.com

JIM LEITNER
FIRST ASSISTANT



CRIMINAL JUSTICE CENTER
1201 FRANKLIN, SUITE 600
HOUSTON, TEXAS 77002

Human Resources

MAY 14 2010

Jersey Village

Patricia R. Lykos
DISTRICT ATTORNEY
HARRIS COUNTY, TEXAS

May 12, 2010

Re: *The State of Texas V. Rene Valladares – Cause No. 1640275*

To Whom It May Concern:

Please allow this letter to serve as verification that the following Officers served as witnesses in the jury trial of the above case on Tuesday, May 11, 2010. All Officers were present from 9:00AM – 7:30PM. Officer Reed was present from 12:30PM – 3:00PM. Additionally, all Officers did a great job, which led to a guilty verdict.

Officer Arrizola, PR# 0352

Sgt. Horton, PR# 2317

Officer Lopez, PR# 0289

Corporal Murphy, PR# 0353

Officer Reed, PR# 0340 (12:30PM – 3:00PM)

Officer Zaskin, PR# 0234

Should you have any questions, feel free to contact Assistant District Attorney Derrick Reed at 713-755-0638. Thank you and have a great day.

Best Regards,

Derrick A. Reed
Harris County District Attorney's Office
1201 Franklin, 5th floor
Houston, TX 77002
(713) 755-0638 - office
(713) 755-1839 - fax

Memo


Human Resources

OCT 30 2009

Jersey Village

Date: October 29, 2009

To: Officer M. Zatzkin

From: C. N. Wedemeyer, Jr. 

Re: Letter of Formal Counseling with Regard to Internal Affairs Case No. 09-12

As you are aware, the Jersey Village Police Department has conducted an internal affairs investigation with regard to certain events that have taken place in September and October of 2009. This investigation was a result of rumors and other questionable information and acts that began with the announcement of a pending Sergeant's Board. You are also aware as per correspondence to you from the undersigned that notified you that you did not meet the minimum requirements of an Intermediate T.C.L.E.O.S.E. License to pursue that promotion request.

During the course of this investigation, it was revealed that you made contact with persons under the command of the night corporal and made an offer to assist them in some type of petition or vote to enhance the possibility of the results and future actions with respect to who was successful in the Sergeant's promotion process.

Your actions in this matter were disruptive and completely contrary to good order and the operation of carrying out the mission of this Department.

For your actions in this matter, you are hereby notified that this will be a record of formal counseling. You are also counseled to review your conduct as it relates to other employees, supervisors, and employees of the Department, in an attempt to ensure that this type of conduct does not occur in the future.


CNWXr/sj

Copy: Sgt. E. Del Toro

K. Farris, Personnel Generalist 

File

MEMORANDUM

Date: June 18, 2009
To: Officer M. Zatzkin
Cc: Mike Castro, City Manager; Karen Farris, Human Resources
From: C. N. Wedemeyer, Jr., Chief of Police 
RE: Promotion Selection

Your interest and time in submitting to the promotion selection process for the sergeant position is greatly appreciated by both the members of the Jersey Village Police Department and myself. It is always encouraging when members of the police department strive to take on additional responsibilities and accountability in the police mission of maintaining order and service to the citizens of our community. Your dedication to this mission is commendable.

Even though you may not have been chosen for this particular position, it is my hope that you will continue both your work and your ambition to become a supervisor here in this department. I also expect that your continued support of both the Jersey Village Police Department and its supervisors will continue as each of us, individually and collectively, are responsible to the citizens to maintain law and order within our city and to protect them from the criminal element which abounds in today's society.

Please keep up the good work. Your interest is both noted and appreciated.

CNWJr/sj



CITY OF BELLAIRE

Police Department

(713) 668-0487 5110 Jessamine Bellaire, Texas 77401-4495.
www.bellairepolice.com

Randall C. Mack
Chief of Police

Byron Holloway
Assistant Chief of Police

Lt. William Bledsoe
Patrol Division

Lt. Michael Leal
Support Services Division

June 9, 2009

Officer Mark Zatzkin
Jersey Village Police Department
16501 Jersey Drive
Jersey Village, Texas 77040

Dear Officer Zatzkin,

I would like to take this opportunity to thank you for your recent assistance to Officer Tracie Matthews and our agency in the instruction of a RAD training class to our citizens. We sincerely appreciate your expertise and professionalism in providing this important training.

If myself or anyone else on our staff can ever be of assistance, please do not hesitate to contact me.

Sincerely,

A handwritten signature in black ink, appearing to read "Randall C. Mack".

Randall C. Mack
Chief of Police

cc: Chief Charles Wedemeyer Jr. ✓
Jersey Village Police Department

Human Resources

JUN 12 2009

Jersey Village

In the name and by the authority of

The State of Texas

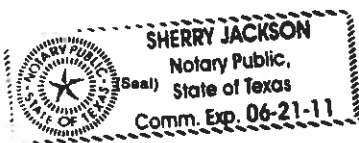
OATH OF OFFICE

I, MARK ZATZKIN, do solemnly swear (or affirm), that I will faithfully execute the duties of the office of POLICE OFFICER of the State of Texas, and will to the best of my ability preserve, protect, and defend the Constitution and laws of the United States and of this State, so help me God.



Affiant

SWORN TO and subscribed before me by affiant on this 11th day of July, 2008.



Sherry Jackson
Signature of Person Administering Oath

SHERRY JACKSON
Printed Name

Notary
Title

See Reverse Side
for Instructions
Revised August 1999



16401 LAKEVIEW DRIVE
JERSEY VILLAGE, TEXAS 77040-1999
(713) 466-5824

POLICE DEPARTMENT

Incorporated 1956

A Texas Star Community

Charles N. Wedemeyer, Jr.
Chief of Police

Date: March 31, 2008
To: Officer M. Zatzkin
From: C. N. Wedemeyer, Jr., Chief of Police
Re: Case No. 08-3097 - Shooting Incident on Jersey Drive

Human Resources
APR 02 2008
Jersey Village

Officer Zatzkin,

I have received a letter from Harris County Sheriff Tommy Thomas, in response to a thank you letter he received from this department. I am copying everyone concerned, since he mentioned the police officers involved in this incident and investigation.

I also wish to state the department's thanks to you for a job well done. The City of Jersey Village is fortunate to have officers of your caliber protecting their homes and places of business.

C. N. Wedemeyer, Jr., Chief of Police

Attachment

Copy: M. Castro (w/attachment)
K. Farris (w/attachment) ✓



TOMMY THOMAS
Sheriff of Harris County
1200 Baker Street
HOUSTON, TEXAS 77002-1206
www.hctx.net/so

27 March 2008

Charles N. Wedemeyer, Jr.
Chief of Police, City of Jersey Village
16401 Lakeview Drive
Jersey Village, Texas 77040-1999

Dear Chief Wedemeyer, Jr.,

Charlie

In responding to your recent letter, let me first express my sincere relief that none of your officers were injured during the officer-involved shooting of an armed and dangerous suspect in Jersey Village on March 12, 2008. Please send my respects to those personnel for their professionalism and courage in carrying out their duties on that occasion.

With regard to your kind words commending the multiple Harris County Sheriff's Office personnel who assisted your department following that incident; thank you. I am pleased to hear our deputies quickly responded and professionally collaborated in the investigation. Your complimentary description of the patrol and investigative support we provided your officers on this scene reassures me our tradition of working with our extended law enforcement family is alive and well.

I will ensure copies of your letter are forwarded to Capt. Mike Talton in District III, Lt. John Denholm in Homicide, and Sgt. Bill Skilling with our Crime Scene Unit so the credit you are noting can be shared among all those who were involved.

Again, on behalf of our Office, thank you,

Sincerely,

Tommy Thomas
Sheriff of Harris County

TT:tpl



VEHICLE ACCIDENT REVIEW BOARD REPORT



To: Austin Bless, City Manager

Report Date: 11/20/2017

From: VARB, Board Chairperson



Lorri Coody – VARB Chairperson

Hearing Date: 11/20/2017

Accident Date: 11/14/2017

Name: Mark Zatkins

Department: Police

Statement of Facts:

On 11/14/2017 at approximately 1306 hours Officer Mark Zatkins was patrolling the retail strip center located in the 7300 block of Senate was involved in a minor fleet accident. While he was stopped for pedestrian traffic, a motorist backed out of a parking spot striking the passenger side front door to JVPD unit# 1704. The fleet resulted in no injuries and very minor damage to both vehicles. The fleet was investigated by the day shift traffic unit. The driver of the other vehicle stated that she did not see the officer's vehicle.

Determination of preventability/assignment of points if warranted:

After examination of all required material submitted and full discussion, the board members determined a classification as to whether or not the accident was "preventable" or "non-preventable" and assign points accordingly. The following table reflects a majority of the VARB votes cast in determining the classification and points assigned.

Score Sheet for VARB Board
Mark Zatkins Accident – November 14, 2017
VARB Meeting Conducted: November 20, 2017

VEHICLE ACCIDENT CLASSIFICATION RATING PLAN			
<u>Class</u>	<u>Description</u>	<u>Possible Points</u>	<u>Points Assigned</u>
Non Preventable	Accidents where it can be determined that the accident was clearly and absolutely beyond the control of the City driver.	0	0
Preventable	Accident where preventability can be divided among the drivers concerned or where some responsibility rests with a person or thing other than the City driver. (i.e. road conditions, weather conditions, backup spotters, landfill attendants, etc.)	1-2	
Preventable	Accidents where there is doubt as to whether the City driver took reasonable action to prevent the accident despite the actions of others or adverse conditions. The responsibility for the accident rests mainly with the City driver	3-5	
Preventable	Includes all accidents in which it is determined that the responsibility rests entirely on the City driver. The driver took no action to prevent or avoid the accident and/or the accident resulted in severe personal injury and/or property damage.	5-7	
Additional Points	Failing or delaying to report an accident.	1	
Additional Points	City driver was not wearing a seat belt.	1	
Additional points	Non-use of a helmet while driving a motorcycle.	1	
Additional points	City driver identified as driving in the course and scope of City business without being issued a Drivers Authorization Card.	1	
Additional Points	Additional points may be assessed for various reasons deemed necessary by the Vehicle Accident Review Board.	1-7	
Total Points Assigned for this Accident:			

Score Sheet for VARB Board
Mark Zatkins Accident – November 14, 2017
VARB Meeting Conducted: November 20, 2017

VEHICLE ACCIDENT CLASSIFICATION RATING PLAN			
<u>Class</u>	<u>Description</u>	<u>Possible Points</u>	<u>Points Assigned</u>
Non Preventable	Accidents where it can be determined that the accident was clearly and absolutely beyond the control of the City driver.	0	0
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Additional Points	Failing or delaying to report an accident.	1	
Additional Points	City driver was not wearing a seat belt.	1	
Additional points	Non-use of a helmet while driving a motorcycle.	1	
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Total Points Assigned for this Accident:			

Score Sheet for VARB Board
Mark Zatkins Accident – November 14, 2017
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Additional Points	City driver was not wearing a seat belt.	1	
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Additional Points	Additional points may be assessed for various reasons deemed necessary by the Vehicle Accident Review Board.	1-7	
Total Points Assigned for this Accident:			

Per [Signature]

Score Sheet for VARB Board
Mark Zatkins Accident – November 14, 2017
VARB Meeting Conducted: November 20, 2017

VEHICLE ACCIDENT CLASSIFICATION RATING PLAN			
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Additional points	Non-use of a helmet while driving a motorcycle.	1	
Additional points	City driver identified as driving in the course and scope of City business without being issued a Drivers Authorization Card.	1	
Additional Points	Additional points may be assessed for various reasons deemed necessary by the Vehicle Accident Review Board.	1-7	
Total Points Assigned for this Accident:			0

Attendance Sheet – November 20, 2017
Mark Zatkins
Vehicle Accident Review Board

CHAIR: Lorri Coody

Det. Albert Lopez (Police Dept) – Ron Dooley sat in for Officer Lopez

James Arnett (Fire Dept)

Eric Martin (Public Works)

Maria Thorne (Finance)

Trelena Collins

Austin Bless attended this meeting

JERSEY VILLAGE POLICE DEPARTMENT



CONFIDENTIAL

**THIS DOCUMENT CONTAINS
CONFIDENTIAL FLEET ACCIDENT
INVESTIGATION DATA**

**Fleet Accident Check List
Significant Event
Vehicle Accident/Loss Report
Personal Injury Statement**



Fleet Accident Check List

- Significant Event
- Accident Loss Report
- First Report of Injury (city employees)
- Police Report with Photos.

Above to be completed before the end of the shift.

Accident report

JVPD Case Number 1700023640

Other Agency Name: _____

O.A. Officer: _____ ID No. _____

O.A. Case number. _____

Police Report.

Notify city Mechanic for a damage estimate .

Follow up:

Copy all to Chief of Police as soon as possible.

**CITY OF JERSEY VILLAGE
SIGNIFICANT EVENT NOTIFICATION**

DATE: 11/14/2017

TIME: 1306

TO: Austin Bless, City Manager

SUBJECT OF INCIDENT: Fleet

JVPD CASE NO. 17-00023640

OTHER AGENCY: **O. A. CASE NO. :** **RESIDENT INVOLVED:** No

LOCATION: 7300 block of Senate (retail strip center).

INJURIES: None

SUPERVISOR ON SCENE: Cpl. Zatkins – Sgt. Bruss completing Fleet Packet

COMMENTS/DETAILS OF EVENT:

On 11/14/2017 at approximately 1306 hours a day shift officer patrolling the retail strip center located in the 7300 block of Senate was involved in a minor fleet accident. While the officer was stopped for a pedestrian traffic a motorist backed out of a parking spot striking the passenger side front door to JVPD unit# 1704. The fleet resulted in no injuries and very minor damage to both vehicles. The fleet was investigated by the day shift traffic unit. The driver of the other vehicle stated that she did not see the officer's vehicle. Fleet Accident packet completed and fleet services notified regarding the damage.

SEND TO: City Manager, Chief of Police, Administrative Secretary, Records Division, and Human Resources

Revised 1-14-2010

VEHICLE ACCIDENT/LOSS REPORT

POOL MEMBER: City of Jersey Village

MEMBER ADDRESS: 16501 Jersey Dr., Jersey Village, Texas 77040

LIABILITY PROPERTY

DATE & TIME OF ACCIDENT OR LOSS 11/14/2017 1306	<input type="checkbox"/> AM <input checked="" type="checkbox"/> PM	LOCATION OF ACCIDENT OR LOSS 7300 Senate Avenue	POLICE INVESTIGATION? <input type="checkbox"/> YES <input checked="" type="checkbox"/> NO
---	--	---	---

DESCRIPTION OF ACCIDENT OR LOSS

An elderly woman was legally parked in a parking lot in the 7300 block of Senate Avenue facing North. Cpl. M. Zatzkin was traveling West through the same parking lot and stopped to let a pedestrian walk past his vehicle. The elderly woman then backed her vehicle into the front passenger's side door of Cpl. Zatzkin's Police vehicle, #1704, causing minor damage and no injuries. #1704 was kept in service and is awaiting repairs.

DESCRIBE DAMAGE TO POOL MEMBER'S PROPERTY
Damage to left front passenger door.

VEHICLE, YEAR, MAKE 2017 Chevy	MODEL Tahoe	VEHICLE IDENTIFICATION NUMBER 1704	LICENSE PLATE NUMBER
--	-----------------------	--	-----------------------------

NAME OF DRIVER Cpl. Mark Zatzkin	AGE 44	ADDRESS 16401 Jersey Drive, Jersey Village, TX	HOME PHONE NUMBER (832) 882-3220
--	------------------	--	--

MEMBER'S DRIVER TITLE OR POSITION Police Corporal	MEMBER VEHICLE USED WITH MEMBER'S PERMISSION <input checked="" type="checkbox"/> YES <input type="checkbox"/> NO
---	--

DEPARTMENT Police	DEPARTMENT HEAD Chief Foerster	SUPERVISOR Sgt. Bobby Ferguson	OFFICE PHONE/EXTENSION (713)466-5824
-----------------------------	--	--	--

CLAIMANT NAME	ADDRESS	PHONE
----------------------	----------------	--------------

ADDITIONAL CLAIMANT NAME	ADDRESS	PHONE
---------------------------------	----------------	--------------

CLAIMANT AUTO: MAKE, YEAR, PLATE NO.	CAR OR PROPERTY INSURED? <input type="checkbox"/> YES <input type="checkbox"/> NO	COMPANY OR AGENCY NAME & POLICY NUMBER
---	---	---

LOCATION OF CLAIMANT'S VEHICLE	REPAIR ESTIMATE <input type="checkbox"/> YES <input type="checkbox"/> NO	AMOUNT OF CLAIMANT ESTIMATE	PRIOR DAMAGE TO CLAIMANT VEHICLE <input type="checkbox"/> YES <input type="checkbox"/> NO
---------------------------------------	--	------------------------------------	---

NAME OF INJURED -NA-	ADDRESS	PHONE NUMBER	EXTENT OF INJURY
--------------------------------	----------------	---------------------	-------------------------

CLAIMANT OCCUPATION	CLAIMANT EMPLOYER	CLAIMANT RELATED TO EMPLOYEE? <input type="checkbox"/> YES <input type="checkbox"/> NO
----------------------------	--------------------------	--

NAME OF WITNESS NA	ADDRESS	PHONE NUMBER
------------------------------	----------------	---------------------

ADDITIONAL WITNESS NA	ADDRESS	PHONE NUMBER
---------------------------------	----------------	---------------------

*SUGGESTION - IF CAMERA AVAILABLE, PLEASE TAKE SCENE PHOTOS

SPECIAL REQUESTS

PLEASE ATTACH REPORTS

RETURN COMPLETED FORM TO HUMAN RESOURCES 713-466-2142



PERSONAL INJURY/ILLNESS INVESTIGATION REPORT

Department JERSEY VILLAGE POLICE DEPARTMENT Date 11-17-17
9/11/2017 (17)
 Name of Injured Cpl. Mark Zatkins Date of Birth _____
 Address of Injured _____
 Phone () 713-466-5824 Age 44 Sex MALE
 Occupation POLICE OFFICER Job Title Corporal
 Social Security Number _____ Years with City 2 YRS 6 MONTH
 Date of Injury 7/11/2017 Time of Injury 1117 HRS Date Reported 6/11/2017
 Time Reported 1306 HRS Accident Reported To Sgt. E.M. Bruss
 Address where injury occurred 7300 Senate (Retail Strip Center), JERSEY VILLAGE, TX 77040
 Was Employee doing his / her regular job Yes No Date lost time began N/A

Nature of Injury

- | | | | |
|--|---|--|---|
| <input type="checkbox"/> Fractures | <input type="checkbox"/> Multiple Injury | <input type="checkbox"/> Heat Exhaustion, Fatigue | <input type="checkbox"/> Inflammation |
| <input type="checkbox"/> Recurrence | <input type="checkbox"/> Abrasions, Contusions, Bruises | <input type="checkbox"/> Heart Malfunction | <input type="checkbox"/> Infectious Disease |
| <input type="checkbox"/> Strain, Sprain, Torn Ligament | <input type="checkbox"/> Frostbite, Cold Exposure | <input type="checkbox"/> Cuts, Lacerations, Punctures | <input type="checkbox"/> Eye Injury |
| <input type="checkbox"/> Pinched Nerve, Ruptured Disk | <input type="checkbox"/> Inhalation, Fumes | <input type="checkbox"/> Burns | <input type="checkbox"/> Electric Shock |
| <input type="checkbox"/> Inhalation, Smoke | <input type="checkbox"/> Chemical Injury | <input checked="" type="checkbox"/> Other <u>NO INJURIES</u> | |

Parts of Body Affected

- | | | | | |
|---|--------------------------------------|-----------------------------------|------------------------------------|----------------------------------|
| <input type="checkbox"/> Multiple Parts | <input type="checkbox"/> Abdomen | <input type="checkbox"/> Knee (s) | <input type="checkbox"/> Chest | <input type="checkbox"/> Finger |
| <input type="checkbox"/> Lung | <input type="checkbox"/> Head | <input type="checkbox"/> Back | <input type="checkbox"/> Ankle (s) | <input type="checkbox"/> Eye (s) |
| <input type="checkbox"/> Heart | <input type="checkbox"/> Foot / Feet | <input type="checkbox"/> Ear (s) | <input type="checkbox"/> Groin | <input type="checkbox"/> Ribs |
| <input type="checkbox"/> Neck | <input type="checkbox"/> Arm | <input type="checkbox"/> Hip | <input type="checkbox"/> Shoulder | <input type="checkbox"/> Hand |
| <input type="checkbox"/> Leg (s) | <input type="checkbox"/> Other _____ | | | |

Cause of Injury

- | | | | |
|---|--|--|--|
| <input type="checkbox"/> Fall | <input type="checkbox"/> Improper Lifting | <input type="checkbox"/> Inadequate Illumination | <input type="checkbox"/> Weather |
| <input type="checkbox"/> Horseplay | <input type="checkbox"/> Inadequate Ventilation | <input type="checkbox"/> Making Safety Devices Inoperative | <input type="checkbox"/> Structural Collapse |
| <input type="checkbox"/> Lack of Knowledge or Skill | <input type="checkbox"/> Using Defective Equipment | <input type="checkbox"/> Inadequate Guards or Protection | <input type="checkbox"/> Irrational Civilian |
| <input type="checkbox"/> Using Equipment Improperly | <input type="checkbox"/> Back Draft | <input type="checkbox"/> Communication | <input type="checkbox"/> Civil Disturbance |
| <input type="checkbox"/> Improper Placement | <input type="checkbox"/> Abuse or Misuse | <input type="checkbox"/> Struck by Object | <input type="checkbox"/> Other _____ |
| <input type="checkbox"/> Failure to Use Personal Protection Equipment | | | |

Witness(es) to Injury N/A

INVESTIGATION REPORT

Thoroughly describe accident: (What, How, Where, Equipment, Activity, etc.) Cpl. Zatkins was stopped for pedestrian traffic at the retail strip center located at 7300 Senate. While awaiting for a pedestrian to pass the front of his patrol unit #1704 a elderly female backed out of a parking spot striking the passenger side front door causing minor damage. No injuries were observed or reported.

Hospitalized or Treated, Where? (Include Address) N/A

Name and Address of Physician: (Include Referral) N/A

Did the injury require individual to perform limited duties, or to be assigned to other duties or positions? Yes or No. If yes, what duties or position? N/A

And, what period of time? N/A

Injured Person's Signature [Signature] Date 11-14-17

Supervisor's Signature _____ Date _____

SAFETY REVIEW BOARD REPORT

What Acts, Failures to Act and / or Conditions Contributed Most Directly to This Accident? (Immediate Cause) _____

What Are the Basic or Fundamental Reasons for the Existence of These Acts and / or Conditions? (Fundamental Cause) _____

What Action Has or Will Be Taken to Prevent Recurrence? Place "X" By Items Completed. _____

Reviewed by Safety Review Board _____ Title _____ Date _____

JERSEY VILLAGE
POLICE DEPARTMENT



CONFIDENTIAL

**THIS DOCUMENT CONTAINS
CONFIDENTIAL FLEET ACCIDENT
INVESTIGATION DATA**

**Media
Police Accident Report
Incident Report
Officer (Employee) Memorandum**

Law Enforcement and TxDOT Use ONLY

FATAL CMV SCHOOL BUS RAILROAD MAB SUPPLEMENT ACTIVE SCHOOL ZONE

Tot Num Units 0,0,2 Tot Num Plans 0,0,2 TxDOT Crash ID

Texas Peace Officer's Crash Report (Form CR-3 1/1/2015)

Mail to: Texas Department of Transportation, Crash Data & Analysis, P.O. Box 149349, Austin, TX 78714. Questions? Call (844) 274-7457

Refer to Attached Code Sheet for Numbered Fields

* = These fields are required on all additional sheets submitted for this crash (ex.: additional vehicles, occupants, injured, etc.).

IDENTIFICATION & LOCATION

VEHICLE, DRIVER, & PERSONS

VEHICLE, DRIVER, & PERSONS

*Crash Date (MM/DD/YYYY) 11/14/2017 *Crash Time (24HRMM) 1,3,0,6 Case ID 1700023640 Local Use

*County Name HARRIS *City Name Jersey Village Outside City Limit

In your opinion, did this crash result in at least \$1,000 damage to any one person's property? Yes No Latitude (decimal degrees) Longitude (decimal degrees)

ROAD ON WHICH CRASH OCCURRED

*Rdwy. Sys. LR *Hwy. Num. 2 Rdwy. Part 98 Block Num. 7300 3 Street Prefix *Street Name Senate 4 Street Suffix

Crash Occurred on a Private Drive or Road/Private Property/Parking Lot. Toll Road/Toll Lane Speed Limit 35 Const. Zone Yes No Workers Present Yes No Street Desc. Local Road

INTERSECTING ROAD, OR IF CRASH NOT AT INTERSECTION, NEAREST INTERSECTING ROAD OR REFERENCE MARKER

At Int. Yes No 1 Rdwy. Sys. US Hwy. Num. 290 2 Rdwy. Part 2 Block Num. 15800 3 Street Prefix W Street Name Northwest SR 4 Street Suffix FWY

Distance from Int. or Ref. Marker 0.25 FT. MI. 3 Dir. from Int. or Ref. Marker N Reference Marker Street Desc. Freeway RRX Num.

Unit Num. 1 5 Unit Desc. 1 Parked Vehicle Hit and Run

Veh. Year 2,0,1,6 6 Veh. Color GRY Veh. Make Dodge Veh. Model Journey 7 Body Style SV Pol., Fire, EMS on Emergency (Explain in Narrative if checked)

8 DL/ID Type 1 DL/ID State

Address (Street, City, State, ZIP)

Name: Last, First, Middle Enter Driver or Primary Person for this Unit on first line

Person Num.	12 Psn. Type	13 Seat Position	14 Injury Severity	Age	15 Ethnicity	16 Sex	17 Eject.	18 Restr.	19 Airbag	20 Helmet	21 Sol.	22 Alc. Spec.	Alc. Result	23 Drug Spec.	24 Drug Result	25 Drug Category
1	1	1	N	84	W	2	1	1	1	1	N	96		96	97	97

Not Applicable -- Alcohol and Drug Results are only reported for Driver/Primary Person for each Unit

Owner Lessee Owner/Lessee Name & Address

Proof of Fin. Resp. Yes No Expired Exempt

Fin. Resp. Phone Num. 27 Vehicle Damage Rating 1 7-B-L-1 27 Vehicle Damage Rating 2 Vehicle Inventoried Yes No

Towed By Not Towed Towed To Not Towed

Unit Num. 2 5 Unit Desc. 1 Parked Vehicle Hit and Run

Veh. Year 2,0,1,7 6 Veh. Color WHI Veh. Make Chevrolet Veh. Model Tahoe 7 Body Style SV Pol., Fire, EMS on Emergency (Explain in Narrative if checked)

8 DL/ID Type 1 DL/ID Sta

Address (Street, City, State, Zip)

Name: Last, First, Middle Enter Driver or Primary Person for this Unit on first line

Person Num.	12 Psn. Type	13 Seat Position	14 Injury Severity	Age	15 Ethnicity	16 Sex	17 Eject.	18 Restr.	19 Airbag	20 Helmet	21 Sol.	22 Alc. Spec.	Alc. Result	23 Drug Spec.	24 Drug Result	25 Drug Category
1	1	1	N	44	W	1	1	1	1	1	N	96		96	97	97

Not Applicable -- Alcohol and Drug Results are only reported for Driver/Primary Person for each Unit.

Owner Lessee Owner/Lessee Name & Address

Proof of Fin. Resp. Yes No Expired Exempt

Fin. Resp. Phone Num. 27 Vehicle Damage Rating 1 3-R,D-2 27 Vehicle Damage Rating 2 Vehicle Inventoried Yes No

Towed By Not Towed Towed To Not Towed

DISPOSITION OF INJURED / KILLED	Unit Num.	Prsn. Num.	Taken To	Taken By	Date of Death (MM/DD/YYYY)	Time of Death (24HRMM)	

CHARGES	Unit Num.	Prsn. Num.	Charge	Citation/Reference Num.

DAMAGE	Damaged Property Other Than Vehicles	Owner's Name	Owner's Address

Unit Num.	<input type="checkbox"/> 10,001 + LBS	<input type="checkbox"/> TRANSPORTING HAZARDOUS MATERIAL	<input type="checkbox"/> 9+ CAPACITY	CMV Disabling Damage? <input type="checkbox"/> Yes <input type="checkbox"/> No	28 Veh. Oper.	29 Carrier ID Type	Carrier ID Num.
Carrier's Corp. Name	Carrier's Primary Addr.			30 Veh. Type			
31 Bus Type	<input type="checkbox"/> RGWW GVWR	HazMat Released <input type="checkbox"/> Yes <input type="checkbox"/> No	32 HazMat Class Num.	HazMat ID Num.	32 HazMat Class Num.	HazMat ID Num.	33 Cargo Body Style
Trailer 1 Unit Num.	<input type="checkbox"/> RGWW GVWR	34 Trlr Type	CMV Disabling Damage? <input type="checkbox"/> Yes <input type="checkbox"/> No	Trailer 2 Unit Num.	<input type="checkbox"/> RGWW GVWR	34 Trlr Type	CMV Disabling Damage? <input type="checkbox"/> Yes <input type="checkbox"/> No
Sequence Of Events	35 Seq 1	35 Seq 2	35 Seq 3	35 Seq 4			

FACTORS & CONDITIONS	36 Contributing Factors (Investigator's Opinion)				37 Vehicle Defects (Investigator's Opinion)				Environmental and Roadway Conditions						
	Unit #	Contributing	May Have Contrib.		Contributing	May Have Contrib.			38 Weather Cond.	39 Light Cond.	40 Entering Roads	41 Roadway Type	42 Roadway Alignment	43 Surface Condition	44 Traffic Control
	1	3								1	1	97	1	1	1

INVESTIGATOR'S NARRATIVE AND DIAGRAM	Investigator's Narrative Opinion of What Happened (Attach Additional Sheets If Necessary)	Indicate North	Field Diagram - Not to Scale
	Unit 1 was legally parked in a parking lot in the 7300 block of Senate Avenue facing north. Unit 2 was traveling west in the same parking lot, stopped to let a pedestrian cross the parking lot when Unit 1 backed up into Unit 2 causing minor damage.		

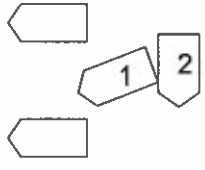
Time Notified (24HRMM)	Dispatched	Time Arrived (24HRMM)	Report Date (M/DD/YYYY)	11/14/2017	
Invest. Comp. <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No	Investigator Name (Printed)	E. LERMA	ID Num.		
ORI Num.	T, X, 1, 0, 1, 1, 2, 0, 0	*Agency	Jersey Village Police Department	Service Region/DA	E, a, s, t, x, 0

County	Harris	Street Name	Senate Avenue
City	Jersey Village	Rdwy Sys/Hwy No.	7300 /
Investigator	Lerma, E. #0324	Crash Date	11/14/17
Agency	Jersey Village Police Department	Crash Time	0:00



Indicate North

NOT TO SCALE



JERSEY VILLAGE POLICE DEPARTMENT



CONFIDENTIAL

**THIS DOCUMENT CONTAINS
CONFIDENTIAL FLEET ACCIDENT
INVESTIGATION DATA**

**Fleet Accident Check List
Vehicle Accident/Loss Report
Personal Injury Statement**

05/07/2015 at 03:14 PM
99999

Job Number:

CCC INFORMATION SERVICES
ELDRIDGE COLLISION CENTER
13004 FM 529
HOUSTON, TX 77041
(713)937-0787 Fax: (713)937-0779

PRELIMINARY ESTIMATE

Written By: ALBERT FLORES
Adjuster:

Insured: city of jersey village
Owner: city of jersey village
Address:

Other: (832)865-4927

Claim #
Policy #
Deductible:
Date of Loss:
Type of Loss:
Point of Impact: 12. Front

Inspect CCC INFORMATION SERVICES
Location: 13004 FM 529
HOUSTON, TX 77041

Business: (713)937-0787

Insurance
Company:

Days to Repair

2017 CHEV TAHOE 4X2 LT 8-5.3L-FI 4D UTV Int:

VIN:	Lic:	Prod Date:	Odometer:
Air Conditioning	Intermittent Wipers		Tilt Wheel
Cruise Control	Rear Defogger		Keyless Entry
Alarm	Message Center		Steering Wheel Controls
Rear Window Wiper	Telescopic Wheel		Climate Control
Dual Air Condition	Backup Camera		Remote Starter
Home Link	Dual Mirrors		Console/Storage
Luggage/Roof Rack	Clear Coat Paint		Power Steering
Power Brakes	Power Windows		Power Locks
Power Mirrors	Heated Mirrors		Power Driver Seat
Power Passenger Seat	Memory Package		Power Adjustable Pedals
AM Radio	FM Radio		Stereo
Search/Seek	CD Player		Auxiliary Audio Connectio
Premium Radio	Satellite Radio		Driver Side Air Bag
Passenger Air Bag	Anti-Lock Brakes (4)		4 Wheel Disc Brakes
Traction Control	Stability Control		Front Side Impact Air Bag
Head/Curtain Air Bags	Communications System		Positraction
Lane Departure Warning	Bucket Seats		Reclining/Lounge Seats
Leather Seats	Heated Seats		3rd Row Seat
Trailer Hitch	Trailer Package		Running Boards/Side Steps
Power Trunk/Gate Release	Automatic Transmission		Overdrive
Aluminum/Alloy Wheels			

NO.	OP.	DESCRIPTION	QTY	EXT.	PRICE	LABOR	PAINT
1		FENDER					
2*	Rpr	LT Fender Tahoe			5.0		2.2

/2015 at 03:14 PM

Job Number:

9

PRELIMINARY ESTIMATE

2015 CHEV TAHOE 4X2 LT 8-5.3L-FI 4D UTV Int:

NO.	OP.	DESCRIPTION	QTY EXT.	PRICE LABOR	PAINT
3		Add for Clear Coat			0.9
Subtotals ==>			0.00	5.0	3.1
		Parts			0.00
		Body Labor	5.0 hrs @	\$ 44.00/hr	220.00
		Paint Labor	3.1 hrs @	\$ 44.00/hr	136.40
		Paint Supplies	3.1 hrs @	\$ 32.00/hr	99.20
SUBTOTAL					\$ 455.60
Sales Tax			\$ 99.20 @	8.2500%	8.18
GRAND TOTAL					\$ 463.78
ADJUSTMENTS:					
Deductible					0.00
CUSTOMER PAY					\$ 0.00
INSURANCE PAY					\$ 463.78

7

THIS ESTIMATE IS BASED UPON A VISUAL INSPECTION ONLY. ADDITIONAL PARTS OR LABOR MAY BE NEEDED AFTER TEAR DOWN OF YOUR VEHICLE.



Fleet Accident Check List

Significant Event

Accident Loss Report

First Report of Injury (city employees)

Police Report with Photos.

Above to be completed before the end of the shift.

Accident report

JVPD Case Number 1700018018

Other Agency Name: NA

O.A. Officer: NA ID No. _____

O.A. Case number. NA

Police Report.

Notify city Mechanic for a damage estimate .

Follow up:

Accident occurred on 08/28/2017 at 10:12am. Staff was not notified of the accident until 09/01/2017.

Copy all to Chief of Police as soon as possible.

VEHICLE ACCIDENT/LOSS REPORT

POOL MEMBER: City of Jersey Village

MEMBER ADDRESS: 16501 Jersey Dr., Jersey Village, Texas 77040

LIABILITY **PROPERTY**

DATE & TIME OF ACCIDENT OR LOSS 08/28/2017 10:12	<input checked="" type="checkbox"/> AM <input type="checkbox"/> PM	LOCATION OF ACCIDENT OR LOSS 22000 Northwest Freeway W/B M/L	POLICE INVESTIGATION? <input type="checkbox"/> YES <input type="checkbox"/> NO ATTACH REPORT
---	--	---	--

DESCRIPTION OF ACCIDENT OR LOSS
Officer was stationary in the inside lane of the 22000 blk of Northwest Freeway W/B Mainlanes, stopping people from driving the wrong way on the highway. An off duty HPD Officer in her personal vehicle equipped with emergency lights on (whom was also driving the wrong way) and was trying to report for work and was attempting to drive around the officer When his dually pickup truck struck the unit in the FRQ.

DESCRIBE DAMAGE TO POOL MEMBER'S PROPERTY
Small dent in Front Right Quarter

VEHICLE, YEAR, MAKE 2017 Chevrolet	MODEL Tahoe	VEHICLE IDENTIFICATION NUMBER	LICENSE PLATE NUMBER
---------------------------------------	----------------	-------------------------------	----------------------

NAME OF DRIVER Mark Zatzkin	AGE 44	ADDRESS 16401 Lakeview Drive, Jersey Village, TX 77040	HOME PHONE NUMBER (713)466-5824
--------------------------------	-----------	---	------------------------------------

MEMBER'S DRIVER TITLE OR POSITION Police Officer	MEMBER VEHICLE USED WITH MEMBER'S PERMISSION <input checked="" type="checkbox"/> YES <input type="checkbox"/> NO
---	---

DEPARTMENT Police	DEPARTMENT HEAD Chief Foerster	SUPERVISOR LT. M. Pribble	OFFICE PHONE/EXTENSION 713-466-5824
----------------------	-----------------------------------	------------------------------	--

CLAIMANT NAME Jacob William Turner	ADDRESS 7506 Simpson Spring Lane Spring, Texas 77389	PHONE (713)884-5236
---------------------------------------	---	------------------------

ADDITIONAL CLAIMANT NAME	ADDRESS	PHONE
--------------------------	---------	-------

CLAIMANT AUTO: MAKE, YEAR, PLATE 2015 Dodge Ram 3500 GSJ-2318	CAR OR PROPERTY INSURED? <input checked="" type="checkbox"/> YES <input type="checkbox"/> NO	COMPANY OR AGENCY NAME & POLICY NUMBER
--	---	--

LOCATION OF CLAIMANT'S VEHICLE Released to Clamant	REPAIR ESTIMATE <input type="checkbox"/> YES <input checked="" type="checkbox"/> NO	AMOUNT OF CLAIMANT ESTIMATE \$0	PRIOR DAMAGE TO CLAIMANT VEHICLE <input checked="" type="checkbox"/> YES <input type="checkbox"/> NO
---	--	------------------------------------	---

NAME OF INJURED None	ADDRESS	PHONE NUMBER	EXTENT OF INJURY

CLAIMANT OCCUPATION	CLAIMANT EMPLOYER	CLAIMANT RELATED TO EMPLOYEE? <input type="checkbox"/> YES <input checked="" type="checkbox"/> NO
---------------------	-------------------	--

NAME OF WITNESS	ADDRESS	PHONE NUMBER
-----------------	---------	--------------

ADDITIONAL WITNESS	ADDRESS	PHONE NUMBER
--------------------	---------	--------------

*SUGGESTION - IF CAMERA AVAILABLE, PLEASE TAKE SCENE PHOTOS

SPECIAL REQUESTS

PLEASE ATTACH REPORTS
RETURN COMPLETED FORM TO HUMAN RESOURCES 713-466-2142



PERSONAL INJURY/ILLNESS INVESTIGATION REPORT

Department Police Date 09/01/2017
Name of Injured Mark Zatzkin Date of Birth _____
Address of Injured 16401 Lakeview Drive, Jersey Village, Texas 77040
Phone () (713)466-5824 Age 44 Sex Male
Occupation Police Officer Job Title Corporal
Social Security Number _____ Years with City 11
Date of Injury 08/28/2017 Time of Injury 10:11am Date Reported 08/28/2017
Time Reported 10:11am Accident Reported To Sgt. Bobby Ferguson
Address where injury occurred 22000 Blk Northwest Freeway W/B Main Lanes
Was Employee doing his / her regular job Yes No Date lost time began NA

Nature of Injury

- | | | | |
|--|---|---|---|
| <input type="checkbox"/> Fractures | <input type="checkbox"/> Multiple Injury | <input type="checkbox"/> Heat Exhaustion, Fatigue | <input type="checkbox"/> Inflammation |
| <input type="checkbox"/> Recurrence | <input type="checkbox"/> Abrasions, Contusions, Bruises | <input type="checkbox"/> Heart Malfunction | <input type="checkbox"/> Infectious Disease |
| <input type="checkbox"/> Strain, Sprain, Torn Ligament | <input type="checkbox"/> Frostbite, Cold Exposure | <input type="checkbox"/> Cuts, Lacerations, Punctures | <input type="checkbox"/> Eye Injury |
| <input type="checkbox"/> Pinched Nerve, Ruptured Disk | <input type="checkbox"/> Inhalation, Fumes | <input type="checkbox"/> Burns | <input type="checkbox"/> Electric Shock |
| <input type="checkbox"/> Inhalation, Smoke | <input type="checkbox"/> Chemical Injury | <input checked="" type="checkbox"/> Other <u>NA</u> | |

Parts of Body Affected

- | | | | | |
|---|---|-----------------------------------|------------------------------------|----------------------------------|
| <input type="checkbox"/> Multiple Parts | <input type="checkbox"/> Abdomen | <input type="checkbox"/> Knee (s) | <input type="checkbox"/> Chest | <input type="checkbox"/> Finger |
| <input type="checkbox"/> Lung | <input type="checkbox"/> Head | <input type="checkbox"/> Back | <input type="checkbox"/> Ankle (s) | <input type="checkbox"/> Eye (s) |
| <input type="checkbox"/> Heart | <input type="checkbox"/> Foot / Feet | <input type="checkbox"/> Ear (s) | <input type="checkbox"/> Groin | <input type="checkbox"/> Ribs |
| <input type="checkbox"/> Neck | <input type="checkbox"/> Arm | <input type="checkbox"/> Hip | <input type="checkbox"/> Shoulder | <input type="checkbox"/> Hand |
| <input type="checkbox"/> Leg (s) | <input checked="" type="checkbox"/> Other <u>NA</u> | | | |

Cause of Injury

- | | | | |
|---|--|--|---|
| <input type="checkbox"/> Fall | <input type="checkbox"/> Improper Lifting | <input type="checkbox"/> Inadequate Illumination | <input type="checkbox"/> Weather |
| <input type="checkbox"/> Horseplay | <input type="checkbox"/> Inadequate Ventilation | <input type="checkbox"/> Making Safety Devices Inoperative | <input type="checkbox"/> Structural Collapse |
| <input type="checkbox"/> Lack of Knowledge or Skill | <input type="checkbox"/> Using Defective Equipment | <input type="checkbox"/> Inadequate Guards or Protection | <input type="checkbox"/> Irrational Civilian |
| <input type="checkbox"/> Using Equipment Improperly | <input type="checkbox"/> Back Draft | <input type="checkbox"/> Communication | <input type="checkbox"/> Civil Disturbance |
| <input type="checkbox"/> Improper Placement | <input type="checkbox"/> Abuse or Misuse | <input type="checkbox"/> Struck by Object | <input checked="" type="checkbox"/> Other <u>NA</u> |
| <input type="checkbox"/> Failure to Use Personal Protection Equipment | | | |

Witness(es) to Injury NA

INVESTIGATION REPORT

Thoroughly describe accident: (What, How, Where, Equipment, Activity, etc.) Officer was stationary in the inside lane of the 22000 blk of Northwest Freeway W/B mainlanes, stopping people from driving the wrong way on the highway. An off duty HPD officer in his personal vehicle with emergency lights on (whom was also driving the wrong way) and was trying to report to work and was attempting to drive around the officer when his dually pickup truck, struck the police unit in the FRQ.

Hospitalized or Treated, Where? (Include Address) _____

Name and Address of Physician: (Include Referral) _____

Did the injury require individual to perform limited duties, or to be assigned to other duties or positions? Yes or No. If yes, what duties or position? _____

And, what period of time? _____

Injured Person's Signature _____ Date 09/01/2017

Supervisor's Signature _____ Date 09/01/2017

SAFETY REVIEW BOARD REPORT

What Acts, Failures to Act and / or Conditions Contributed Most Directly to This Accident? (Immediate Cause) _____

What Are the Basic or Fundamental Reasons for the Existence of These Acts and / or Conditions? (Fundamental Cause) _____

What Action Has or Will Be Taken to Prevent Recurrence? Place "X" By Items Completed. _____

Reviewed by Safety Review Board _____ Title _____ Date _____

JERSEY VILLAGE POLICE DEPARTMENT

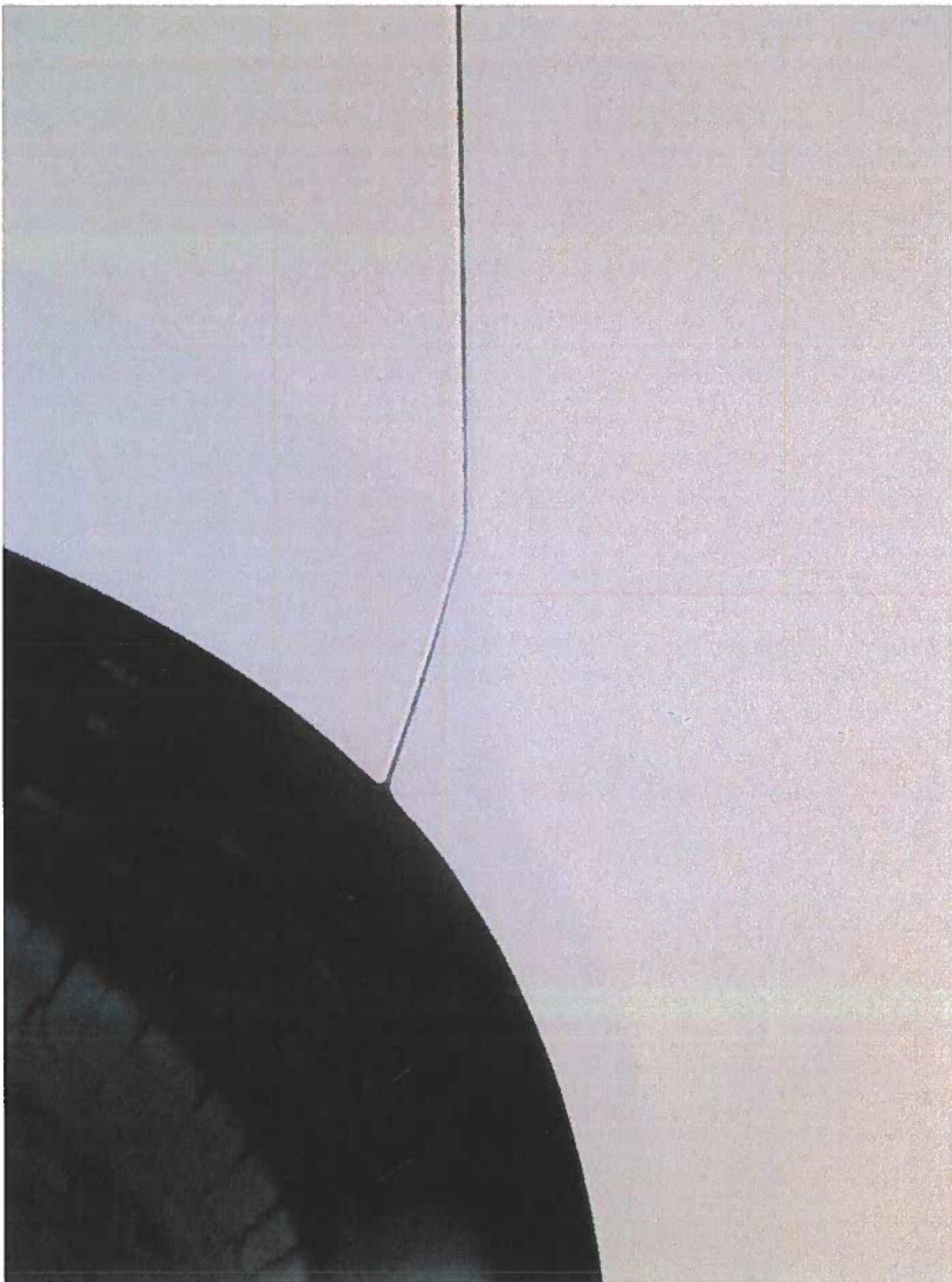


CONFIDENTIAL

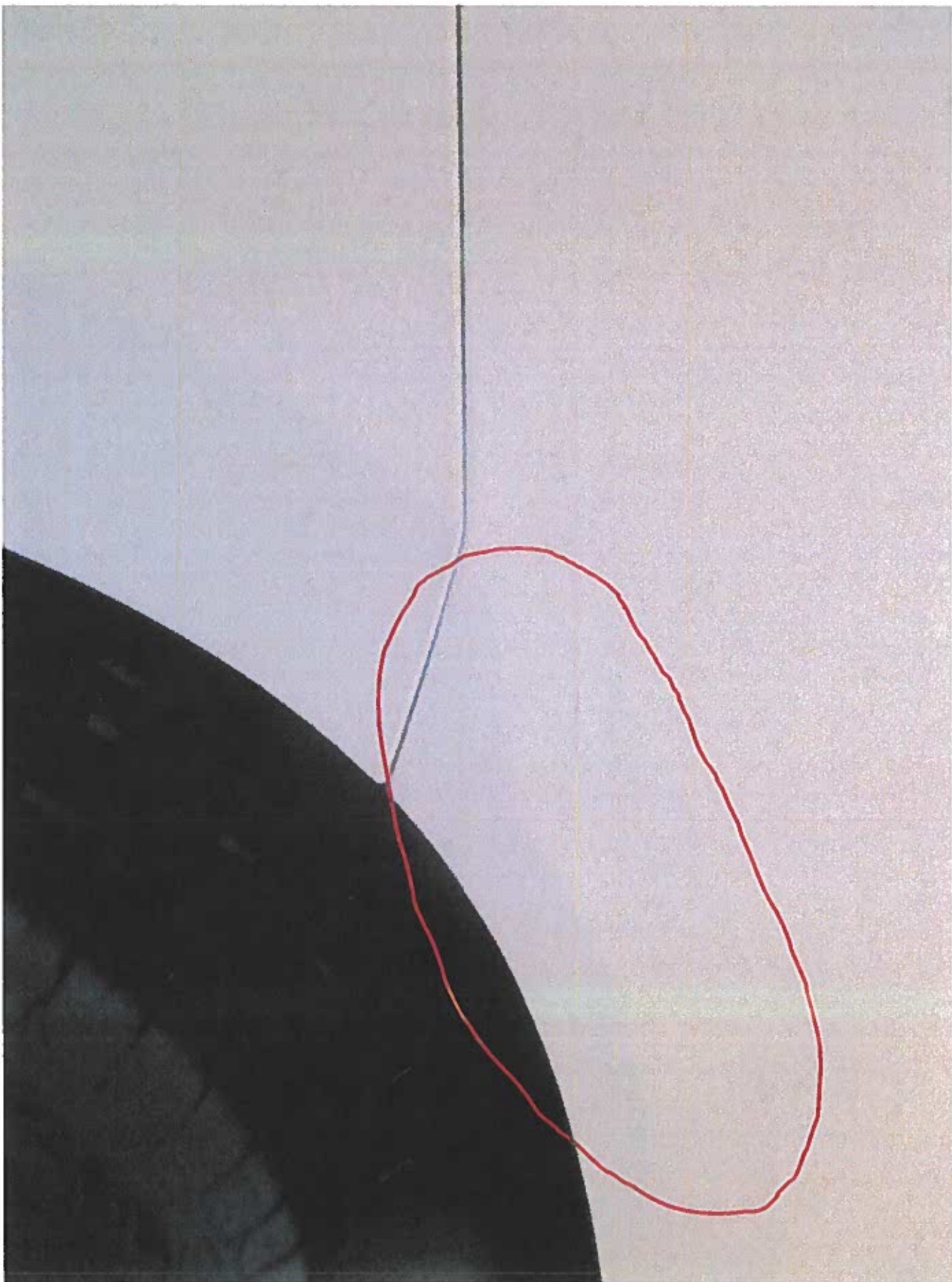
**THIS DOCUMENT CONTAINS
CONFIDENTIAL FLEET ACCIDENT
INVESTIGATION DATA**

**Media
Police Accident Report
Incident Report
Officer (Employee) Memorandum
Call Sheet**

Unit 1704 Damage to Front Right Quarter



Unit 1704 Damage to Front Right Quarter



FATAL CMV SCHOOL BUS RAILROAD MAB SUPPLEMENT ACTIVE SCHOOL ZONE

Total Num. Units	Total Num. Prsns.	TxDOT Crash ID



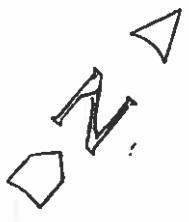
Texas Peace Officer's Crash Report (Form CR-3 1/1/2015)

Mail to: Texas Department of Transportation, Crash Data and Analysis, P.O. Box 149349, Austin, TX 78714. Questions? Call 844/274-7457

Refer to Attached Code Sheet for Numbered Fields

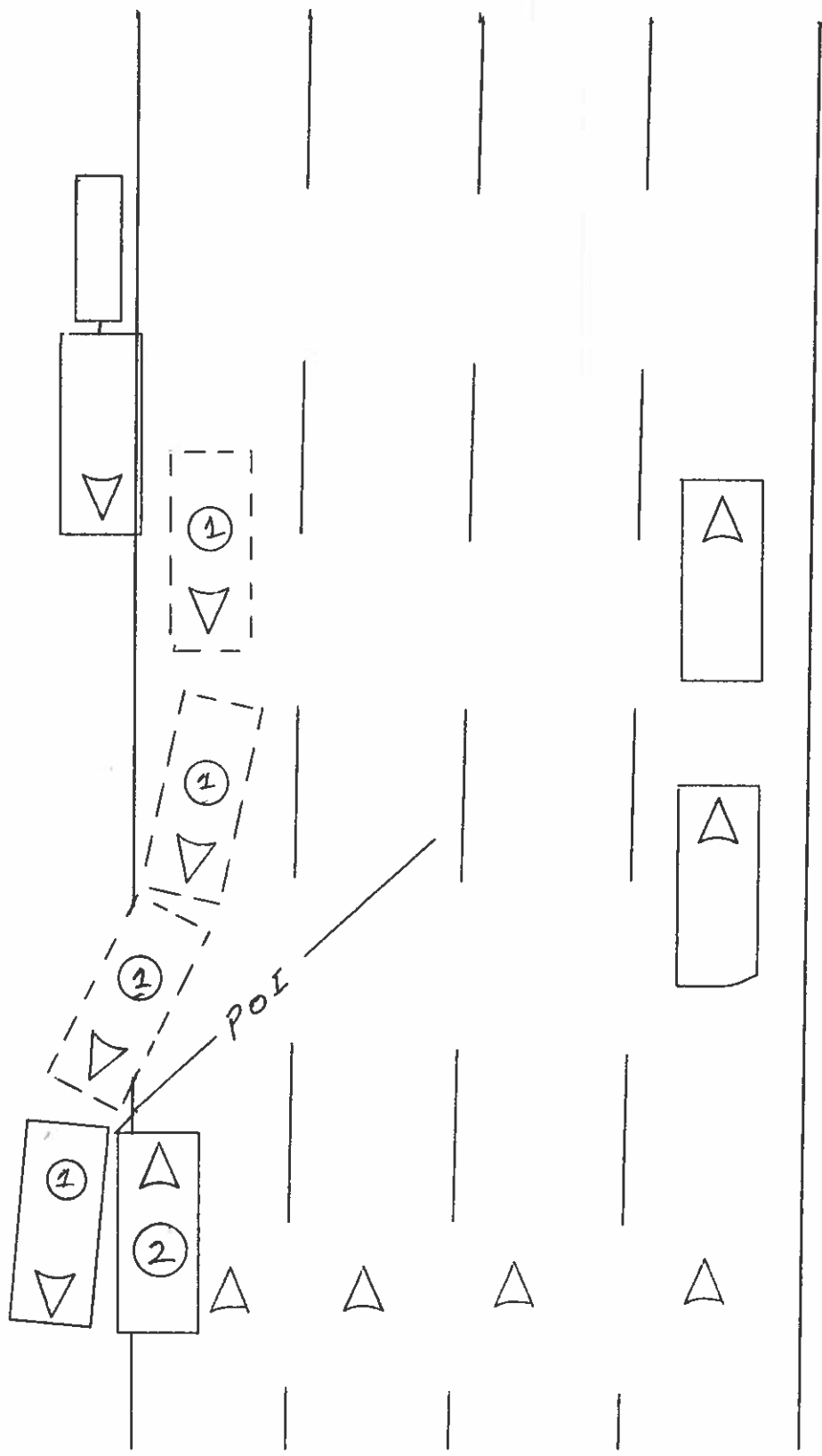
*=These fields are required on all additional sheets submitted for this crash (ex.: additional vehicles, occupants, injured, etc.)

*Crash Date (MM/DD/YYYY) 08/28/2017		*Crash Time (24HRMM) 1 0 1 2		Case ID 1700018018		Local Use	
*County Name Harris				*City Name Jersey Village		<input checked="" type="checkbox"/> Outside City Limit	
In your opinion, did this crash result in at least \$1,000 damage to any one person's property?		<input type="checkbox"/> Yes <input checked="" type="checkbox"/> No		Latitude (decimal degrees)		Longitude (decimal degrees)	
ROAD ON WHICH CRASH OCCURRED							
*1 Rdwy. Sys. 1		*Hwy. Num. 290		2 Rdwy. Part 1		Block Num. 22000	
3 Street Prefix		*Street Name Northwest Freeway		4 Street Suffix			
<input type="checkbox"/> Crash Occurred on a Private Drive or Road/Private Property/Parking Lot		<input type="checkbox"/> Toll Road/Toll Lane		Speed Limit 65		Const. Zone <input type="checkbox"/> Yes <input checked="" type="checkbox"/> No	
Workers Present <input type="checkbox"/> Yes <input checked="" type="checkbox"/> No		Street Descr. State Highway					
INTERSECTING ROAD, OR IF CRASH NOT AT INTERSECTION, NEAREST INTERSECTING ROAD OR REFERENCE MARKER							
At Int <input type="checkbox"/> Yes <input checked="" type="checkbox"/> No		1 Rdwy. Sys.		Hwy. Num.		2 Rdwy. Part	
Block Num.		3 Street Prefix		Street Name		4 Street Suffix	
Distance from Int. or Ref. Marker		<input type="checkbox"/> FT <input type="checkbox"/> MI		3 Dir. from Int. or Ref. Marker		Reference Marker	
Street Descr.		RRX Num.					
Unit Num. 1		5 Unit Desc.		<input type="checkbox"/> Parked Vehicle <input type="checkbox"/> Hit and Run			
Veh. Year 2 0 1 5		6 Veh. Color BLACK		Veh. Make DODGE		Veh. Model RAM 3500	
7 Body Style TRUCK		<input type="checkbox"/> Emergency (Explain in Narrative if checked)					
8 DL/ID Type 1		DL Sta					
Address (Street, City, State, ZIP)							
Person Num. 1		12 Prsn. Type 1		13 Seat Position 1		Name: Last, First, Middle	
14 Injury Severity 0		Age 31		15 Ethnicity W		16 Sex 1	
17 Eject. N		18 Restr.		19 Airbag		20 Helmet	
21 Sol.		22 Alc. Spec.		Alc. Result		23 Drug Spec.	
24 Drug Result		25 Drug Category		Not Applicable - Alcohol and Drug Results are only reported for Driver/Primary Person for each Unit			
<input checked="" type="checkbox"/> Owner <input type="checkbox"/> Lessee		Owner/Lessee Name & Address SAME					
Proof of Fin. Resp. <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No		<input type="checkbox"/> Expired <input type="checkbox"/> Exempt		26 Fin. Resp. Type			
Fin. Resp. Phone Num.		27 Vehicle Damage Rating 1		27 Vehicle Damage Rating 2		Vehicle Inventoried <input type="checkbox"/> Yes <input checked="" type="checkbox"/> No	
Towed By DRIVEN AWAY		Towed To DRIVER					
Unit Num. 2		5 Unit Desc.		<input type="checkbox"/> Parked Vehicle <input type="checkbox"/> Hit and Run		LP State	
Veh. Year 2 0 1 7		6 Veh. Color WHITE		Veh. Make CHEVROLET		Veh. Model TAHOE	
7 Body Style SUV		<input type="checkbox"/> Emergency (Explain in Narrative if checked)					
8 DL/ID Type 1		DL/ID State					
Address (Street, City, State, ZIP)							
Person Num. 1		12 Prsn. Type 1		13 Seat Position 1		Name: Last, First, Middle	
14 Injury Severity 0		Age 44		15 Ethnicity W		16 Sex 1	
17 Eject. N		18 Restr.		19 Airbag		20 Helmet	
21 Sol.		22 Alc. Spec.		Alc. Result		23 Drug Spec.	
24 Drug Result		25 Drug Category		Not Applicable - Alcohol and Drug Results are only reported for Driver/Primary Person for each Unit			
<input checked="" type="checkbox"/> Owner <input type="checkbox"/> Lessee		Owner/Lessee Name & Address Jersey Village Police Department - 16401 Lakeview Drive, Jersey Village, Texas 77040					
Proof of Fin. Resp. <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No		<input type="checkbox"/> Expired <input type="checkbox"/> Exempt		26 Fin. Resp. Type TML		Fin. Resp. Name	
Fin. Resp. Phone Num. 1704-T		27 Vehicle Damage Rating 1 1 1 - F R Q - 1		27 Vehicle Damage Rating 2		Vehicle Inventoried <input type="checkbox"/> Yes <input checked="" type="checkbox"/> No	
Towed By Driven Away		Towed To Driver					



DRAWING NOT TO SCALE

← SW → NW → NE → SE →



WB →

Jersey Village Police Department

INCIDENT Report

ORI: TX1011200 Incident No. 1700018018 9/1/2017

Incident

CAD No. 1700023188 Other No. Type **Non-Criminal** Date Occur **08/28/2017 10:15**
 UCR Status **Clear Exceptionally Clear** Date **09/01/2017** Audited By: Exc. Clear.
 Inv. Status Report By: **PRIBBLE, M** 09/01/2017 Approv. By: **PRIBBLE, M** 09/01/2017
 Fam. Viol. **No** Investigator **Unknown** Recorded Date: **09/01/2017**
 Description
Supervisor was informed of a Fleet

Dispatch Location **13175 Northwest Freeway W Jersey Village**

- **Offense No. 1** Offense Recording Date **09/01/2017 22:15**
 Off. Begin Date **08/28/2017 10:15** Off. End Date **08/28/2017 10:15** Entry Method Attempt/Complete **Completed**
 Drug Seized Gang Related Hi-Speed Pursuit Weapons Used
 Offense Code **N/A** L/D **N/A** Offense **Information Report** No. of Premises **0**
 Bias Motivation Agg Asslt/Homic. Circumst. Supplement: **0**
 Offense Addr. **22000 Northwest Freeway W Jersey Village** Loc.Type
 Remarks

Victim(s)
Name DOB Race Sex DL Address

Victims (Organizations)
Name Phone Address

Other Involved Person(s)
Name Role DOB Race Sex DL Hair Color Eye Color
Zatzkin, Mark **Involved**
Address
Turner, Jacob William **Traffic Violator** **6/13/1985** **White** **Male**
Address **(713)884-5236 (C)**

Vehicle

State License Status Year Make Model Body Style Involved People
Accident **2015** **Dodge** **RAM**
Color Other Color VIN **-Turner ,Jacob William - Traffic Accident(Involved)**
Black
Wrecker Co: Wrecker Call'd: Wrecker Arriv'd:

Remarks

Jersey Village Police Department

INCIDENT Report

ORI: TX1011200

Incident No. 1700018018

9/1/2017

<u>State</u>	<u>License</u>	<u>Status</u>	<u>Year</u>	<u>Make</u>	<u>Model</u>	<u>Body Style</u>	<u>Involved People</u>
		Accident	2017	Chevrolet	Tahoe		-Zatzkin ,Mark - Traffic Accident(Involved)
<u>Color</u>	<u>Other Color</u>	<u>VIN</u>					
White							
<u>Wrecker Co:</u>				<u>Wrecker Call'd:</u>	<u>Wrecker Arriv'd:</u>		

Remarks

Jersey Village Police Department

Page 3

16401 Lakeview Dr.

Incident ARREST Report

ORI: TX1011200

Incident No. 1700018018

9/1/2017

Incident

CAD No. 1700023188 Other No. Type **Non-Criminal** Date Occur **08/28/2017 10:15**
UCR Status **Clear Exceptionally** Clear. Date **09/01/2017** Except. Clear.
Inv. Status Report By: **PRIBBLE, M** **09/01/2017** Approve By: **PRIBBLE, M** **09/01/2017**
Fam. Violence **No** Narrative **I1700018018.doc** Recorded Date: **09/01/2017**
Description
Supervisor was informed of a Fleet

Offense No. 1

Offense Recording Date **09/01/2017 22:15**

Off. Begin Date **08/28/2017 10:15** Off. End Date **08/28/2017 10:15** Offense **Information Report**

Offense Address **22000 Northwest Freeway W Jersey Village**

Jersey Village Police Department

Incident Involved Persons Report

ORI: TX1011200 Incident No. 1700018018 9/1/2017

Incident

CAD No. 1700023188 Other No. Type **Non-Criminal** Date Occur **08/28/2017 10:15**
UCR Status **Clear Exception** Clear. Date **09/01/2017** Audited By: Exc. Clear.
Inv. Status Report By: **PRIBBLE, M** **09/01/2017** Approv. By: **PRIBBLE, M** **09/01/2017**
Fam. Viol. **No** Narrative **I1700018018.doc** Recorded Date: **09/01/2017**
Description
Supervisor was informed of a Fleet

Persons

Supplement: 0

Zatzkin, Mark

Race: Sex: HT: WT:
Skin Tone: Hair Color: Eyes:
Title:
Clothing:
Alias:
Role: **Involved Person**

Vitals

DOB: Ethnicity: Marital Status: Resid. Status:
DOD: # of Dependents: Date Married: Separate Date: Divorce Date:
Citizenship: Place of Birth:

Known Address(es)

Identifications

Medical Conditions

Employment

Education

Physical Characteristics

Advanced Characteristics

Phone Numbers

Turner, Jacob William

Race: **White** Sex: **Male** HT: **0' 0"** WT: **0**
Skin Tone: Hair Color: Eyes:
Title:
Clothing:
Alias:
Role: **Traffic Violator**

Vitals

DOB: **6/13/1985** Ethnicity: **Non-Hispanic** Marital Status: Resid. Status:
DOD: # of Dependents: Date Married: Separate Date: Divorce Date:
Citizenship: Place of Birth:

Known Address(es)

Identifications

Medical Conditions

Jersey Village Police Department

Incident Involved Persons Report

ORI: TX1011200

Incident No. 1700018018

9/1/2017

Employment

Occupation: **Police Officer**

Status:

Employee ID:

Grade:

Annual Salary:

Employer: **HPD**

Start Date:

Final Date:

Date Entered: **09/01/2017**

Education

Physical Characteristics

Advanced Characteristics

Phone Numbers

(1) Phone No.

(2) Phone No.

(3) Phone No.

(4) Phone No.

(713)884-5236

Jersey Village Police Department

Narrative

Date of report: 2017-09-01

Case Number: 1700018018

Incident Number :1700018018

On Friday September 1, 2017 at approximately 12:00pm I, LT. M. Pribble #0515, received a phone call from Sgt. B. Ferguson. Sgt. Ferguson told me that Cpl. Zatzkin had been involved in a Fleet collision on Monday August 28, 2017 at 10:12am. Ferguson told me that Zatzkin had responded to a call of vehicles driving the wrong way on the W/B main lanes of HWY 290 during heavy rain and flooding.

Zatzkin had to drive to the 22000 blk of Northwest Freeway because that is where the vehicles were originating from. While stationary in the inside lane forcing drivers to turn back around and go the correct way, a 2015 black Dodge Ram 3500 dually pickup truck with emergency lights activated, being driven by;

Turner, Jacob William

DOE

whom was an off duty Houston Police Officer trying to get to his station, approached Cpl. Zatzkin's vehicle. Turner attempted to drive next to Cpl. Zatzkin but did not have enough clearance and struck vehicle 1704 in the Right Front Quarter.

Cpl. Zatzkin called out a fleet collision and Sgt. Ferguson later arrived. Sgt. Ferguson told me that when he initially looked at the vehicle it was raining and could not see any damage. Sgt. Ferguson told me today that after the car was washed Cpl. Zatzkin noticed the dent and immediately reported it to him.

I completed a Fleet packet that includes a copy of the in car video that shows Officer Turner striking unit 1704. I also notified the JV Mechanics and asked them to get an estimate for the damage.

Michael Pribble

From: Mark Zatzkin
Sent: Friday, September 1, 2017 3:02 PM
To: Michael Pribble
Cc: Bobby Ferguson
Subject: Fleet accident

Cpl. Mark Zatzkin
Shop 1704
Date: 8/28/2017

On 8/28/2017, I Cpl. M. Zatzkin had been dispatched to a report of cars driving Eastbound on the Westbound main lanes of US290. Myself and Officer Holley went enroute to turn the "wrong way" vehicles around to prevent a head on collision on 290 and to find where the cars were coming from to stop the situation. Case number 1700018017

At approximately 1012 Hrs, I was at a complete stop with my police lights on trying to get a group of wrong way drivers to turn around. A Dodge Dually truck tried to pull up to speak to me door to door. The Truck hit my parked patrol vehicle on the front Driver's side quarter panel with its driver side dually wheel tire shroud. The incident was captured in it's entirety on my in-car video system.

I called out a fleet accident. I took photos of both vehicles and recorded the drivers information on a fleet call slip 1700018018. Upon inspecting both vehicles there was no damage visible. It was raining heavily at the time and my patrol car was dirty from working for several days in adverse weather. Sgt. Ferguson made the scene and also determined that there was no damage and did not constitute a fleet accident.

On 9/1/2018 after shop 1704 had been washed Sgt. Ferguson noticed a small dent that was caused from the collision. He then notified Lt. Pribble.

Jersey Village Police Department

Call For Service Report

Police Number 1700018018

Call For Service

Cad Number 1700023188 Date / Time Call Received 08/28/17 10:15:03 Call Received by SNIDER,T
FFFFFFF Call Entered by SNIDER,T Call Source Field generated call
Call Type Fleet Accident Location Name Location Type
Location(St#, St, Apt,City,Zip, 13175 Northwest Freeway W Jersey Village 77040 Harris

Reportee

Reportee (First,Middle,Last)
Reportee Street Number Phone

Units

Unit Number 601 Officer Name FERGUSON,B. Dispatched by SNIDER,T D/T Dispatched 8/28/2017 10:15:32
Enroute by SNIDER,T D/T Enroute 8/28/2017 10:15:32 Arrived by SNIDER,T D/T Arrived 8/28/2017 10:33:25
Cleared by SNIDER,T D/T Cleared 8/28/2017 11:08:08 Disposition 1 Cleared Backup Disposition 2
Disposition 3

Units

Unit Number 801 Officer Name ZATZKIN, M. Dispatched by SNIDER,T D/T Dispatched 8/28/2017 10:15:22
Enroute by SNIDER,T D/T Enroute 8/28/2017 10:15:22 Arrived by SNIDER,T D/T Arrived 8/28/2017 10:15:22
Cleared by SNIDER,T D/T Cleared 8/28/2017 11:08:14 Disposition 1 Cleared Backup Disposition 2
Disposition 3

Police

Unit Number 801 Police Number 1700018018 D/T Arrested Prisoner Transport
End Transport Mileage In Mileage Out

Police

Unit Number 601 Police Number 1700018018 D/T Arrested Prisoner Transport
End Transport Mileage In Mileage Out

Occupant/Suspect

ID Type Driver License Occupant Name JACOB WILLIAM TURNER D.O.B.
Race White Sex Male Age 32 Weight Height " Hair Color
Skin Tone Comments

Vehicle

MODEL RAM STATUS Wrecker Company
YEAR 2015 VEHICLE TYPE DT Wrecker Arrived
Lic. Exp. Date MAKE Dodge BODY STYLE DT Wrecker Called
VIN COLOR Black VALUE UNIT #

Call Remarks

801: **** Fleet *****

Driver Turner, Jacob Williams WM DOB

Jersey Village Police Department

Page 2

Call For Service Report

Police Number 1700018018

[10:18:41]

Bzatzkin: TURNER,JACOB WILLIAM (Male White 06/13/1985) DL: TX19863731

[10:20:44]

801: Vehic

Black 3500 Ram dually [10:20:45]

Bzatzkir

[10:21:15]

Bzatzkin 2015 Black Dodge RAM

STEVEN ALBERT PERRY 11002 SHETTLESTON,,RICHMOND,TX,77407

[10:23:18]

801: Drivers Phone Number 713 884-5236 [10:28:20]

Old CallType : Fleet Accident

New CallType : Meet The Citizen

Updated By : SNIDER,T

Bzatzkin: HCSO HAS 1 UNIT ER TO BLOCK OFF WBML TO FORCE VEH OFF
1960 EXIT RAMP [10:43:12]

Bzatzkin: DPS IS DISREGUARDED [10:54:24]

Old CallType : Meet The Citizen

New CallType : Fleet Accident

Updated By : ZATZKIN, B

JERSEY VILLAGE POLICE DEPARTMENT



CONFIDENTIAL

IAD# 1803

Complaint Intake/Notice of Investigation

**THIS DOCUMENT CONTAINS CONFIDENTIAL
INFORMATION SUBJECT TO CRIMINAL
PENALTY FOR UNLAWFUL DISCLOSURE**

COMPLAINT INTAKE FORM

Date of intake

08/15/2018

Date of incident

08/15/2018

Complaint source

Internal

External

Officer Involved

Officer Zatzkin

Immediate shift Supervisor

Sgt. Ferguson

At this time attach the formal written and signed complaint from the complainant (needed for both internal and external complaints)

Attachment included with the Intake Form

Call sheet

Video/Audio

Pictures

Statements

Other

Copy of report

Estimated level of complaint

Low

Mid Level

Serious Level

Place a hold on the video now through the video software to prevent purging

Forward to shift supervisor, Lieutenant, and the Chief of Police

Date forwarded to staff

08/15/2018

C.E. 

8-15-18



Memo

To: Sgt. B. Ferguson
From: Cpl. J. Boughter
Date: 08/15/2018
Re: Unprofessional conduct from Cpl. M. Zatzkin

Sgt. Ferguson, per your request for me describe an incident occurring earlier this morning in the Jersey Village Police Department parking lot via a JVPD memo form, please see the below described event.

On 08/15/2018 at around 4:50 AM, I was returning to the JVPD to unload JVPD Police vehicle #1503 and park it in the designated supervisor parking space. JVPD Cpl. M. Zatzkin arrived for work before me in his personally owned vehicle and parked in the middle of the back of the parking lot. I then pulled up to my own personally owned vehicle and began to transfer my gear bag, and other personal items from the Police vehicle to my personal vehicle since my shift is scheduled to end at 5 AM, when Cpl. Zatzkin's shift is scheduled to begin and we share the same Police vehicle.

While standing at the passenger's door and transferring my belongings, Cpl. Zatzkin approached the Police vehicle from the driver's side and reached in to turn off the radio that I had playing and then began to adjust the seat. I interpreted this as an intentional provocation based on a recent issue; because he complained to JVPD Patrol Division Lt. J. Trevino within the past month or two that he didn't want me to adjust the seat or radio in our shared vehicle, which he was now doing.

I asked him what he was doing and he stated that he wanted to take the vehicle because he was in a hurry to go patrol around Advanced Auto Zone (due to the concern that it would be burglarized by a pair of burglars targeting Advanced Auto Zones in the area, between 2 and 3:30 AM, despite the fact that it was now around 4:50 AM.). I informed Cpl. Zatzkin that he was rushing me before 5 AM, that I still needed to unload the vehicle and sign off the of the computer, and that I would give him the vehicle as soon as I had done so. He continued to rush me and after I had unloaded the Police vehicle I pulled it into



the designated Police supervisor parking space. This parking space is narrow and another Police vehicle was parked next to it, leaving only a few feet of room between the two vehicles. As I was shutting down the computer and gathering my papers, Cpl. Zatzkin stormed over, opened the driver's side door, and juttred his head into the door opening and inches away from my face, while I was still seated. He then began screaming and cursing at me, stating that I shouldn't have driven away from him while he was waiting for the vehicle and that he didn't want to have to wait to go patrol Advanced Auto. While I don't remember exactly what he was screaming, he was essentially yelling at me like a drill instructor with his chest puffed up and his arms out to their sides and flexed and his eyes opened wide with an angry expression on his face.

I told Cpl. Zatzkin that he was in my personal space, that I wanted him to step back so that I could get out of the vehicle, and that I wasn't intimidated and that I knew that he wasn't actually going to hit me because he has acted this way several times before without hitting an Officer. He continued yelling at me though, and screamed that I was a "Fucking Child!" several times. I explained to him that he had complained just recently about me moving the seat and adjusting the radio in our Police vehicle and that he was now doing that very same thing to me (essentially pointing out the hypocrisy in that), and that I couldn't get out of the vehicle with him in my way.

When I did step out of the vehicle, he was still standing between the opened driver's door and me. I asked him to move so that I could close the driver's door and walk into the station, and Cpl. Zatzkin shouted something about how I should walk around him, or that he wasn't moving and that I should go around him. I told him that I couldn't do that if he was standing in my way, and Cpl. Zatzkin then reached forward and put his hand on the outside of my right arm between my shoulder and elbow and shoved me about two feet to the left and out of the span of the driver's door while saying something like "well then you can move" or "you should move then". While he was sitting down in the vehicle I told him that I didn't want him putting his hands on me, and then walked into the Police station.

I have always sought to avoid conflict with my fellow co-workers at JVPD in general, and especially with Cpl. Zatzkin, including the strained tensions caused by making a written complaint against him, but doing so is necessary if he is going to physically assault me.

Respectfully,



Corporal Jason Boughter



Investigation Notice

TYPE OF INVESTIGATION

- Internal-Administrative only
 Criminal

Date of notification

08/15/2018

Officer being served

Cpl. Zatzkin

Issuing Supervisor

Sgt. Ferguson

Type of Complaint

- Internal
 External

Level of Complaint

- Low- NO IA number given
 Mid-must be forwarded to Chief of Police
 Serious-Must be forwarded to Chief of Police

Status During Investigation-*see drop down menu on far right*

Suspended with pay-No extra duty

Complete form and forward to the Chief of Police for IA number and Investigator assignment

Internal Affairs number

IA-1803



Date of violation/s

08/15/2018

CAD or REPORT NUMBER

VIDEO BURNED TO DISK AND HELD

YES

NO

OFFICER GIVEN A COPY OF THE SIGNED COMPLAINT

YES, with this notice

No, will be given at a later time

OFFICER NOTIFICATION

IN PERSON

MAILED CERTIFIED RETURN RECEIPT

SIGNATURE OF OFFICER.....

SIGNATURE OF SUPERVISOR.....

DATE OF NOTICE

08/15/2018

THE OFFICER WILL RECEIVE ONE COPY OF THIS SIGNED NOTICE AND THE ORIGINAL
WILL BE FORWARDED TO THE PATROL LIEUTENANT





JERSEY VILLAGE POLICE DEPARTMENT

16401 Lakeview Dr.
Jersey Village, Texas 77040-1999
(713)466-5824 / Fax (713)466-0784

Incorporated 1956 A Texas Star Community

To: Chief Foerster
From: Sgt. Ferguson
Date: 08-15-2018
Topic: Possible policy violation

Sir, I received an email from CPL. Zatzkin that documents on altercation between he and CPL. Boughter. This altercation takes place in the back parking lot of the Police Department at approx. 5am on 08-15-2018. CPL. Boughter also spoke to me at approx. 7am when I arrived to work on the same day. After taking verbal statements from both and watching the video I feel there could be a possible policy violation that warrants a complainant pending Corporal Boughter's memo.

It should be noted these two Corporal's where spoken to on June 12, 2018 regarding how they treat one another. Please see attached.

Sgt. Ferguson



On August 15, 2018 at approx. 5:53am I, Sgt. Ferguson received an email from Cpl. Zatzkin. See email below:

On 8/15/2018 at approximately 0455 hrs, I had just arrived at the PD and parked my POV on the back line near Joe Myers. I saw Officer Mark Divel walking towards me. Mark explained that he had been working overtime watching Advanced Auto Parts due to a string of recent burglaries. I asked if anyone was watching it now and he said no.

I then walked over to Jason Boughter who was also parked along the back line unloading his car. He had the patrol car stereo playing at high volume and both the doors open. This was shop 1703 which all the supervisors are currently sharing. Jason was removing his last remaining personal items from the patrol car. This is the car I needed to begin my shift. I turned off the stereo and began adjusting the seat to fit me. Jason got upset that I had turned off the stereo. I explained that no one was watching Advanced Auto Parts and I wanted to get over there. Jason said his shift wasn't over yet, he is still using the shop. This was now 0458. I said, well, would hurry up, no one is watching Advanced Auto Parts. Jason said he needed to log out and got into the driver's seat. He then drove away from me and parked the car on the Supervisor parking spot near the front of the PD.

I walked over to the patrol car and Jason was sitting in it waiting for 0500. I opened the door and called Jason a child. I told him he was playing stupid games when our business is not being watched. I told him to get out of the car so I could go on patrol. Jason got out but stood in the doorway, blocking the door. I said, would you move!?! He said are you going to beat me up now? I again told Jason to get out of the way but he continued to just stand there. Jason said I was blocking his way. I wasn't. There was plenty of room for Jason to get around me. I told him that there was plenty of room and even pointed out the path to get out of the doorway.

This is an ongoing and continuing problem with Jason sabotaging the Shop to harass and delay my shift. It is clearly intentional and antagonistic. It is also interfering with my ability to begin my shift.

At approx. 6:46 am on the same day while traveling into work I, contacted Cpl. Zatzkin to insure the two were separated. Cpl. Zatzkin advised that he was away from the police station and was on active patrol at the moment. Cpl. Zatzkin then advised reiterated what was documented in his email and then mention that while he was speaking with Cpl. Boughter outside of his patrol vehicle that was parked on the Supervisor line he placed his hand on Cpl. Boughter shoulder and escorted him out of the way. Cpl. Zatzkin advised that he should not have done that. I explained to Cpl. Zatzkin that I will speak to him about this throughout the day.

Upon my arrival to work on the same day at approx. 0700 hours I was met with Cpl. Boughter within the hall way of the Police Department located by the back door. Cpl. Boughter asked if I have heard about how Cpl. Zatzkin assaulted him. I advised Cpl. Boughter to meet me in the Supervisors Office. Once we were in the Supervisors Office Cpl. Boughter explained that on this day towards the end of his shift he was removing items from his patrol vehicle when he noticed Cpl. Zatzkin attempting to leave with the patrol vehicle. Cpl. Boughter stopped Cpl. Zatzkin by telling him that he was not done with the vehicle. Cpl. Boughter then moved the patrol vehicle to the Supervisor line and then noticed Cpl. Zatzkin directly standing outside the

patrol vehicle. He stated that Cpl. Zatzkin appeared to be upset and stated "your acting like a fucking child". He then asked Cpl. Zatzkin to back away from him as he was violating his personal space. Cpl. Boughter then stepped out of the patrol vehicle and Cpl. Zatzkin put his hand on his shoulder and pushed him away from the patrol vehicle.

Cpl. Boughter advised that he and Cpl. Zatzkin have had issues in the past but this is the first time it has been physical. Cpl. Boughter advised that he recalls the time I spoke to both of them regarding them acting professional (06-12-2018). Cpl. Boughter was instructed to send me an email before he leaves for the day. Before Cpl. Boughter left my Office he was asked if he was ok and he advised that physically he was ok and not injured.

A handwritten signature in black ink, appearing to read "J. Zatzkin", is written above a long, horizontal line that extends across the width of the page.

JERSEY VILLAGE POLICE DEPARTMENT



CONFIDENTIAL

IAD# 1803

Narrative of Finding

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JERSEY VILLAGE POLICE DEPARTMENT

16401 Lakeview Dr.
Jersey Village, Texas 77040-1999
(713)466-5824 / Fax (713)466-0784

Incorporated 1956 A Texas Star Community

Eric Foerster, MPA
Chief of Police

August 16, 2018

Summary of Finding IAD 1803

Introduction

On August 15, 2018, Sgt. Ferguson learned of an incident occurring between Cpl. Boughter and Cpl. M. Zatzkin, by way of an email from Cpl. Zatzkin. This incident occurred in the parking lot of the Jersey Village Police Department on August 15, 2018 at around 0500 hours.

On August 15, 2018 Sgt. Ferguson was also notified of this incident in person by Cpl. Boughter at around 0700 hours this same date. Sgt. Ferguson spoke with both Corporals over the incident, reviewed the parking lot surveillance video, and felt that a policy could have been violated. Sgt. Ferguson noted that these two Corporals have had problems working together previously, and noted that both were spoken to on June 12, 2018 about these same issues. Sgt. Ferguson had both Corporals write a statement over the incident, which are included in the attached investigation under "Complaint Intake/Notice of Investigation".

Scope and Authority

On August 15, 2018, I was requested by Chief Foerster to investigate this incident for policy violations, which occurred on August 15, 2018 in the parking lot of the Jersey Village Police department between Cpl. Boughter and Cpl. Zatzkin.

Fact Collection Issues and Controls

The data used in reaching a finding in this investigation came by direct conversation, video and audio records, writings of Officers or complainant, or official records of the Jersey Village Police Department or the City of Jersey Village, or internet postings, documents and emails of this or other law enforcement agencies. As a core best practice, only data gleaned from direct oral statements, written documents, statements, audio or video, or other writings of the person or those of direct personal knowledge was used to evaluate the authenticity of the conduct or relied upon to reach key conclusions.

Details of Finding

Review of Cpl. Boughter's Statement

Cpl. Boughter wrote that on August 15, 2018 at around 0450 hours, as he was ending his shift and emptying his assigned patrol Tahoe, Cpl. Zatzkin approached his Tahoe, turned off the radio, and adjusted the seat. Boughter asked Zatzkin about him doing this and Zatzkin tells Boughter that he is in a hurry to patrol a local burglary spot. Boughter tells Zatzkin that he is rushing him, as he still needed to unload the vehicle and sign off the computer. Boughter moves the Tahoe to the supervisor space. Zatzkin *"stormed over, opened the driver's side door, and juted his head into the door opening"*. Zatzkin *"began screaming and cursing at me, stating that I shouldn't have driven away from him while he was waiting for the vehicle"*. Boughter writes that Zatzkin was *"essentially yelling at me like a drill instructor with his chest puffed up and his arms out to their sides and flexed and his eyes opened wide with an angry expression on his face"*. Boughter told Zatzkin that he is in his personal space, and wanted him to step back. Zatzkin tells Boughter he was *"a fucking child"* several times.

When Boughter stepped out of the vehicle, he was between the driver's door and Zatzkin. Boughter asked Zatzkin to move but Zatzkin told him to walk around him or that he was not moving. **Zatzkin then put his hand on the outside of Boughter's right arm and shoved him about two feet to the left and out of the area of the driver's door** while saying, *"Well then you can move"* or *"you should move then"*. Boughter told Zatzkin that he did not want him putting his hands on him and then Boughter left.

Review of Cpl. Zatzkin's Statement

Cpl. Zatzkin wrote that at around 0455 hours on August 15, 2018, he walked over to Boughter in the parking lot, after speaking to Officer Divel about recent burglaries in the area. The car stereo was playing at a high volume with both doors open. Zatzkin turned off the stereo and adjusted the seat to suit him. Boughter was upset that Zatzkin had turned off the stereo. Boughter got into the driver's seat to log out of the computer, and drove the car to the supervisor parking spot. Zatzkin opened the door to the Tahoe and called Jason *"a child"* and that he was playing stupid games. Zatzkin told Boughter to get out of the car so he could go on patrol. Boughter got out but stood in the doorway, blocking the door. Zatzkin tells him to move, and Boughter replies, *"are you going to beat me up now?"* Zatzkin tells Boughter to get out of the way, but he continued to stand there, and Boughter told him that he was blocking his way, but that Zatzkin was not and pointed out a path for Boughter to take. Zatzkin did not mention any physical altercation in the email to Sgt. Ferguson. Later when speaking to Sgt. Ferguson, Zatzkin told him that he *"placed his hand on Cpl. Boughter's shoulder and escorted him out of the way"*, and admitted that he should not have done that.

Parking Lot Video Review

I received a CD from Sgt. Ferguson, which contained video of the parking lot of the police department during the period of this incident. From the video, I learned the following:

- At around 0457 hours, Boughter is observed parking the Tahoe in the supervisor parking space in the rear parking lot of the Jersey Village Police Department. Boughter can be seen gathering his things
- At around 04:57:24 Zatzkin walks up to the Tahoe. Apparently, there is no motion, so the video skips to the next sequence.
- At 04:59:40, the video shows Zatzkin in the doorway of the Tahoe.
- At 04:59:42, Boughter exits the Tahoe driver's seat, as Zatzkin is in the doorway of the Tahoe. **It appears that both Zatzkin and Boughter are very close to each other and appears that Zatzkin pushes/shoves Boughter.**
- Zatzkin gets into the Tahoe and Boughter walks into the back door of the PD.
- I noticed two vehicles next to each other, which appeared to be occupied, possibly by other on-duty officers. After making inquiries, I learned that Officer Divel was speaking to a dispatcher during this incident in the far west side of the parking lot (Officer Bryant was in the PD and Officer Dougherty was on patrol). I spoke with Officer Divel on August 15, 2018, who told me that he knew that Zatzkin and Boughter were in the parking lot having a discussion, but he did not see or hear anything, as he was in a conversation with the dispatcher.
- The video is included in this investigation under the "media" section

Cpl. Boughter Interview

On August 15, 2018, I interviewed Cpl. Boughter in the interview room of the Jersey Village Police Department. From this interview, I learned the following:

- Boughter drove his assigned police Tahoe to the back parking lot of the PD to unload his gear into this personal vehicle, a few minutes before 5 am on August 15, 2018. He had the car stereo on and both doors open while he unloaded his gear.
- Zatzkin reached in, turned off the stereo, and adjusted the seat to the Tahoe. Zatzkin told Boughter that he needed the car to look for a burglary at Advanced Auto. Boughter told Zatzkin that he was in his personal space and that he was trying to unload the Tahoe, and added that it was not 0500 hours yet. Boughter was on the passenger side and Zatzkin was on the driver's side of the Tahoe.
- Boughter gets into the Tahoe and moves it to the Supervisor parking spots near the back door to the police station. Boughter said that he believed that Zatzkin was going to pick up the Tahoe from the original location at the rear parking lot of the police station, but Boughter moved it to the supervisor spot despite this, and Boughter admitted that this was "petty". Boughter said *"I made him walk, that's an inconvenience...comparable to him coming over and screwing around with me while I am trying to go home...that was wrong I admit...it was childish...two wrongs don't make a right"*.
- Once the Tahoe is parked in the supervisor spot, Zatzkin opens the driver's door, places his face very close to Boughter's face, screams, and curses at him at a very high volume. Boughter tells Zatzkin to get out of his personal space. Zatzkin screamed at Boughter saying, *"you're a fucking child"*.
- Boughter exits the Tahoe, but Zatzkin is in the same space, so Boughter asks Zatzkin to move so that he can go into the station. Zatzkin replies that Boughter can walk around the

car to go into the PD. Zatzkin then places his left hand on the right arm of Boughter, and shoves him out of the way about two feet. Boughter said that he told Zatzkin not to place his hands on him. Boughter said that he was not injured nor did he feel any pain from the incident. Zatzkin then enters into the Tahoe. Boughter goes into the station and watches the video of the incident in dispatch.

- Boughter was not interested in pursuing criminal charges and wanted to let the administrative process handle the incident.
- The interview video was copied to a DVD, which is included in this investigation file.

Cpl. Zatzkin Interview

On August 16, 2018, I interviewed Cpl. Zatzkin in the interview room of the Jersey Village Police Department. I read to Cpl. Zatzkin the Garrity Warning, which he signed, and is included in this investigation file. From this interview, I learned the following:

- Zatzkin stated that he met with Officer Divel around 0450 hours on August 16, 2018, about a burglary detail at Advanced Auto. Zatzkin approached the Tahoe that Boughter had been driving, and who was unloading the Tahoe. Zatzkin reached inside and turned off the stereo, which was being played loudly. Boughter was upset that Zatzkin was doing this and said that he was still using the Tahoe. Zatzkin told him to hurry up so that he could get over to Advanced Auto. Boughter told Zatzkin that he was in his personal space. Boughter told Zatzkin that he needed to log off his computer in the Tahoe. Boughter shut the Tahoe door and drove the Tahoe to the supervisor parking spot behind the PD. This made Zatzkin "*upset...pissed off*".
- Zatzkin opens the door and he "*starts cussing him out*". Zatzkin admits to yelling, cursing and calling Boughter an idiot and childish. Zatzkin told him to get out of the car. Boughter exits but stands in the doorway. Zatzkin tells him to get out of the way and to move. Zatzkin then shoves Boughter to the side with his left hand pushing against Boughter's right arm/shoulder. Zatzkin states the he was wrong and that he should not have done this. Zatzkin stated that he went to O'Reilly's Auto and then to Advanced Auto after getting into the Tahoe.
- Zatzkin said that he spoke with Divel to determine if he had seen the incident, but Divel told Zatzkin that he had not. The interview was copied to a DVD, which is included in this investigation file.

Conclusion

It is the opinion of this investigator that the facts learned from this investigation clearly show the following:

1. On August 15, 2018, as Cpl. Boughter was unloading his police Tahoe, Cpl. Zatzkin turned off the radio and adjusted the seat to the Tahoe that Boughter had been using. This made Boughter upset, who then drove the Tahoe to the Supervisor parking spot instead of allowing Zatzkin to take the Tahoe from that original location.
2. Zatzkin walked to where the Tahoe had just been parked by Boughter, and told him to get out of the Tahoe. Zatzkin yelled profanity at Boughter, and called him an "idiot". When


Boughter exited the Tahoe, he asked Zatzkin to move, but Zatzkin told him to walk around the Tahoe. When Boughter did not walk around, Zatzkin pushed/shoved Boughter and Zatzkin entered the Tahoe. Boughter then walked into the Police Station, and Zatzkin left the police department in the Tahoe.

3. Zatzkin's behavior in this incident violates the Jersey Village Police Department Policy 5.01.00 for Professional Conduct, which states:

... "While in uniform, or acting in an official capacity, all personnel shall conduct themselves in a manner that shall not bring discredit to the Jersey Village Police Department. Loud, indecent, profane, or harsh language, sexual harassment of any kind, and "Horseplay", is prohibited. All personnel shall conduct their personal affairs in a manner will not bring discredit to the Jersey Village Police Department. Personnel shall be civil, orderly, courteous and quiet in their conduct and behavior. All personnel shall avoid answering questions in a short or abrupt manner, but shall give the greatest possible attention and courtesy to all individuals, groups, and members of the public. Personnel shall refrain from harsh, violent, coarse, profane or insolent language while on duty. Personnel off duty but in uniform shall conduct themselves as though they were on duty"...

As the evidence in this incident shows clearly that Cpl. Zatzkin exhibited this behavior, this policy violation is **SUSTAINED**

Respectfully,



Lt. R. Dooley

JERSEY VILLAGE POLICE DEPARTMENT



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IAD# 1803

Policy/Procedure

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JERSEY VILLAGE POLICE DEPARTMENT
CHAPTER FIVE
PERFORMANCE OF DUTY

5.01.00 PROFESSIONAL CONDUCT

It is the responsibility of this Department to prevent crime, arrest those who commit crimes, maintain order and protect the safety of persons and property. To meet these responsibilities, employees shall perform the duties assigned to them by superiors as described in the Departmental orders. Employees shall conform to Departmental orders and policies when carrying out these responsibilities.

While in uniform, or acting in an official capacity, all personnel shall conduct themselves in a manner that shall not bring discredit to the Jersey Village Police Department. Loud, indecent, profane, or harsh language, sexual harassment of any kind, and "Horseplay", is prohibited.

All personnel shall conduct their personal affairs in a manner will not bring discredit to the Jersey Village Police Department.

Personnel shall be civil, orderly, courteous and quiet in their conduct and behavior. All personnel shall avoid answering questions in a short or abrupt manner, but shall give the greatest possible attention and courtesy to all individuals, groups, and members of the public. Personnel shall refrain from harsh, violent, coarse, profane or insolent language while on duty. Personnel off duty but in uniform shall conduct themselves as though they were on duty.

Personnel shall remain awake, alert, observant, and occupied with police business during their tour of duty and shall conduct themselves so as not to merit criticism for inattentiveness, slovenly bearing, or waste of time.

5.02.00 PERFORMANCE OF BASIC DUTIES

Employees shall perform their basic duties; preserve the public peace, prevent crime, detect and arrest law violators, protect life and property, and enforce the criminal laws of this jurisdiction, the State of Texas, and the United States, to the best of their ability and in accordance with the directives of this manual.

5.02.01 PERFORMANCE OF BASIC DUTIES IN A COMPETENT MANNER

Employees shall perform their assigned duties in a competent manner. Incompetence may be demonstrated by:

1. Lack of knowledge of the laws to be enforced.
2. Unwillingness to perform assigned tasks.
3. Failure to conform to work standards established for the employee's rank or position.
4. Failure to take appropriate action on a crime, instance of disorder, or other incident.

5. Repeated work evaluations showing substandard performance.

5.03.00 CONTACT WITH THE PUBLIC; POLICY

Courtesy and civility towards the public is demanded of all employees of the Department and any conduct to the contrary shall not be tolerated. Employees in their conduct shall be quiet, civil, and orderly and at all times attentive in the discharge of their duties.

5.03.01 CONTACT WITH THE PUBLIC; PROCEDURES

Members of the public occasionally request services that the Department cannot, or does not as a matter of policy provide. When the requested service is provided by another agency, however, the employee shall consult the listing of agencies and refer them to the appropriate agency.

5.03.02 CONTACT WITH THE PUBLIC; REGULATION

Employees of the Department shall not smoke, chew tobacco or gum while in contact with the public in official capacity. Employees shall refrain from making wisecracks and wise retorts when dealing with the public. Employees shall not make disparaging remarks about persons who are handicapped nor voice prejudices concerning race, sex, ethnic origin or religion.

5.04.00 COMPLIANCE WITH ORDERS

Employees shall promptly obey any lawful orders of a superior officer. Any employee who refuses to obey a lawful order shall be considered insubordinate and shall be subject to disciplinary action.

5.04.01 CONFLICT OF ORDERS

Should any lawful order given by a Supervisor conflict with any previous order or published directive; the employee shall respectfully bring this conflict to the attention of the Supervisor. The Supervisor who issued the conflicting order shall take necessary steps to correct the conflict and at the same time assume responsibility for the subordinate's actions.

5.05.00 POLITICAL ACTIVITY ON DUTY

Involvement in political activities shall not be permitted during an employee's on-duty time, or while in uniform. Employees shall not campaign for any candidate for elected office or any political issue while in uniform or on duty.

Political activities include soliciting or receiving any assessment, subscription or contribution for any political party or cause, or storing, posting, carrying, or distributing political literature of any nature, or espousing the cause of any particular candidate or measure to be voted upon.

5.05.01 PUBLIC STATEMENTS

Employees shall not make statements on behalf of the Department for publication or broadcast concerning the plans, policies, or administration of the Department unless authorized to do so. Employees who plan to deliver an address at any public gathering concerning the work of the Department shall notify their Supervisor before speaking. Any public statement concerning Department Policy shall accurately represent that policy. Any statement about the Department or its function that reflects an employee's personal opinion shall be clearly presented as such.

5.06.00 PERSONAL APPEARANCE

Employees shall maintain a neat, clean appearance on duty. They shall keep their uniforms clean, pressed, and in good condition. They shall keep their hair neat, clean, and cut in the prescribed manner. With the exception of mustache worn in the prescribed manner, employees shall keep themselves cleanly shaven. Poor grooming or improper wearing of the uniform or its accessories shall be grounds for disciplinary action.

5.07.00 EMPLOYEE MISCONDUCT

The duties performed by this Department are vital to the safety and well-being of the community. Because of the importance of these duties, it is essential that the Department sets and maintains high standards of conduct among its personnel. Misconduct by employees cannot be tolerated because it weakens the Department's effectiveness, erodes public trust, and can endanger members of the public or members of this Department. The following sections describe behavior, which is regarded as misconduct. Such behavior shall be grounds for disciplinary action whenever it is brought to the attention of the Department. It should be noted that the misconduct outlined below does not attempt to describe all activity that could be determined misconduct.

5.08.00 NEGLECT OF DUTY

While on duty, employees shall remain attentive to their assigned responsibilities. They shall not mangle or shirk their duties in the areas of law enforcement, peacekeeping, or public safety. To do so shall be deemed neglect of duty. On duty they shall not enter taverns, theaters, or other establishments or attend public entertainment except in the furtherance of their duties. Employees shall not play games or engage in any activities or personal business, which would cause them to neglect or be inattentive to their duty.

Any employee who is subpoenaed to testify in court regarding cases growing out of official duties shall appear at the time and date indicated. Failure to appear shall constitute neglect of duty.

5.09.00 PROMPT FILING OF REPORTS

Employees shall submit all necessary reports on time and in accordance with the Departmental procedures. All reports filed shall be accurate and complete. Except reports specifically approved by a supervisor, all reports, complaints, etc. shall be completed before going off duty. Employees submitting late or incomplete reports shall be subject to disciplinary action.

JERSEY VILLAGE POLICE DEPARTMENT



CONFIDENTIAL

IAD# 1803

Miscellaneous Documents

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Jersey Village Police Department

Garrity Statement

1. The purpose of this questioning is to obtain information, which will assist in the determination of whether administrative disciplinary action is warranted.
2. I am not questioning you for the purpose of instituting criminal proceedings against you.
3. During the course of this questioning, even if you do disclose information that indicates that you may be guilty of criminal conduct in this matter, neither your self-incriminating statements, nor the fruits thereof, will be used against you in any criminal proceeding.
4. I am ordering you to truthfully answer the questions that I direct to you concerning this matter.
5. If you refuse to answer my questions, you may be subject to immediate dismissal.

ACKNOWLEDGEMENT: I have read and understand the above notification.



Employee's Signature

8/15/2018
Date

10:53 AM
Time



Investigator's Signature

8/16/18
Date

10:53 AM
Time

Ron Dooley

From: Bobby Ferguson
Sent: Thursday, August 16, 2018 8:54 AM
To: Ron Dooley
Subject: FW: Conduct inappropriate

Sergeant B. Ferguson
Jersey Village Police Department
16401 Lakeview Drive
Jersey Village, Texas 77040
Office: (713)466-5824
Fax: (713) 466-0784

This message may contain information that will subject this message to disclosure under public information statutes. In the alternative, this message may contain information that is confidential and privileged. Unless you are the addressee (or authorized to receive for the addressee) you may not use, copy or disclose to anyone this message or any information contained in this message. If you have received this message in error, please advise this sender by reply email and delete this message.

From: Mark Zatzkin
Sent: Wednesday, August 15, 2018 5:54 AM
To: Bobby Ferguson <bferguson@ci.jersey-village.tx.us>
Subject: Conduct inappropriate

On 8/15/2018 at approximately 0455 hrs, I had just arrived at the PD and parked my POV on the back line near Joe Myers. I saw Officer Mark Divel walking towards me. Mark explained that he had been working overtime watching Advanced Auto Parts due to a string of recent burglaries. I asked if anyone was watching it now and he said no.

I then walked over to Jason Boughter who was also parked along the back line unloading his car. He had the patrol car stereo playing at high volume and both the doors open. This was shop 1703 which all the supervisors are currently sharing. Jason was removing his last remaining personal items from the patrol car. This is the car I needed to begin my shift. I turned off the stereo and began adjusting the seat to fit me. Jason got upset that I had turned off the stereo. I explained that no one was watching Advanced Auto Parts and I wanted to get over there. Jason said his shift wasn't over yet, he is still using the shop. This was now 0458. I said, well, would hurry up, no one is watching Advanced Auto Parts. Jason said he needed to log out and got into the drivers seat. He then drove away from me and parked the car on the Supervisor parking spot near the front of the PD.

I Walked over to the patrol car and Jason was sitting in it waiting for 0500. I opened the door and called Jason a child. I told him he was playing stupid games when our business is not being watched. I told him to get out of the car so I could go on patrol. Jason got out but stood in the doorway, blocking the door. I said, would you move !?! He said are you going to beat me up now? I again told Jason to get out of the way but he continued to just stand there. Jason said I was blocking his way. I wasn't. There was plenty of room for Jason to get around me. I told him that there was plenty of room and even pointed out the path to get out of the doorway.

This is an on going and continuing problem with Jason sabotaging the Shop to harass and delay my shift. It is clearly intentional and antagonistic. It is also interfering with my ability to began my shift.

Eric Foerster

From: Eric Foerster
Sent: Wednesday, August 15, 2018 11:37 AM
To: Trelena Collins (TCollins@ci.jersey-village.tx.us); Austin Bleess
Subject: Suspension with Pay notice

Trelena and Austin,

I wanted you both to be aware that Cpl. Zatzkin has been sent home, suspended with pay, as of this afternoon. I wanted to move quickly to make sure that our employees are safe and taken care of in the workplace while working through due process for fairness.

Apparently, he and Cpl. Boughter got into an altercation during shift change and Cpl. Boughter contends that Cpl. Zatzkin placed his hand on his shoulder and moved him from the patrol unit.

I have personally viewed the video and I cannot really see what happened, but an investigation is warranted. There has been a long-standing issue between Boughter and Zatzkin and both have been counseled with about their actions towards each other.

We should be done with the investigation in a day or so with resolution hopefully by Friday at the latest.

Respectfully,

Chief Foerster

Chief Eric Foerster, MPA, CPM
16401 Lakeview Drive
Jersey Village, Texas 77040

Office: 713-466-5824
Fax: 713-466-0784

efoerster@ci.jersey-village.tx.us



JERSEY VILLAGE POLICE DEPARTMENT



CONFIDENTIAL

IAD# 1902

Complaint Intake/Notice of Investigation

**THIS DOCUMENT CONTAINS CONFIDENTIAL
INFORMATION SUBJECT TO CRIMINAL
PENALTY FOR UNLAWFUL DISCLOSURE**

COMPLAINT INTAKE FORM

Date of intake

08/28/2019

Date of incident

08/27/2019

Complaint source

- Internal
 External

Officer Involved

Corporal M. Zatzkin

Immediate shift Supervisor

Sergeant Keele

At this time attach the formal written and signed complaint from the complainant (needed for both internal and external complaints)

Attachment included with the Intake Form

- Call sheet
 Video/Audio
 Pictures
 Statements
 Other
 Copy of report

Estimated level of complaint

- Low
 Mid Level
 Serious Level

Place a hold on the video now through the video software to prevent purging

Forward to shift supervisor, Lieutenant, and the Chief of Police

Date forwarded to staff

08/28/2019

Investigation Notice

TYPE OF INVESTIGATION

- Internal-Administrative only
 Criminal

Date of notification

08/29/2019

Officer being served

Corporal M. Zatzkin

Issuing Supervisor

Lieutenant Ferguson

Type of Complaint

- Internal
 External

Level of Complaint

- Low- NO IA number given
 Mid-must be forwarded to Chief of Police
 Serious-Must be forwarded to Chief of Police

Status During Investigation-*see drop down menu on far right*

Remain on duty

Complete form and forward to the Chief of Police for IA number and Investigator assignment

Internal Affairs number

1902

Date of violation/s

08/27/2019

CAD or REPORT NUMBER

1900015849

VIDEO BURNED TO DISK AND HELD

- YES
- NO

OFFICER GIVEN A COPY OF THE SIGNED COMPLAINT

- YES, with this notice
- No, will be given at a later time

OFFICER NOTIFICATION

- IN PERSON
- MAILED CERTIFIED RETURN RECEIPT

SIGNATURE OF OFFICER.....

SIGNATURE OF SUPERVISOR.....

DATE OF NOTICE

08/29/2019

**THE OFFICER WILL RECEIVE ONE COPY OF THIS SIGNED NOTICE AND THE ORIGINAL
WILL BE FORWARDED TO THE PATROL LIEUTENANT**



JERSEY VILLAGE POLICE DEPARTMENT

16401 Lakeview Dr.
Jersey Village, Texas 77040-1999
(713)466-5824 / Fax (713)466-0784

Incorporated 1956 A Texas Star Community

To: Chief Foerster
From: Lt. Ferguson
Date: 08-28-2019
Topic: Violation of After Care Policy

Sir, on August 28, 2019 at approx. 1300 hours Sergeant Keele presented me with a Use of Force Report (1900015849) that occurred on August 27, 2019. I noticed Sergeant Keele checked off (Further Investigation needed). I spoke to Sergeant Keele regarding the Use of Force and watched the video that was attached to the form. Watching the video I observed a female who was housed in A-cell push Corporal Zatzkin. Corporal Zatzkin responding by pushing the female back which resulted in the female falling on the floor. Looking at the video it appears the female struck her head twice on the floor and then complains of pain while holding her head. In addition I noticed that we never contacted Emergency Medical Services to check on the welfare of the female. In fact no after care was provided of any kind which violates the following policy.

I. AFTERCARE

- A. All officers shall administer basic first aid after any level of the use of force. This administering of first aid shall take place once the officer feels the subject is properly restrained and is no longer a threat. All weapons shall have been removed from the general area and the officer giving aid should have a cover officer present if possible.
- B. Care should be given to note the location of critical evidence and safety of the general public.
- C. Officers shall render aid while seeking help from qualified medical personnel to the best of their ability.
- D. Officers shall not deny medical care.
- E. If medical care is refused by the subject, this refusal shall be documented by an additional officer witnessing this, a video recording of the refusal, or a refusal to medical staff such as a doctor or ambulance crew.
- F. Aftercare shall not be administered at the expense of officer safety or the safety of the general public.

SUMMARY

Nothing stated in the procedure grants immunity to the officer involved since each case must be met and dealt with according to individual circumstances. Department personnel are reminded that the safety of innocent persons and bystanders must be given primary consideration whenever the use of firearms is contemplated.

If there is an injury sustained by anyone after a Use of Force has been applied, medical assistance from Jersey Village EMS shall be summoned immediately via telephone or police radio. If JVEMS is not available, the nearest EMS service shall be summoned immediately

Lt. Ferguson

Chief Foerster

JERSEY VILLAGE POLICE DEPARTMENT



CONFIDENTIAL

IAD# 1902

Investigative Findings

**THIS DOCUMENT CONTAINS CONFIDENTIAL
INFORMATION SUBJECT TO CRIMINAL
PENALTY FOR UNLAWFUL DISCLOSURE**



JERSEY VILLAGE POLICE DEPARTMENT

16401 Lakeview Dr.
Jersey Village, Texas 77040-1999
(713)466-5824 / Fax (713)466-0784

Incorporated 1956 A Texas Star Community

Eric Foerster, MPA
Chief of Police

September 6, 2019

Summary of Finding IAD 1902

Introduction

On August 27, 2019, JVPD case 1900015849, Ivette Morales, was arrested by JVPD officers for her suspected involvement in a DWI related FSGI accident, within the city of Jersey Village and evading from a JVPD officer, into Harris County. That pursuit ended in a second injury accident, in Harris County. Afterward, Morales was arrested and transported to the Jersey Village Police Station, where she was alleged to have damaged city property. Specifically, Morales damaged a JVPD jail cell phone receiver while in Cell A. Cpl. Mark Zatzkin investigated the damage of city property by Morales. During that investigation, Morales was alleged to have assaulted Cpl. Zatzkin with her hands. Cpl. M. Zatzkin used force (soft weaponless control) against Morales to stop her assault and place her back into handcuffs. After Cpl. M. Zatzkin's use of force, Cpl. M. Zatzkin was alleged to have failed to comply with the JVPD Use of Force Aftercare Policy.

Scope and Authority

I, Detective Sgt. D. Limerick, was contacted by, Chief E. Foerster, with a request to investigate this incident, IA1902, for policy violations, August 29, 2019. Patrol Lt. B. Ferguson's internal Complaint Intake form, Investigation Notice, and Lt. Ferguson's Memorandum to Chief Eric Foerster, concerning the alleged policy violation, were included in this file. The specific allegation was a failure to comply with the aftercare policy in the Use of Force section of the JVPD Policy Manual.

All police officers, employed by the Jersey Village Police Department, are required to follow the policies in the JVPD Policy Manual. The requirement for JVPD officers to have knowledge of the policies within the Policy Manual are detailed in Chapter 1 GENERAL PROVISIONS. In part, Section 1.01.03 states, "It shall be the responsibility of every employee, police officer and reserve police officer to have knowledge of all policies, procedures and regulations contained in this manual..."

A copy of the Policy Manual must be kept by JVPD officers and they are required to stay up to date on the specific policies within it. A digital copy of the Policy Manual is also available to all officers on the departmental server. I checked for the latest JVPD policy manual on the Import/Export folder of the JVPD server, under the Forms/Policy & SOP folder and found a

November 2017 amended version of the Policy Manual available to officers. I also checked with, Sonya Smith, the Administrative Assistant for Chief of Police, Eric Foerster, who had digital copies of the current and former revised copies of the Policy Manual. Sonya Smith, showed me a copy of the most recent February 2018 version of the Policy Manual, which I found identical to the November 2017 version of the Policy Manual in all sections related to this investigation. I found that the policy section for **Use of Force – Aftercare** was added to the Policy Manual in 2016 and was not part of the Policy Manual in 2015 or earlier versions of the Policy Manual.

Areas of particular interest in this report were highlighted with red text.

Fact Collection Issues and Controls

The data used in reaching a finding in this investigation came by direct conversation, video and audio records, writings of Officers or complainant, or official records of the Jersey Village Police Department or the City of Jersey Village. As a core best practice, only data gleaned from direct

oral statements, written documents/statements, audio or video, or other writings of the person or those of direct personal knowledge was used to evaluate the authenticity of the conduct or relied upon to reach key conclusions.

I conducted several audio recorded interviews during this investigation which were burned to disk and attached to this report. I interviewed Cpl. Mark Zatzkin and Lt. Bobby Ferguson in separate interviews, 9-4-19, I interviewed Sgt. Danny Keele, 9-5-19 and 9-6-19, and interviewed Det. Lopez, 9-6-19.

While the included files on disk are numerous for this IA investigation, I found the following disks most relevant to this investigation and my findings.

Jail video 5 of 5: I reviewed the video from jail cell A, where Ivette Morales was housed, 8-27-19, from 1:33 PM to 1:54 PM.

Jail Video 4 of 5: I reviewed the video from jail booking area, which started when Cpl. Zatzkin brought Ivette Morales to the holding cell after the use of force until Morales' was transport to the Harris County Jail, 8-27-19, from 1:54 PM to 3:03 PM.

Pictures disk: I reviewed the photos of Cpl. M. Zatzkin's injuries.

Details of Finding

In the Cell A video, Morales was clearly upset and repeatedly stated, she wanted to go home and wanted to see her two girls. She had the outward signs of a person with high level of intoxication. She was housed in Cell A, according to Sgt. D. Keele, due to her refusal to cooperate with the booking/fingerprinting and refusal to provide a breath specimen, with a hope that she would sober up, calm down, and cooperate with officers.

Cpl. J. Taylor and Sgt. Keele put Morales in cell A at 1:33 PM. After a few minutes, Morales began to pace the cell, bang on the cell door/window, and checked the phone in Cell A (which was deactivated). After screaming, "Please...I want to go home...I can't do this..." for several minutes, and several checks of the phone receiver, Morales began beating the phone receiver into the base/hanger with great force, only pausing to readjust/brace herself to deliver more force to the receiver with her strikes. After she delivered approximately 40 consecutive hard strikes with the receiver, dispatch put out a call for an officer to the jail. Cpl. Taylor and Cpl. Zatzkin both responded. Cpl. Taylor arrived first, at 1:44 PM, with his trainee, Officer Polster, and Cpl. Taylor attempted to calm Morales down.

Cpl. Zatzkin arrived shortly after at 1:46 PM. In his interview, Cpl. Zatzkin stated that he arrived to conduct a criminal mischief investigation in Cell A, which he was dispatched to. Cpl. Zatzkin asked Morales, "How about we transport you to Harris County right now, are you ready to go?" Zatzkin then told Cpl. Taylor, "Probably ought to check the phone and make sure if its damaged." Cpl. Taylor inspected the phone and Cpl. Zatzkin told Cpl. Taylor, "Take pictures of that."

At that point, Cpl. Taylor and Officer Polster left the jail area in search of a digital camera and Zatzkin stayed in the doorway of Cell A with Morales. In his interview, I asked Cpl. Zatzkin why he stood in the doorway. Zatzkin told me it was to secure the scene until the camera arrived and prevent Morales from damaging anything else.

While Cpl. Zatzkin was in Cell A awaiting the camera he told Morales, "I told you not to do this stuff. I warned you. You're doing that. I told you you're gonna make things worse and you did. Do something else and make it worse even more. You could have left from here...and now you are going to go to Harris County jail and be there for several days and now you have an additional charge. Now you can do some more stuff and make it even worse. You did that..." Morales interrupted him saying, "I didn't do anything." Zatzkin finished, saying "I told you what to do."

At approximately 1:50 PM, Cpl. Hale arrived and asked if everything is all right. Cpl. Zatzkin stated it was and Cpl. Hale left.

Officer Polster arrived just after Cpl. Hale's departure and began taking photos of the Cell A phone receiver at Cpl. Zatzkin's direction. Cpl. Zatzkin told Officer Polster, "I guess if she keeps it up, put her in a straitjacket and then she can go to county..." Zatzkin also told Polster to, "...call Lerma and have him call the DA's Office for additional charges." Polster asked Cpl. Zatzkin if Zatzkin had the case number and Cpl. Zatzkin replied, "I don't, dispatch will have that."

Upon hearing Cpl. Zatzkin say he did not have the case number, Morales exclaimed, "Of course you don't, you're a fake ass mother fucker! <Indecipherable>!" as Polster left the area. Morales got up from her seated position and approached Cpl. Zatzkin telling him, "I want to go home to see my girls. That's it. To my girls. Why, why, why are you so mad?" To which Zatzkin replied, "I'm not mad..." Morales became louder and more agitated as she said, "I wanna go see my girls." Zatzkin replied, "Well then you shouldn't have been..." but was cut off as Morales yelled, "That's it! I want to go home to my girls." Cpl. Zatzkin noticed Morales getting into an agitated state, and told Morales, "Go sit down."

Morales initially complied and returned to the other side of the cell and sat down on the south side bedding area. According to Cpl. Zatzkin and Sgt. Keele, in their interviews, it was at this time that Cpl. Zatzkin attempted to call Officer Lerma and Sgt. Keele via Lerma's cell phone; however, Officer Lerma and Sgt. Keele were speaking with a Harris County DA about getting a blood draw warrant for Morales and Officer Lerma rejected the call. As Cpl. Zatzkin attempted to make the phone call, Morales became agitated again and said, "I want to go home to my girls. I'm so <inaudible>." Morales started crying and yelling something indecipherable as she began pounding her fist into her open palm, yelling, "<indecipherable> let me go home to my girls! That's it! I want to go home to my girls!" Cpl. Zatzkin then radioed for "D07 (Officer Lerma)..." to, "...public service (contact him by cell phone)"

Morales got up and paced to the shower area of Cell A and asked, "Why did you do it?" Morales then turned and faced Cpl. Zatzkin, who was standing in the open doorway of Cell A, facing Morales. Cpl. Zatzkin was leaning with his right elbow elevated, resting on the Cell A doorframe, with his cell phone in his right hand, held up toward his face, with his elbow bent about 90 degrees. Cpl. Zatzkin's left arm was slightly in front of him, bent slightly at the elbow, with his left hand

near the front of his belt line. Morales then approached Cpl. Zatzkin in a questioning but aggressive manner, with her hands up in front of her, palms open and forward, asking, "What did I do? What did I..."

The assault and use of force occurred in approximately one second and almost in one continuous motion. Morales accelerated her forward momentum and lunged into Cpl. Zatzkin. She attempted to shove him with her left palm under Cpl. Zatzkin's left chest area and her right hand by his left side, under his left elbow area. In his interview, Cpl. Zatzkin told me he could only remember that Morales' nails gripped into his left forearm, causing him pain, and he pushed her with both hands.

In the video, I noted that Cpl. Zatzkin initially reacted by stepping back slightly with his right foot to brace for Morales' shove and by sweeping his left forearm out to deflect Morales' left hand on his chest, though his reaction did not start until she was already too close to stop her initial contact. As Morales' left hand/arm were deflected to her right across the front of her body, she rotated to her right slightly. Simultaneously, Cpl. Zatzkin left his left foot in place, pivoted toward Morales and took a single step toward her, with his right foot. In the jail video, I saw Morales' right arm was bent, held across her torso to the left with her hand in a grasping C type of position, as her hand lost contact with Cpl. Zatzkin. Morales pulled her right hand back in, as she was losing her balance and turning to her right. Cpl. Zatzkin, still holding his cell phone in his right hand, pushed Morales in the left side of her ribcage with his right palm, still holding his cell phone, with screen facing her. Zatzkin appeared to be able retract his left hand to use a small amount of his left hand to assist in a simple, straight, two-armed shove of Morales, to get her away from him.

It was not clear from the jail video if Morales grabbed Zatzkin's left arm with her right hand upon initial contact from underneath or as she lost balance. Morales fell hard, back and to her right side. She landed with her right hip/waist area into the corner of the raised concrete bed foundation. With the impact of only her right side into the concrete corner, approximately 6" off the jail floor, Morales continued her fall onto her back, and pivoted to her left, striking the back of her head against the 90 ledge of the other raised concrete bed foundation, before she came to rest on her left side. She immediately grabbed the back of her head with her right hand. Cpl. Zatzkin appeared to maintain his head oriented toward Morales as she fell, but also slightly lost his balance and had to brace himself with his left arm against the jail wall after his push and during Morales' fall.

Cpl. Zatzkin told Morales, "Don't do that! Don't do that! Don't you attack me! Now you're going to get charges for assaulting a peace officer! Are you out of your mind?" Morales did not respond as she rolled from her left side to her back, grabbing the back of her head with both hands and crying. At that moment, Sgt. Keele called Cpl. Zatzkin on the cell phone and Cpl. Zatzkin told Sgt. Keele, "Hey, I'm calling the Chief, she just tried to assault me." Morales sat up and Zatzkin told her "Stay down." To which Morales responded, "No, I want to go home." Cpl. Zatzkin told Sgt. Keele, "She took a shot at me." Morales, hearing the comment, exclaimed, "I didn't do nothing to you, you're fucking fucked up, admit it! You're such a fucking weak ass motherfucker! I want to go home. Please, I want to go home to my family."

According to Sgt. Keele in his interview, he instructed Zatzkin to cuff Morales and place her in the holding cell of the booking area until she could be transported. Zatzkin ended his call with, "OK, will do."

Zatzkin told Morales, "Stand up." To which she replied, "No." Zatzkin told her, "It's going to hurt if you make me do this. Stand up." Morales responded, "No, no please, you've already hurt me." Cpl. Zatzkin then brought Morales' arms behind her back and used a straight arm joint lock lift to get her to stand up with the command of, "Up." Morales stood as she said, "Ouch." Cpl. Zatzkin double locked her cuffs and took her into the jail booking area. At no point in the Jail Cell A video was I able to hear Cpl. Zatzkin tell a supervisor he had a use of force, attempt to evaluate any possible injuries of Morales, or attempt to get a refusal of medical treatment from Morales.

In the jail booking area, Cpl. Zatzkin put Morales into the Jail booking holding cell at 1:55 PM. Zatzkin stayed with Morales until she was ready to be transported at 2:51 PM. At 1:58 PM Officer Polster and Officer Hill arrived to take photos of Cpl. Zatzkin's injuries. At 2:03 PM, Sgt. Keele arrived to the booking area from the Sally Port and asked Cpl. Zatzkin, "Alright, what did she do?" As Cpl. Zatzkin began to answer, Lt. Ferguson entered the booking area from the PD entrance. Cpl. Zatzkin stated, "Well, she smashing the phone back there. So I came back there to take pictures of the receiver and, uh, while they were away to get a camera, she lunged at me, grabbed my arm, and scratched my arm. When she did, I launched her." as he made a two handed pushing gesture. When Lt. Ferguson emerged from Cell A, Cpl. Zatzkin appeared to tell Ferguson a slightly shorter version of the same story. The words spoken by Zatzkin to Lt. Ferguson were only partially decipherable because of Morales' yelling at officers; however, Zatzkin made a raised arm indication of where Morales grabbed him and another pushing gesture with a completely inaudible description accompanying the push gesture that was too quiet to hear over Morales' screaming. During Zatzkin's second summary of events to Lt. Ferguson, Sgt. Keele leaned in and appeared to be trying hard to understand what Cpl. Zatzkin was saying to Ferguson. I did not initially notice in my first review of the booking video that Cpl. Zatzkin had told Sgt. Keele that he pushed Morales. Only upon an additional review did I notice it. I also had to replay that video section six times in a row to decipher the phrase, "I launched her" before I understood what Cpl. Zatzkin was saying.

In Lt. Ferguson's interview, he remembered Zatzkin telling him that he pushed Morales back or off of him, but did not discuss it in more detail until they were in the Sergeant's office, much later. In my initial interview of Sgt. Keele, he told me that Cpl. Zatzkin explained to him that Zatzkin pushed Morales back, but later Zatzkin made a statement to him more like, he pushed Morales down, and that statement was made in the Sergeant's Office. I had a second interview with Keele and clarified that he was told by Zatzkin in the booking area that Zatzkin pushed Morales, but Keele claimed he did not remember, or comprehend, that Zatzkin used the words, "I launched her." Both Ferguson and Keele agreed that Zatzkin never told them that Morales struck her head on the concrete slab of the jail cell or claimed to be in pain/injured. Both of them stated that they believed Cpl. Zatzkin would have already administered any necessary first aid, checked for possible injuries, or gotten a refusal or confirmation of the lack of need for medical evaluation from Morales because he was the only officer on the scene when the use of force occurred and because he was a supervisor. In my interview of Cpl. Zatzkin, he claimed he did not notice that Morales struck her head on the concrete and did not notice she said he hurt her in the jail. Zatzkin agreed that he should have complied with the policy on aftercare, which begins with the first step of first aid, an evaluation of the subject. Cpl. Zatzkin acknowledged that he should have gotten a refusal for medical treatment, confirmed a lack of injury, or just called EMS and let them evaluate her after his use of force. He acknowledged his own knowledge of the use of force policy, stating that he

had a copy of the Policy Manual on his desktop and taught aftercare as a use of force instructor. Cpl. Zatzkin acknowledged that he knew that he pushed Morales off her feet in a concrete room and that after the fact she did tell him he hurt her and indicated pain after seeing the video and was contrite and honest in his deficit in this case, although he claimed he did not notice those things at the time.

During the Booking area video, I did not see Morales make any references to pain or injuries, did not see her ask for medical treatment at any point, and she did not indicate pain or injury by her actions. Cpl. Zatzkin stayed with Morales until Officer Bryant was ready to process her out and transport her to Harris County jail. Cpl. Zatzkin left the booking area at 2:51 PM and Morales was escorted in to the sally port for transport at 3:03 PM.

During my interviews of Sgt. Keele, he told me that he instructed Cpl. Zatzkin to complete a use of force report in the Sergeant's Office and that Lt. Ferguson said there needed to be a first report of injury. In my interview with Lt. Ferguson, he stated that he and Keele were in the Sgt. Office together and he decided that there needed to be a use of force report and first report of injury (attached to this investigation report). Both agreed that Sgt. Keele reviewed the video from Cell A, the following morning, August 28, 2019 and that Sgt. Keele felt the use of force by Zatzkin needed review. Sgt. Keele also stated that he spoke with Det. Sgt. Lopez about the use of force report and if should check the box for further review. During that conversation, Mrs. Morales' mother called the PD and was transferred to Det. Lopez's office phone, because she spoke only Spanish.

In my interview of Det. Lopez, he stated that Sgt. Keele came to his office and asked if he should forward a use of force report for further review. Det. Lopez told Keele that if he had any doubt he should send it for review to Lt. Ferguson. At that exact moment, the call from Mrs. Morales' mother was transferred to his office and he spoke with her about the case. Lopez said that Morales' mother wanted to know why JVPD officers were harassing and hurting her daughter for a second time. Det. Lopez explained to her that her daughter was involved in a DWI injury accident and there was someone in the hospital due to her daughter's actions. He also found that Morales was indeed arrested in an eerily seminal incident 13 months prior.

I checked Morales prior arrest and read report 1800012697. That report, exactly 13 months prior, detailed an accident in Jersey Village where Morales was arrested for DWI. Morales was the suspect in a Harris county FSGI 5 minutes prior to her accident in Jersey Village and has still pending charges under HCSO case HC180120014. After fleeing the HCSO accident scene, she was alleged to have crashed into a car at Enterprise in Jersey Village and a witness saw her throw an empty Vodka bottle out the window of her vehicle. When the JVPD officer arrested her for DWI, she refused breath and blood and a blood draw search warrant had to be executed. She resisted all attempts to take her blood in a struggle at the hospital. Four partial blood vials had to be taken from Morales. That blood eventually revealed Morales' blood alcohol level was over twice the legal limit. Det. Lopez was not sure if Morales' mother was referencing her daughter being injured from her last arrest or not but it was clear she would have sustained injuries in the fight and struggle to serve the blood draw warrant in 2018. Lopez stated that Morales' mother did not request an investigation and seemed shocked when Det. Lopez explained that her daughter had

seriously injured someone while driving drunk, only saying she would have to speak with her daughter and promptly hung up.

Conclusion

It is the opinion of this investigator that the facts learned from this investigation clearly show the following:

The policy clearly indicates that “basic first aid... shall be administered when the scene is secure... the subject receiving the aftercare shall be restrained by handcuffs... prior to the administration of first aid.”

Cpl. Zatzkin knew the Aftercare policy as a supervisor/use of force instructor and was certainly expected to have followed it in this case. Cpl. Zatzkin was contrite in his admission of his fault in this matter and agreed that he should have, at a minimum, asked Morales if she was injured or required EMS, if not called EMS to clear her before transport to HCSO jail. Cpl. Zatzkin stated that he had an adrenaline rush, did not notice her head strike the concrete, and did not remember Morales making statements or gestures that indicated injury. He did, however; acknowledge he pushed Morales off her feet in the concrete jail cell and even commented, “I launched her” to Sgt. Keele, indicating an automatic need for a use of force report and automatic initiation of first aid/aftercare.

While Cpl. Zatzkin’s other decisions/actions during this incident could have been handled in a different manner and Sgt. Keele could have been more diligent in double checking Cpl. Zatzkin’s actions at an earlier time, such evaluations are beyond the scope of this investigation. None of the other involved supervisor actions in this incident absolved Cpl. Zatzkin from his responsibility to adhere to the Aftercare policy and he was the only person who was at the scene at the time the use of force occurred.

For these reasons, the allegation of failure to follow the Aftercare policy is SUSTAINED.

Respectfully,


Det. Sgt. Devron Limerick

JERSEY VILLAGE POLICE DEPARTMENT



CONFIDENTIAL

IAD# 1902

Supporting Documents

**THIS DOCUMENT CONTAINS CONFIDENTIAL
INFORMATION SUBJECT TO CRIMINAL
PENALTY FOR UNLAWFUL DISCLOSURE**

Jersey Village Police Department

Garrity Statement

1. The purpose of this questioning is to obtain information, which will assist in the determination of whether administrative disciplinary action is warranted.
2. I am not questioning you for the purpose of instituting criminal proceedings against you.
3. During the course of this questioning, even if you do disclose information that indicates that you may be guilty of criminal conduct in this matter, neither your self-incriminating statements, nor the fruits thereof, will be used against you in any criminal proceeding.
4. I am ordering you to truthfully answer the questions that I direct to you concerning this matter.
5. If you refuse to answer my questions, you may be subject to immediate dismissal.

ACKNOWLEDGEMENT: I have read and understand the above notification.



Employee's Signature

9-4-2019

Date

11:30 AM

Time



Investigator's Signature

9-4-19

Date

11:30

Time



JERSEY VILLAGE POLICE DEPARTMENT



CONFIDENTIAL

IAD# 1902

Reports/Calls for Service

**THIS DOCUMENT CONTAINS CONFIDENTIAL
INFORMATION SUBJECT TO CRIMINAL
PENALTY FOR UNLAWFUL DISCLOSURE**

Jersey Village Police Dept

Call For Service Report

Call For Service

Cad Number 1900020868 Date / Time Call Received 08/27/19 11:43:51 Call Received by HALES, B
Call Entered by HALES, B Call Source Field generated call
Call Type MVA - Roadway Location Name Location Type
Location(St#, St, Apt,City,Zip, 17500 Northwest Freeway SR E Jersey Village 77040 Harris

Reportee

Reportee (First,Middle,Last)

Reportee Street Number

Phone

Units

Unit Number 3518 Officer Name SQUAD Dispatched by PRATHER, M D/T Dispatched 08/27/19 11:48:02
Enroute by PRATHER, M D/T Enroute Arrived by D/T Arrived
Cleared by HALES, B D/T Cleared 08/27/19 11:50:25 Disposition 1 Disregarded Disposition 2
Disposition 3

Units

Unit Number 3581 Officer Name PRIMARY AMBULANCE Dispatched by PRATHER, M D/T Dispatched 08/27/19 11:48:02
Enroute by PRATHER, M D/T Enroute Arrived by D/T Arrived
Cleared by HALES, B D/T Cleared 08/27/19 11:50:32 Disposition 1 Referred to Disposition 2
Disposition 3

Units

Unit Number D02 Officer Name ZATZKIN, M. Dispatched by HALES, B D/T Dispatched 08/27/19 11:48:55
Enroute by HALES, B D/T Enroute 08/27/19 11:48:55 Arrived by D/T Arrived
Cleared by HALES, B D/T Cleared 08/27/19 11:48:20 Disposition 1 Disregarded Disposition 2
Disposition 3

Units

Unit Number 3590 Officer Name RESCUE TRUCK Dispatched by PRATHER, M D/T Dispatched 08/27/19 11:48:02
Enroute by PRATHER, M D/T Enroute Arrived by D/T Arrived
Cleared by HALES, B D/T Cleared 08/27/19 11:50:36 Disposition 1 Disregarded Disposition 2
Disposition 3

Units

Unit Number D01 Officer Name KEELE, D Dispatched by HALES, B D/T Dispatched 08/27/19 11:48:16
Enroute by HALES, B D/T Enroute 08/27/19 11:48:16 Arrived by HALES, B D/T Arrived 08/27/19 11:48:16
Cleared by HALES, B D/T Cleared 08/27/19 13:35:03 Disposition 1 Cleared Backup Disposition 2
Disposition 3

Units

Unit Number D03 Officer Name GUZMAN, I Dispatched by HALES, B D/T Dispatched 08/27/19 11:48:29
Enroute by HALES, B D/T Enroute 08/27/19 11:48:29 Arrived by D/T Arrived
Cleared by HALES, B D/T Cleared 08/27/19 11:48:34 Disposition 1 Disregarded Disposition 2
Disposition 3

Jersey Village Police Dept

Call For Service Report

Units

Unit Number D07	Officer Name LERMA, E.	Dispatched by HALES, B	D/T Dispatched 08/27/19 11:45:07
Enroute by HALES, B	D/T Enroute 08/27/19 11:45:07	Arrived by HALES, B	D/T Arrived 08/27/19 11:45:07
Cleared by HALES, B	D/T Cleared 08/27/19 13:34:59	Disposition 1 Arrest	Disposition 2
Disposition 3			

Units

Unit Number D06	Officer Name JIMENEZ, U.	Dispatched by HALES, B	D/T Dispatched 08/27/19 11:48:16
Enroute by HALES, B	D/T Enroute 08/27/19 11:48:16	Arrived by HALES, B	D/T Arrived 08/27/19 11:48:16
Cleared by HALES, B	D/T Cleared 08/27/19 12:44:18	Disposition 1 Cleared Backup	Disposition 2
Disposition 3			

Units

Unit Number N05	Officer Name OSTERMAYER, R	Dispatched by HALES, B	D/T Dispatched 08/27/19 11:48:28
Enroute by HALES, B	D/T Enroute 08/27/19 11:48:28	Arrived by	D/T Arrived
Cleared by HALES, B	D/T Cleared 08/27/19 11:48:38	Disposition 1 Disregarded	Disposition 2
Disposition 3			

Police

Unit Number D07	Police Number 1900015849	D/T Arrested	Prisoner Transport
End Transport	Mileage In	Mileage Out	

Police

Unit Number D02	Police Number 1900015849	D/T Arrested	Prisoner Transport
End Transport	Mileage In	Mileage Out	

Police

Unit Number D06	Police Number 1900015849	D/T Arrested	Prisoner Transport
End Transport	Mileage In	Mileage Out	

Police

Unit Number D01	Police Number 1900015849	D/T Arrested 08/27/19 12:20:09	Prisoner Transport 08/27/19 12:20:10
End Transport 08/27/19 12:28:37	Mileage In 37078	Mileage Out 37075	

Police

Unit Number N05	Police Number 1900015849	D/T Arrested	Prisoner Transport
End Transport	Mileage In	Mileage Out	

Police

Unit Number D03	Police Number 1900015849	D/T Arrested	Prisoner Transport
End Transport	Mileage In	Mileage Out	

Jersey Village Police Dept

Call For Service Report

Fire

Unit Number 3518	Owner Notified	Available	Avail at Hospital
Fire Number 1900000831	Owner Arrived	Contact Patient	Aero-Med Launch
On Scene	Par 1	D/T First Shock	Aero-Med Arrived
First App.	Par 2	CMD Est	Aero-Med Depart
Fire Und. Control	Par 3	Amb On Scene	Begin Mileage
Fire Out	Par 4	Enroute To Hosp.	End Mileage
Fire Loss	Primary Search	Arrive at Hosp.	M.A.R.
Loss Stop	Secondary Sea	Hospital	
Tapped Out	All Clear	Clear Hospital	

Fire

Unit Number 3581	Owner Notified	Available	Avail at Hospital
Fire Number 1900000831	Owner Arrived	Contact Patient	Aero-Med Launch
On Scene	Par 1	D/T First Shock	Aero-Med Arrived
First App.	Par 2	CMD Est	Aero-Med Depart
Fire Und. Control	Par 3	Amb On Scene	Begin Mileage
Fire Out	Par 4	Enroute To Hosp.	End Mileage
Fire Loss	Primary Search	Arrive at Hosp.	M.A.R.
Loss Stop	Secondary Sea	Hospital	
Tapped Out	All Clear	Clear Hospital	

Fire

Unit Number 3590	Owner Notified	Available	Avail at Hospital
Fire Number 1900000831	Owner Arrived	Contact Patient	Aero-Med Launch
On Scene	Par 1	D/T First Shock	Aero-Med Arrived
First App.	Par 2	CMD Est	Aero-Med Depart
Fire Und. Control	Par 3	Amb On Scene	Begin Mileage
Fire Out	Par 4	Enroute To Hosp.	End Mileage
Fire Loss	Primary Search	Arrive at Hosp.	M.A.R.
Loss Stop	Secondary Sea	Hospital	
Tapped Out	All Clear	Clear Hospital	

Occupant/Suspect

ID	Type	Driver License	Occupant Name	IVETTE MORALES	D.O.B.						
Race	Unknown	Sex	Female	Age	49	Weight	149	Height	5' 04"	Hair Color	Brown
Skin Tone				Clothing							

Occupant/Suspect

ID	Type	Driver License	Occupant Name	ELERY JAMES ALEXANDER	D.O.B.						
Race	Black	Sex	Male	Age	60	Weight	210	Height	5' 07"	Hair Color	Black
Skin Tone				Clothing							

Jersey Village Police Dept

Call For Service Report

Occupant/Suspect

ID	Type	Driver License	Occupant Name	MICHAEL BYRD GRANT	D.O.B		
Race	White	Sex	Male	Age 61	Weight 235	Height 6' 01"	Hair Color Blonde
Skin Tone		Clothing					

Vehicle

STATE	MODEL EPR	STATUS	Wrecker Company
Lic. Exp. Date	YEAR 2006	VEHICLE TYPE	DT Wrecker Arrived
VIN	MAKE Ford	BODY STYLE LL	DT Wrecker Called
	COLOR Silver	VALUE	UNIT # 1

Vehicle

LICENS	MODEL MRN	STATUS	Wrecker Company
STATE	YEAR 2008	VEHICLE TYPE	DT Wrecker Arrived
Lic. Exp.	MAKE Mercury	BODY STYLE LL	DT Wrecker Called
VIN	COLOR Maroon	VALUE	UNIT #

Vehicle

LICENS	MODEL C23	STATUS	Wrecker Company
STATE	YEAR 2007	VEHICLE TYPE	DT Wrecker Arrived
Lic. Exp.	MAKE Mercedes-Benz	BODY STYLE 4D	DT Wrecker Called
VIN	COLOR Silver	VALUE	UNIT # 2

Call Remarks

REGARDING GSGI
bhales: *FSGI [11:45:19]

bhales: D07 ADV STILL MOVING ON JONES SOUTH BOUND, PASSING THE VALERO [11:45:44]

bhales: GTC2414 TX Silver
[11:46:02]
bhales: NB ON JONES JUST PASSED STEEPLWAY [11:46:36]

bhales: D07 ADVS VEH CRASHED OUT SEND EMS [11:46:49]

MPRATHER: NORTH BOUND JONE STEEPLWAY [11:46:56]

Old CallType : Flagged Down
New CallType : MVA - Non Roadway
Updated By : PRATHER, M

Old Priority : 3
New Priority : 1
Updated By : PRATHER, M

Old CallType : MVA - Non Roadway
New CallType : MVA - Roadway
Updated By : HALES, B
bhales: ELDERLY MALE RESPONSIVE BUT NOT ALERT [11:48:53]

Call For Service Report

bhales: D07 GOT OTHER UNIT STOPPED [11:49:11]

bhales: 1F ADVS DISREGARD OUR UNITS AND SEND CY FAIR [11:49:57]

bhales: D06 ADV CYFAIR ON SCENE [11:52:12]

bhales: D01 ADV ANOTHER SUB NEEDS EMS AS WELL [11:53:29]

bhales: Silver
[11:53:53]

bhales: Maroon
[11:54:14]

bhales: Maroon
[11:55:58]

bhales: , () DL
[11:56:15]

MPRATHER: MORALES,IVETTE (Female Unknown) DL:

[11:59:10]

MPRATHER: 17400 EBSR [11:59:30]

MPRATHER: ACCIDENT HAPPEN AT 17400 EBSR [11:59:55]

bhales: 2008 Maroon Mercedes-Benz MRN
SUSAN GRANT 8989 WEST RD #325,,HOUSTON,TX,77064 [12:01:07]

bhales: 006 Silver Ford EPR
IVETTE AMMASH 10723 SUNSWEPT FIELDS LN,,HOUSTON,TX,77064
[12:02:36]

bhales: ORIGINAL ACC OCC E/B SVC AT JONES, UNIT 1 FLED THE SCENE
AND CAUSED ANOTHER ACC AT JONES AND STEEPLEWAY. COUNTY
WILL BE WORKING SECOND UNIT [12:04:34]

bhales: WILL BE WORKING SECOND ACC [12:04:50]

bhales: 2008 Maroon Mercury MRN
SUSAN GRANT 8989 WEST RD #325,,HOUSTON,TX,77064 [12:06:13]

bhales: 2006 Silver Ford EPR
IVETTE AMMASH 10723 SUNSWEPT FIELDS LN,,HOUSTON,TX,77064
[12:06:29]

bhales: 2007 Silver Mercedes-Benz C23
ANNA S RIVERA 2114 PEPPERMILL DR,,HOUSTON,TX,77080 [12:07:57]

bhales: , () DL:
[12:12:49]

bhales: ALEXANDER,ELERY JAMES (Male Black 06/11/1959) DL
[12:14:01]

bhales: D01 ADV 1 FEMALE IN CUSTODY [12:21:31]

Jersey Village Police Dept

Page 6

Call For Service Report

bhales: , () DL
[12:33:15]

bhales: GRANT,MICHAEL BYRD (Male White 07/12/1958) DL:
[12:37:08]

bhales: HARRIS COUNTY CASE NUMBER1908-09686 [12:43:31]

MPRATHER: AT THE PD [12:49:15]

MPRATHER: ADA BARR EVADING [14:59:39]

dasmith: MORALES,IVETTE (Female Unknown 05/04/1970) D
[09:06:28]



JERSEY VILLAGE POLICE DEPARTMENT



Use of Force Report

Use of Force:

Date: 08/27/2019 Time: 1352 Day of Week: Tuesday Shift: Mornin Area: Jail Offense #: 19-15849
 Primary Officer Using Force: Cpl. M. Zatzkin # 0234 Time on Dept: 13 Years 1 Mos.
 Location: 16401 Lakeview Dr Type Premises: Jail
 Subject Name: Ivette Morales Race: H Sex: F DOB: _____ Age: 49
 Address: 10723 Sunswepth Fields Ln Hgt: 5'04" Wgt: 149
 Subject Injured: No Yes: _____
 Transported to: _____ Amb. Refused Treatment
 Officer Injury: No Yes: Fingernail scratch (Clawing) left forearm
 Transported to: _____ Amb. Refused
 Treatment

Reason for Use of Force:

- | | | |
|---|--|--|
| <input type="checkbox"/> To Effect Arrest | <input type="checkbox"/> To Defend Another Officer | <input type="checkbox"/> To Prevent Offense |
| <input checked="" type="checkbox"/> To Defend Self | <input type="checkbox"/> To Defend Another Person | <input type="checkbox"/> Restrain for Subject Safety |
| <input checked="" type="checkbox"/> Other: <u>Prisoner attacked Officer</u> | | |

Subject's Actions:

- | | |
|--|---|
| <input type="checkbox"/> Nonverbal cues indicating physical resistance | Number of Suspects Resisting: <u>1</u> |
| <input type="checkbox"/> Verbal threats, non-compliance with officer direction | |
| <input type="checkbox"/> Dead weight, clinging to objects, preventing custody | Appeared or Known Under the Influence |
| <input type="checkbox"/> Pulling, pushing, running away, to avoid control, not harming officer | <input checked="" type="checkbox"/> Alcohol |
| <input checked="" type="checkbox"/> Assault, grabbing, pushing, kicking, striking officer or another | <input type="checkbox"/> Drugs |
| <input type="checkbox"/> Assault with intent and ability to cause death or SBI | <input type="checkbox"/> Mental issues |
| <input type="checkbox"/> Assault or threats with deadly weapon | <input type="checkbox"/> Other: _____ |
| <input type="checkbox"/> Other: _____ | |

Officer Actions:*(Check all that apply, if more than one type of force used, number in order of use.)*

- | | |
|--|--|
| <input type="checkbox"/> Verbal Direction | <input type="checkbox"/> Less Lethal Munitions (Bean bag, stinger, rubber) |
| <input checked="" type="checkbox"/> Soft Weaponless Control (Muscling, joint locks, pressure points) | <input type="checkbox"/> Pointed Taser (Laser) |
| <input type="checkbox"/> Hard Weaponless Control (Hard strikes, leg strikes, shoulder pin) | <input type="checkbox"/> Discharged Taser |
| <input type="checkbox"/> OC Spray | <input type="checkbox"/> Pointed Firearm |
| <input type="checkbox"/> Asp/Baton | <input type="checkbox"/> Discharged Firearm |
| <input type="checkbox"/> Non-Lethal (Pepperball) | <input type="checkbox"/> Other: _____ |

Physical Control:

- | | | | |
|---|--|---|---------------------------------------|
| <input type="checkbox"/> Not Used | <input type="checkbox"/> Pressure Points | <input type="checkbox"/> Takedown | <input type="checkbox"/> Hobble |
| <input checked="" type="checkbox"/> Muscling (grip, push, pull) | <input checked="" type="checkbox"/> Joint Lock | <input checked="" type="checkbox"/> Handcuffing | <input type="checkbox"/> Other: _____ |

Effective: Yes No: _____**OC Spray:**

OC Spray: Not Used Attempted Used Distance: _____ ft. Duration: 1: _____ 2: _____ 3: _____
 Effective: Yes No: _____

ASP / Baton:

ASP / Baton: Not Used Used Number of Strikes: _____ Location: _____
 Effective: Yes No: _____

Non Lethal / Less Lethal Munitions:

(Insert number of rounds fired / hits)
 Non/Less lethal Munitions: Not Used Used Bean Bag: _____ Stinger: _____ Rubber: _____ Pepperball: _____
 Location of Hits: _____
 Effective: Yes No: _____

TASER: Not Used Pointed Taser Only (Laser) Discharged Taser Drive Stun
 Distance Fired: _____ ft. Cycles Discharged: 0 Probes Penetrate Skin Yes No
 Taser Number: _____ Cartridge Numbers: _____ Placed in Evidence: Yes No
 Effective: Yes No:

Firearm: Not Used Pointed Firearm Only Discharged Firearm
 Weapon: Sidearm Shotgun Patrol Rifle Backup / Off Duty Distance Fired: _____ ft.
 Rounds Discharged: _____ Number Hits on Target: _____ Weapon Serial Number: _____
 Effective: Yes No: N/A

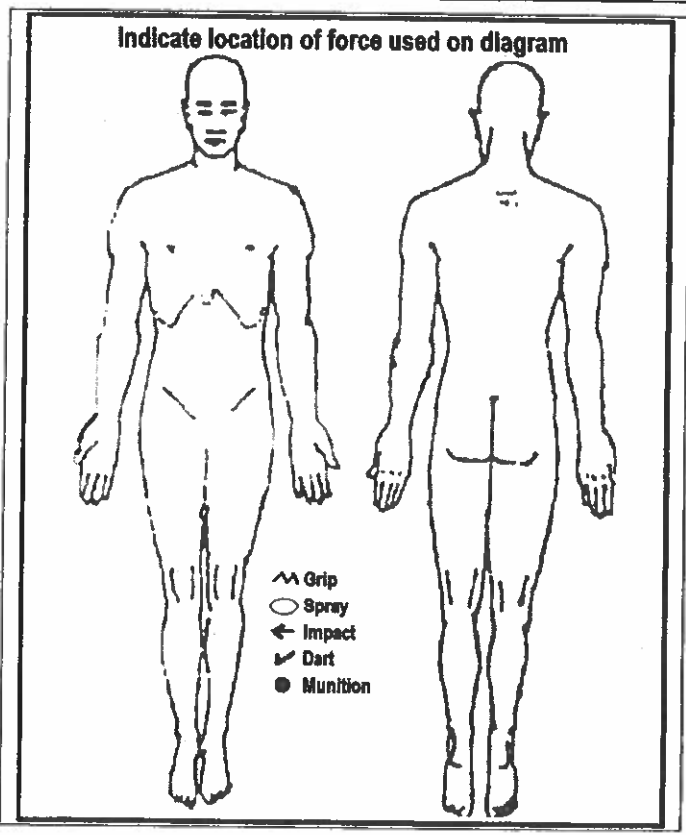
Environmental Conditions:		Situational Conditions:	
<input type="checkbox"/> Hot (Little or thin clothing)	<input checked="" type="checkbox"/> Daylight	<input type="checkbox"/> Multiple Suspects	<input checked="" type="checkbox"/> Indoors
<input type="checkbox"/> Warm	<input type="checkbox"/> Dawn / Dusk	<input type="checkbox"/> Hostile Environment	<input type="checkbox"/> Outdoors
<input checked="" type="checkbox"/> Cool	<input type="checkbox"/> Darkness	<input type="checkbox"/> Threats to Officer(s)	<input type="checkbox"/> In Vehicle
<input type="checkbox"/> Cold (Heavy clothing)	<input type="checkbox"/> Other: _____	<input checked="" type="checkbox"/> Confined Space	<input type="checkbox"/> Other: _____

Officer Summary:
 Type of force ultimately successful in Control of Subject:
 Pointed weapon, Physical Control (Handcuffing)

Officer comments on regarding force effectiveness:

Officer was dispatched to the jail due to Subject screaming and smashing the jail phone. Phone was checked and found to be damaged. Officer remained with Subject to prevent further damage while another Officer went to get a camera. The Subject was in a seated position. She stood up and attacked the Officer, using her fingernails to scratch the Officer's left forearm. Officer stopped the assault by pushing the Subject away. She fell to the ground then sat up a moment later. She was instructed to stand up to be handcuffed but refused to comply. She was then forcibly moved to a standing position and handcuffed to prevent any further assaults. She was moved to the booking area detention cell and left in handcuffs (for about 15 minutes) until she calmed down enough for them to be removed.

Reporting Officer: Cpl. M. Zatzkin



*** Full Narrative of Use of Force in Arrest or Offense Report - Attach Copy to this Supplement ***

Supervisor:

Number of officers at scene and available when force used: 1

Comments: AFTER CARE Policy violation.

Video Reviewed and video saved

Supervisor: [Signature] # 0780

In Compliance with Policy
 Further Investigation Needed

Reviewed: [Signature] In Compliance Investigation Needed
 Patrol Commander

Reviewed: [Signature] In Compliance Investigation Needed
 Chief of Police

Given IA# 1902 - Assignment to CEO
 8-28-09



JVPD Vehicle Pursuit Report

Date Report Made: 08/27/2019

JVPD Case # 1900015849

Instructions: This form is to be filled out by the officer conducting the pursuit and forwarded to the Chief of Police, via the Officers Chain of Command. The original is filed in Records after Administrative approval.

Pursuit Date: 08/27/2019 Day of Week: Tuesday Time of Day: 12:46 PM
Number of Units involved in the pursuit: JVPD Units: 1 Other Agencies: _____ Total: 1

Primary Unit: JVPD Unit # 007 Type (Circle One): Marked Vehicle Unmarked Vehicle
Driver: Name Eric Lerma Employee # 0324 Age: 42 Sex: M / F Male
Yrs Service 17 Yrs Patrol 17 Passenger: Yes or No No Name: _____

Secondary Unit: JVPD Unit # _____ Type (Circle One): Marked Vehicle Unmarked Vehicle
Driver: Name _____ Employee # _____ Age: _____ Sex: M / F
Yrs Service _____ Yrs Patrol _____ Passenger: Yes or No Name: _____

Violations known at the beginning of the pursuit (Check all applicable): Traffic Violations
Hit & Run DWI Stolen Vehicle Felony Misdemeanor Others: _____

How received (Check all applicable): Viewed by Officer Information from Telecommunications
 Information from Citizen ATL Other Pursuing Vehicles Other: _____

Violations informed of or observed during pursuit (Check all applicable): Traffic Violations
 Hit & Run DWI Stolen Vehicle Felony Misdemeanor Others: _____

Suspect's action during pursuit (Check all applicable): Weaving Drove Wrong Way
 Ran Stop Sign Forced Vehicle Off Roadway Rammed Vehicle Drove Off Road
 Drove Without Lights Other Violations: Speeding, Ran Red Light, Struck Vehicle from Behind

Pursuit Characteristics: Time Began: 11:43 AM Time Ended: 11:45 AM
Location Pursuit Started: 8600 Block of Jones Rd Location Pursuit Ended: Jones @ Steepleway Blvd
Length of pursuit: 1.2 miles. Highest speed obtained by pursuing vehicles: 50 MPH

Road Type and Surface Condition (Circle all applicable): Two Way One Way Service Road
Divided Two Way Freeway Loop Dry Surface Wet Surface Snow/Ice Muddy
Other Roadway Impairment (i.e. potholes, etc): _____

Light and Weather (Circle all applicable): Daylight Dawn Dark-Not Lighted Dark-Lighted
 Dusk Clear Cloudy Raining Snowing Sleetng Blowing Dust Smoke
 High Wind Fog Other: _____

Traffic (Circle applicable items for each – Vehicular and Pedestrian):
Vehicular: None Light Medium Heavy Comments: _____
Pedestrian: None Light Medium Heavy Comments: _____

Other Police Agency Involvement: Yes or No If Yes, Describe the Agency's Involvement:

Best Description of the Event Which Ended the Pursuit (Check Only One):

- | | |
|--|--|
| <input type="checkbox"/> Pursued driver voluntarily stopped | <input type="checkbox"/> Pursued driver stopped / evaded on foot |
| <input type="checkbox"/> Pursued vehicle spun out | <input checked="" type="checkbox"/> Pursued vehicle in a crash |
| <input type="checkbox"/> Roadblock | <input type="checkbox"/> Pursued vehicle evaded JVPD vehicle |
| <input type="checkbox"/> JVPD vehicle spun out | <input type="checkbox"/> JVPD vehicle disabled |
| <input type="checkbox"/> JVPD and the pursued vehicle in a crash | <input type="checkbox"/> Pursuit ended by other agency |
| <input type="checkbox"/> Pursuit ended at discretion of JVPD Officer | <input type="checkbox"/> Supervisor ordered pursuit termination |

Describe any of the events below, if necessary:

Vehicle struck a vehicle stopped at a red light at the intersection of Northbound Jones Rd. and Steepleway Blvd. Suspect vehicle never slowed or braked prior to striking the vehicle.

Were Any Injuries Sustained: Yes or No If Yes, Describe Below or Attach Information:

Suspect sustained minor abrasion from seatbelt refused treatment by EMS. Driver of vehicle suspect vehicle crashed into was injured and transported to the hospital.

Offender Disposition (Circle One): Offender(s) arrested Offender(s) are to be arrested

Case # 1900015849 Charge(s): Evading Arrest/Detention - Motor Vehicle

Was Firearm Discharged? Yes or No If yes, describe below. Attach copy of Use of Force Form

Was a Supervisor Involved in the Pursuit: Yes or No

If yes: Name _____ Employee # _____

Did a Supervisor Make the Scene? Yes or No If No, explain: _____

Critique Comments: Video was reviewed. Pursuit was in policy.

Supervisor Assessment: Did the Pursuit Comply with JVPD Policy?

Yes No

Checking No Requires an Attached Memo

D. Keele *D. Keele* #10280
Supervisor Signature

08/27/2019
Date

1430
Time

**City of Jersey Village
EMPLOYEE COUNSELING REPORT**

Name: M. Zatzkin Position: Corporal Date: 09/09/2019
Department: Police Department Supervisor: Lt. Ferguson

Type of Action: Verbal Warning Probation
 Written Warning Suspension
 Final Warning Demotion

A. Incident: Describe the situation, behavior, performance, policy violation that occurred. Include date(s), location(s), people involved, witnesses, effects on employee's work or other employees:

On 08/27/2019 at about 13:46 hrs, Corporal Zatzkin was involved in a detention setting with a suspect after an arrest on case #1900015849. During the detention, the suspect was seen damaging a phone in a holding cell. Shortly after the damage occurred, Corporal Zatzkin went to investigate and proceeded into the cell where the suspect was located. Shortly after he entered the cell the female suspect attempted to assault Corporal Zatzkin. Almost immediately, Corporal Zatzkin pushed the female suspect to the ground. During the fall the suspect hit her head and neck area on the floor and the elevated platform of the bed. At one point the suspect was heard saying, "You hurt me".

Despite having an Aftercare Policy- Use of Force- Section 08.01.00, Corporal Zatzkin did not provide any aftercare pursuant to the policy.

Shortly after this was discovered during a Use of Force review, the Chief of Police launched and immediate internal affairs investigation with IA case #1902 being assigned to Det. Sgt. Limerick. Det. Sgt. Limerick conducted the investigation and ended up with a confirmed finding of SUSTAINED for failing to provide aftercare as directed by policy.

See IA-1902 for the complete investigation



B. Corrective Action: state specific actions by the employee which are measurable, to improve behavior or performance:

Corporal Zatzkin is being reduced in rank to the position of Patrolman. Officer Zatzkin will be placed under a 3 month probationary period to make sure that Officer Zatzkin adheres to department policy and procedure. This notice will also serve as a final written warning to comply with Use of Force and Aftercare policies. Officer Zatzkin will be reviewed the week of 12/09/2019 for policy adherence in regards to Use of Force and Aftercare.

C. Previous Corrective Action: Include incident(s), corrective action, date:

Officer Zatzkin was involved in an altercation at work where he pushed a fellow employee. This resulted in a 2-day suspension and completion of an Anger Management class. This event took place on 08/15/2018. Both the current event and this one violate Use of Force issues and are focal in our our early warning system. Both may indicate further training and a better understanding of Use of Force issues from him.

D. Time frame for improvement: Immediate E. Review Date: 12/09/2019

F. Consequences if employee fails to meet goals within the designated time frame:

Up to and including termination for failing to comply with policy directives.

G. Employee Comments:

I understand that my signature indicates that this incident has been reviewed with me and does not indicate agreement or disagreement with action taken.

Employee's Signature: [Signature] Date: 9-9-19
(not required if verbal warning)

Supervisor's / Manager's Signature: C.E. [Signature] Date: 9-9-19

CC: Employee
Supervisor
Personnel



CHAPTER XI - Employee Appeals

Section I - Grounds

Employees dissatisfied with specific working conditions, their performance evaluations, their position classifications, failure of probation (either initial or promotional), or any other term or condition of employment may appeal to management.

Section 2 - Appeal Procedures

Employees are encouraged to informally take any job-related complaints or problems to their immediate supervisors. Following informal discussions, an employee remaining dissatisfied with a matter subject to appeal procedures may submit a written appeal to his/her immediate supervisor or, in the case of failure of probation, directly to the department head. This appeal must be filed within five (5) calendar days after the occurrence of the event or after the employee becomes aware of the event giving rise to the appeal, except that an employee's discharge must be appealed in writing within five (5) working days of the employee's actual or constructive receipt of written notification of his/her discharge. The initial recipient of an appeal shall forward a copy to the Personnel Director, who shall participate in the processing of the appeal when necessary to clarify or interpret policy. It shall be the responsibility of the immediate supervisor to study the appeal and attempt to resolve it within three (3) working days. Further discussions with the employee shall be encouraged. If the appeal cannot satisfactorily be resolved within the time limit, the immediate supervisor shall refer it with comments and/or recommendations to the next higher level of supervision and so on up to the City Manager if necessary. Supervisors and employees should make every effort to resolve appeals at the lowest possible level. Employees shall be kept informed of the status of their appeals. If a person in the supervisory chain fails to resolve or refer an appeal within three working days, the employee may present the appeal directly to the next higher level of supervision within five working days. Each person in the supervisory chain shall ensure that the employee presenting an appeal is not subject to reprisal and that the processing of the appeal is conducted in the most objective manner possible, with maximum confidentiality.

Supervisor Signature: CE [Signature]

Officer Signature: [Signature]

Date: 9-4-19





CITY OF JERSEY VILLAGE, TEXAS

16501 Jersey Drive, Jersey Village, TX 77040
713-466-2109 (office) 713-466-2177 (fax)

September 25, 2019

Issues to be decided:

Cpl. Zatzkin is appealing the disciplinary action made on him on September 9, 2019, in regard to IAD 1902. In his appeal he requests to maintain his rank and for a memo of correction to be issued.

Facts

I have reviewed read all of the material in IAD 1902, reviewed the applicable videos, and discussed the situation with Cpl. Zatzkin and Chief Foerster.

The incident, which occurred at approximately 1:54pm, clearly shows the person hitting the ground. Cpl. Zatzkin immediately made his superiors, Sgt. Keele and Lt. Ferguson, aware of the incident, and explained what happened.

After the incident occurred the Investigative Findings states that at least four people, Officers Hill and Polster, Sgt. Keele, and LT. Ferguson, came into the jail booking area while the subject was being held in the jail booking holding cell.

The person was in custody of JVPD until 3:03pm, for more than an hour after the incident occurred.

At no point in that approximately hour and ten minutes from the incident occurring to the person being transferred to the County did it appear that the person was injured. As noted in the Investigative Findings the investigator, Det. Sgt. Limerick, states he "did not see [Subject] make any references to pain or injuries, did not see her ask for medical treatment at any point, and she did not indicate pain or injury by her actions."

On September 17th Chief Foerster informed me was no indication given to the police department, from the date of the incident to September 17th that any injury was sustained.

Findings

It does not appear that anyone who saw the subject after the incident occurred witnessed any injuries to the person.

Cpl. Zatzkin has no prior history of violating the aftercare policy, which was added to the JVPD Policy Manual in 2016.

Conclusion

All appeals are decided on a case by case basis.

A reasonable person can conclude that the subject did hit the ground and may have been caused some temporary pain. However, as noted by the investigator at no point afterwards does it appear there was any long-term pain or any injury that would have necessitated emergency care.

It is clear that there is a violation of the aftercare policy, because Cpl. Zatzkin did not check the person to provide basic first aid.

In reviewing all of the information, it is my assessment, the final written warning and a probationary period are appropriate. The probation and final warning shall stand.

However, it is my assessment the demotion is not appropriate for this instance of the policy violation. Mark Zatzkin shall retain the rank of Corporal.

This appeal decision rendered, September 25, 2019.

A handwritten signature in blue ink that reads "Austin Bleess". The signature is written in a cursive, flowing style.

Austin Bleess
City Manager

**CITY OF JERSEY VILLAGE
PERFORMANCE EVALUATION
POLICE SUPERVISOR**

This evaluation form is to be used for evaluating employees in Group D of the Job Classification List in the Career Development Plan.

EMPLOYEE INFORMATION

NAME: Mark Zatzkin	JOB TITLE: Corporal
DEPARTMENT: Jersey Village Police Department	SUPERVISOR: Sgt. Keele
RATING PERIOD: 10/16/2019	DATE OF EVALUATION: 10/16/2019
TYPE OF EVALUATION: <i>(Annual, Probationary, Special, Other)</i> Annual	

PERFORMANCE EVALUATION SCALE

5	Performance is the "best of the best" and accomplishments have made a particularly notable contribution to the organization.
4	Performance exceeds the job requirements even on some of the most difficult and complex areas of the job. Aggressively develop and implement changing work goals.
3	Performance is fully complete and satisfactory. Performance is expected of a fully qualified and experienced person in the job. A solid worker and capable in all areas of the job.
2	Performance is reasonably well in most areas, but improvement is needed in a major area or two. Closer supervision is required than is dictated by the job.
1	Performance is below the minimum requirements of the job.

GENERAL PERFORMANCE FACTORS

RATING

1. Administration: Execution of programs, plans, issues, and policies. Development and management of budget/finances. Attendance. Delegation/assignment of responsibilities. Coordination with other departments, officials, and agencies. Supervision of employees. Reporting and monitoring of department operations. Take charge.	3
2. Leadership: Development and facilitation of others. Responds to unexpected situations. Sets a good example for subordinates. Establishment of high standards. Gain understanding, support, and action. Recognition of future needs, problems, and opportunities. Creation of collaborative team atmosphere.	3
3. Initiative/Commitment: Dedication. Service "above and beyond the call". Time commitment. Conscientiousness. Hard working. Sincere interest/devotion to job. Inventiveness and imagination. Willingness to pursue challenges. Motivation.	4
4. Problem Solving/Judgment: Application of common sense, logic and decision-making principles. Recognition of problems. Ability to define problems, alternatives. Assembly of data. Analytical ability. Sound decisions, logic. Recognition, appropriate responses to problems. Creativity.	4

GENERAL PERFORMANCE FACTORS	RATING
5. Adaptability to Change: Receptiveness to new ideas and approaches. Adaptation and appropriate responses to changing demands and expectations. Demonstration of flexibility.	3
6. Planning/Organization: Meets deadlines. Development of strategies for implementation. Looks ahead. Goal setting. Scheduling of manpower. Utilization of resources. Recognition of limiting factors. Attention given to detail process.	4
7. Responsiveness/Accountability: Identification with goals. Implementation of directives. Compliance with rules. Placement of Council/City Manager goals/priorities over own. Establishment of appropriate sense of urgency. Persistence in meeting challenges. Obtains responsiveness from subordinates.	2
8. Professional Presentation: Conducts self in businesslike manner. Appropriateness of dress. Presentation of proper image. Conveyance of friendliness, approachability. Maintenance of positive, appropriate attitude.	4
9. Public Relations: Ability to interact in positive fashion with public. Community relations. Involvement in civic affairs. Attentiveness to needs/desires of public. Visibility in community. Displays and encourages among subordinates a good customer service attitude.	5
10. Technical Knowledge: Knowledge of field. Possesses technical expertise to fulfill responsibilities. Solid understanding of fundamentals. Remains up to date on developments in field. Knowledge in broader functional area. Awareness of industry practices.	3
11. Productivity: Volume/quantity of work. Attainment of goals. Completion of departmental project, issue assignments. Time management. Devotion of proper level of productive time vs. learning time.	3
12. Interpersonal Skills: Relationship with subordinates. Relationship with other departments. Perceives needs of others. Gains understanding, respect of others. Demonstration of consideration for others. Interaction in way which results in positive relationships.	3
13. Personal Development: Pursuance of self-improvement. Sets high standards for self. Attends seminars/conferences. Participation in training opportunities. Participation in professional association(s). Renewal of literature, journals. Maintenance of contact with others in field.	4
14. Communication: Preparation of thorough, accurate, clear staff reports. Proper and timely Council agenda reports. Effectiveness in presentations before groups and one-on-one. Ability to listen actively/understand. Professional composition of reports, letters, and proposals. Conveys proper level of information.	3
TOTAL OF RATING POINTS:	48

Evaluator's Comments:

AREAS OF STRENGTHS:

Corporal Zatzkin has done a great job keeping up with day to day administrative bussiness around the Police Department. He consistently makes sure that operational conditions are met. He does a good job reminding me about deadlines and upcoming events. Coporal Zatzkin also does a good job with role call trainings and participates during discussions. Corporal Zatzkin has shown good leadership tendencies and performs his duties with little or no assistance.

AREAS FOR IMPROVEMENT:

Corporal Zatzkin could show some improvements in self initiated activity. Corporal Zatzkin does a good job with community policing, enteracting with the citizens, and bussiness owners, however struggles at times with generating enforcement activity. Corporal Zatzkin also recieved disciplinary action for a policy violation (After Care Policy).

GENERAL COMMENTS:

I have only been Corporal Zatzkins immediate supervisor since June of 2019. This is my assesment of his work performance during this time period.

Evaluator's Comments:

GOALS FOR NEXT YEAR:

Corporal Zatzkin is a supervisor and his knowledge of policies and procedures are imparative. I would like to see Corporal Zatzkin improve on his knowledge of the policies and show that he has a better understanding of them. I would also like to see Corporal Zatzkin work on motiviating his subordinates.

This evaluation is based upon my observations and knowledge. It represents my best judgment of the employee's performance during the evaluation period.

Supervisor's Signature:

D. Keele

Title:

Sgt.

Date:

10/16/19

Employee Certification: I certify that this employee evaluation has been reviewed and discussed with me and a completed copy will be placed in my personnel file. I understand that my signature does not necessarily indicate my agreement with the evaluation.

Employee's Signature:

[Handwritten Signature]

Date:

10/16/2019

Employee's Comments:

Personnel Director and City Manager Review:

City Manager:

Aunt Blean

Date:

10-24-19

Personnel:

[Handwritten Signature]

Date:

10/24/19

EMPLOYEE NAME: Mark Zatzkin

10/16/2019

JOB TITLE: Corporal

SUPERVISOR: Sgt. Danny Keele

<u>PERFORMANCE FACTORS</u>	<u>RATING</u>
1. Administration	3.00
2. Leadership	3.00
3. Initiative/Commitment	4.00
4. Problem Solving/Judgment	4.00
5. Adaptability to Change	3.00
6. Planning/Organization	4.00
7. Responsiveness/Accountability	2.00
8. Professional Presentation	4.00
9. Public Relations	5.00
10. Technical Knowledge	3.00
11. Productivity	3.00
12. Interpersonal Skills	3.00
13. Personal Development	4.00
14. Communication	3.00
Total Rating Points	48.00
Overall Rating: (total rating points / no. of performance factors)	3.43
Percentage Adjustment	2%
(please insert the appropriate percentage adjustment corresponding to performance description as shown in the instructions on the next page)	

INSTRUCTIONS:

Scoring:

<u>Rating</u>	<u>Performance Description</u>	<u>Increase Percentage</u>
1.0 - 1.99	UNSATISFACTORY	0
2.0 - 2.99	MEETS MINIMUM REQUIREMENTS	1
3.0 - 3.99	SATISFACTORY	2
4.0 - 4.99	GOOD	3
5.0	EXCELLENT	4

**CITY OF JERSEY VILLAGE
PERFORMANCE EVALUATION
POLICE OFFICER**

This evaluation form is to be used for evaluating employees in Group D of the Job Classification List in the Career Development Plan.

EMPLOYEE INFORMATION	
NAME: Mark Zatzkin	JOB TITLE: Corporal
DEPARTMENT: Jersey Village Police Department	SUPERVISOR: Lt. Ferguson
RATING PERIOD: 10/16/2017	DATE OF EVALUATION: 10/16/2018
TYPE OF EVALUATION: <i>(Annual, Probationary, Special, Other)</i> Annual	

PERFORMANCE EVALUATION SCALE	
5	Performance is the "best of the best" and accomplishments have made a particularly notable contribution to the organization.
4	Performance exceeds the job requirements even on some of the most difficult and complex areas of the job. Aggressively develop and implement changing work goals.
3	Performance is fully complete and satisfactory. Performance is expected of a fully qualified and experienced person in the job. A solid worker and capable in all areas of the job.
2	Performance is reasonably well in most areas, but improvement is needed in a major area or two. Closer supervision is required than is dictated by the job.
1	Performance is below the minimum requirements of the job.

GENERAL PERFORMANCE FACTORS	RATING
1. Attendance and Preparation for Duty: Timely and consistently reports for duty. Proper equipment for duty. Sick time. Prior notification of absence. Schedules.	4
2. Use and Care of Equipment: Maintain personal equipment. Prepossess innovative uses of equipment. Properly reports equipment or supply needs to supervisors. Maintains neat and orderly work areas.	5
3. Police Vehicle Care and Use: Safe and proper driving techniques. Use of seatbelt, good examples for others. Accident record. Follows all departmental vehicle policies. Checks vehicle prior to shift use. Properly reports needed repairs and maintenance. Vehicle cleanliness – inside/out.	5
4. Field Activity and Initiative: Works well without direct supervision. Proper action/investigation of suspicious activity. Thorough investigation/follow-up. Proper arrest judgments. Public service and community relations. Assist fellow officers/special assignments. Positive citizen contact.	3

GENERAL PERFORMANCE FACTORS	RATING
5. Officer Safety: Practices standard safety standards and procedures. Recognizes and prepares for dangerous situations. Sets examples for other officers. Physical conditioning. Weapon proficiency.	4
6. Community Orientation: Actively monitors community events. Assist with community programs. Works in community programs voluntarily. Uses citizen input for resources and problem solving. Has knowledge and implements community oriented policing ideas.	4
7. Report Writing: Completes reports in a timely manner. Organized, complete and detailed reports. Proper grammar, punctuation and spelling. Correct report format. Proper field notes recorded and used.	3
8. Knowledge of Laws, Codes, and Statutes: Updated and current knowledge. Proper application of laws, codes, and statutes. Shares current knowledge with other officers. Working knowledge of reference material to locate current laws, codes, and statutes.	4
9. Compliance with Departmental/City Rules: Thorough knowledge of department policies and procedures. Compliance with department policies, procedures and rules. Make suggestions and help formulate policy/procedures. Displays a good example to other officers.	3
10. Communication Skills: Communicates effectively with other officers. Communicates effectively with the public. Good listener. Patience with those who do not possess effective communication skills. Working knowledge of a second language.	4
TOTAL OF RATING POINTS:	39

Evaluator's Comments:
<p>AREAS OF STRENGTHS: Within the past year Corporal Zatzkin has volunteered for nearly every event our City has to offer. He has also been recognized as a dedicated employee who calls in on his off time to check on things such as weather conditions and day to day operations. Recently he put together a taser class and needed little to no help teaching and outlining the class. This has drastically improved from the previous year.</p>
<p>AREAS FOR IMPROVEMENT: Within the past year he allowed a few incidents to get out of hand when he could have used de-escalation techniques to calm the situation. Being a stern leader of the shift when the Sergeant is off duty is a quality that needs to be approved upon. As a Corporal you are required to set the example by staying out of the station, entering good field notes, and following up with citizens regarding calls for service.</p>
<p>GENERAL COMMENTS: Corporal Zatzkin is the Senior Corporal and has been assigned to day shift for the past five years. During this time, he has improved on many areas such as traffic enforcement, time management, and being dependable. However, as the senior Corporal he is required to set the example by staying active and being more available for the day shift Officers.</p>

Evaluator's Comments:

GOALS FOR NEXT YEAR:

Contacting residents to advise them of the disposition of calls for service is something I would like to see him approve on as well as inserting good field notes. Utilizing de-escalation techniques is a permeant part in our Dailey duties that needs to be exercised frequently whether it be staff members or the general public.

This evaluation is based upon my observations and knowledge. It represents my best judgment of the employee's performance during the evaluation period.

Supervisor's Signature:



Title:

Lieutenant

Date:

10-20-18

Employee Certification: I certify that this employee evaluation has been reviewed and discussed with me and a completed copy will be placed in my personnel file. I understand that my signature does not necessarily indicate my agreement with the evaluation.

Employee's Signature:



Date:

10-20-18

Employee's Comments:

Personnel Director and City Manager Review:

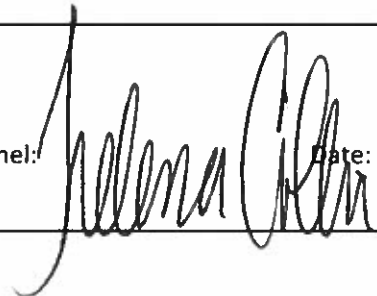
City Manager:



Date:

10-25-18

Personnel:



Date:

10/25/18

CE. 

10-22-18

EMPLOYEE NAME: Mark Zatzkin

10/16/2018

JOB TITLE: Corporal

SUPERVISOR: Lt. Ferguson

PERFORMANCE FACTORS

RATING

1. Attendance and Preparation for Duty	4.00
2. Use and Care of Equipment	5.00
3. Police Vehicle Care and Use	5.00
4. Field Activity and Initiative	3.00
5. Officer Safety	4.00
6. Community Orientation	4.00
7. Report Writing	3.00
8. Knowledge of Laws, Codes, and Statutes	4.00
9. Compliance with Department/City rules	3.00
10. Communication Skills	4.00

Total Rating Points 39.00

Overall Rating: (total rating points / no. of performance factors) 3.90

Percentage Adjustment 2%

(please insert the appropriate percentage adjustment corresponding to performance description as shown in the instructions on the next page)

INSTRUCTIONS:

Scoring:

<u>Rating</u>	<u>Performance Description</u>	<u>Increase Percentage</u>
1.0 - 1.99	UNSATISFACTORY	0
2.0 - 2.99	MEETS MINIMUM REQUIREMENTS	1
3.0 - 3.99	SATISFACTORY	2
4.0 - 4.99	GOOD	3
5.0	EXCELLENT	4

**CITY OF JERSEY VILLAGE
PERFORMANCE EVALUATION
POLICE OFFICER**

This evaluation form is to be used for evaluating employees in Group D of the Job Classification List in the Career Development Plan.

EMPLOYEE INFORMATION	
NAME: Mark Zatzkin	JOB TITLE: Corporal
DEPARTMENT: Jersey Village Police Department	SUPERVISOR: Sgt. Ferguson
RATING PERIOD: 10/17/2016 - 10/16/2017	DATE OF EVALUATION: 10/16/2017
TYPE OF EVALUATION: <i>(Annual, Probationary, Special, Other)</i> Annual	

PERFORMANCE EVALUATION SCALE	
5	Performance is the "best of the best" and accomplishments have made a particularly notable contribution to the organization.
4	Performance exceeds the job requirements even on some of the most difficult and complex areas of the job. Aggressively develop and implement changing work goals.
3	Performance is fully complete and satisfactory. Performance is expected of a fully qualified and experienced person in the job. A solid worker and capable in all areas of the job.
2	Performance is reasonably well in most areas, but improvement is needed in a major area or two. Closer supervision is required than is dictated by the job.
1	Performance is below the minimum requirements of the job.

GENERAL PERFORMANCE FACTORS	RATING
1. Attendance and Preparation for Duty: Timely and consistently reports for duty. Proper equipment for duty. Sick time. Prior notification of absence. Schedules.	3
2. Use and Care of Equipment: Maintain personal equipment. Prepossess innovative uses of equipment. Properly reports equipment or supply needs to supervisors. Maintains neat and orderly work areas.	4
3. Police Vehicle Care and Use: Safe and proper driving techniques. Use of seatbelt, good examples for others. Accident record. Follows all departmental vehicle policies. Checks vehicle prior to shift use. Properly reports needed repairs and maintenance. Vehicle cleanliness – inside/out.	4
4. Field Activity and Initiative: Works well without direct supervision. Proper action/investigation of suspicious activity. Thorough investigation/follow-up. Proper arrest judgments. Public service and community relations. Assist fellow officers/special assignments. Positive citizen contact.	3

GENERAL PERFORMANCE FACTORS	RATING
5. Officer Safety: Practices standard safety standards and procedures. Recognizes and prepares for dangerous situations. Sets examples for other officers. Physical conditioning. Weapon proficiency.	4
6. Community Orientation: Actively monitors community events. Assist with community programs. Works in community programs voluntarily. Uses citizen input for resources and problem solving. Has knowledge and implements community oriented policing ideas.	4
7. Report Writing: Completes reports in a timely manner. Organized, complete and detailed reports. Proper grammar, punctuation and spelling. Correct report format. Proper field notes recorded and used.	3
8. Knowledge of Laws, Codes, and Statutes: Updated and current knowledge. Proper application of laws, codes, and statutes. Shares current knowledge with other officers. Working knowledge of reference material to locate current laws, codes, and statutes.	3
9. Compliance with Departmental/City Rules: Thorough knowledge of department policies and procedures. Compliance with department policies, procedures and rules. Make suggestions and help formulate policy/procedures. Displays a good example to other officers.	3
10. Communication Skills: Communicates effectively with other officers. Communicates effectively with the public. Good listener. Patience with those who do not possess effective communication skills. Working knowledge of a second language.	2
TOTAL OF RATING POINTS:	33

Evaluator's Comments:
<p>AREAS OF STRENGTHS: Corporal Zatzkin has attended every important event that has been organized by the city within the last year and was also present during Hurricane Harvey. During these events he has had a positive attitude that was recognized by many which influenced other Officers to have the same. When tasked with an assignment he will complete it from start to finish without hesitation.</p>
<p>AREAS FOR IMPROVEMENT: Collecting pertinent information on investigations, and following up with Officers activities, monitoring throughout the day and checking over work at the end of the day needs drastic improvements. As a longtime supervisor you should be able to take, analyze, work on, and complete a citizen complaint. Knowing that not all complaints are the same, if guidance is needed, it should be sought through the chain of command rather than</p>
<p>GENERAL COMMENTS: CONT: directly to the Chief of Police. Being a supervisor is an awesome responsibility and it is time you became a leader your shift can look up to. The persona of being, "The Heavy" or "The Enforcer" does nothing more than alienate your shift and is not leadership. It is time to take on the responsibility of supervision that you have been granted and are capable of doing.</p>

Evaluator's Comments:

GOALS FOR NEXT YEAR:

Cpl. Zatzkin has the ability to perform as a shift supervisor. He needs to work on his strategies, and develop skills that mentor and not alienate his shift. Make it a priority to being present at calls and being available to his shift for questions, guidance and direction.

This evaluation is based upon my observations and knowledge. It represents my best judgment of the employee's performance during the evaluation period.

Supervisor's Signature:

[Handwritten Signature]

Title:

Sergeant

Date:

10-14-2017

Employee Certification: I certify that this employee evaluation has been reviewed and discussed with me and a completed copy will be placed in my personnel file. I understand that my signature does not necessarily indicate my agreement with the evaluation.

Employee's Signature:

[Handwritten Signature]

Date:

10-14-2017

Employee's Comments:

N/A

Personnel Director and City Manager Review:

City Manager:

[Handwritten Signature]

Date:

10-26-17

Personnel:

Date:

CE [Handwritten Signature]

10-16-17

Reviewed & Approved

EMPLOYEE NAME: Mark Zatzkin

10/16/2017

JOB TITLE: Corporal

SUPERVISOR: Sgt. Ferguson

PERFORMANCE FACTORS

RATING

1. Attendance and Preparation for Duty	3.00
2. Use and Care of Equipment	4.00
3. Police Vehicle Care and Use	4.00
4. Field Activity and Initiative	3.00
5. Officer Safety	4.00
6. Community Orientation	4.00
7. Report Writing	3.00
8. Knowledge of Laws, Codes, and Statutes	3.00
9. Compliance with Department/City rules	3.00
10. Communication Skills	2.00

Total Rating Points 33.00

Overall Rating: (total rating points / no. of performance factors) 3.30

Percentage Adjustment 2%

(please insert the appropriate percentage adjustment corresponding to performance description as shown in the instructions on the next page)

INSTRUCTIONS:

Scoring:

<u>Rating</u>	<u>Performance Description</u>	<u>Increase Percentage</u>
1.0 - 1.99	UNSATISFACTORY	0
2.0 - 2.99	MEETS MINIMUM REQUIREMENTS	1
3.0 - 3.99	SATISFACTORY	2
4.0 - 4.99	GOOD	3
5.0	EXCELLENT	4

**CITY OF JERSEY VILLAGE
PERFORMANCE EVALUATION
POLICE OFFICER**

This evaluation form is to be used for evaluating employees in Group D of the Job Classification List in the Career Development Plan.

EMPLOYEE INFORMATION	
NAME: Mark Zatzkin	JOB TITLE: Patrol Corporal
DEPARTMENT: Jersey Village Police Department	SUPERVISOR: Sgt. Ferguson
RATING PERIOD: 10/17/2015	DATE OF EVALUATION: 10/16/2016
TYPE OF EVALUATION: <i>(Annual, Probationary, Special, Other)</i> Annual	

PERFORMANCE EVALUATION SCALE	
5	Performance is the "best of the best" and accomplishments have made a particularly notable contribution to the organization.
4	Performance exceeds the job requirements even on some of the most difficult and complex areas of the job. Aggressively develop and implement changing work goals.
3	Performance is fully complete and satisfactory. Performance is expected of a fully qualified and experienced person in the job. A solid worker and capable in all areas of the job.
2	Performance is reasonably well in most areas, but improvement is needed in a major area or two. Closer supervision is required than is dictated by the job.
1	Performance is below the minimum requirements of the job.

GENERAL PERFORMANCE FACTORS	RATING
1. Attendance and Preparation for Duty: Timely and consistently reports for duty. Proper equipment for duty. Sick time. Prior notification of absence. Schedules.	4
2. Use and Care of Equipment: Maintain personal equipment. Prepossess innovative uses of equipment. Properly reports equipment or supply needs to supervisors. Maintains neat and orderly work areas.	5
3. Police Vehicle Care and Use: Safe and proper driving techniques. Use of seatbelt, good examples for others. Accident record. Follows all departmental vehicle policies. Checks vehicle prior to shift use. Properly reports needed repairs and maintenance. Vehicle cleanliness – inside/out.	4
4. Field Activity and Initiative: Works well without direct supervision. Proper action/investigation of suspicious activity. Thorough investigation/follow-up. Proper arrest judgments. Public service and community relations. Assist fellow officers/special assignments. Positive citizen contact.	3

GENERAL PERFORMANCE FACTORS	RATING
5. Officer Safety: Practices standard safety standards and procedures. Recognizes and prepares for dangerous situations. Sets examples for other officers. Physical conditioning. Weapon proficiency.	4
6. Community Orientation: Actively monitors community events. Assist with community programs. Works in community programs voluntarily. Uses citizen input for resources and problem solving. Has knowledge and implements community oriented policing ideas.	3
7. Report Writing: Completes reports in a timely manner. Organized, complete and detailed reports. Proper grammar, punctuation and spelling. Correct report format. Proper field notes recorded and used.	3
8. Knowledge of Laws, Codes, and Statutes: Updated and current knowledge. Proper application of laws, codes, and statutes. Shares current knowledge with other officers. Working knowledge of reference material to locate current laws, codes, and statutes.	4
9. Compliance with Departmental/City Rules: Thorough knowledge of department policies and procedures. Compliance with department policies, procedures and rules. Make suggestions and help formulate policy/procedures. Displays a good example to other officers.	3
10. Communication Skills: Communicates effectively with other officers. Communicates effectively with the public. Good listener. Patience with those who do not possess effective communication skills. Working knowledge of a second language.	3
TOTAL OF RATING POINTS:	36

Evaluator's Comments:
<p>AREAS OF STRENGTHS: Corporal Zatzkin has an open communication with officers while still maintaining a supervisor presence. Daily, he is assigned administrative duties while still performing his tasks on patrol. As a firearms instructor he is tasked and trusted to maintain and keep in a good working condition several firearms within the agency. He has been asked to cover shifts on short notice and his flexibility is appreciated.</p>
<p>AREAS FOR IMPROVEMENT: As a shift supervisor and leader, Cpl. Zatzkin needs to show improvement in some critical areas; Officer's time management, following up with officer's cases and ensuring paperwork is completed and charges filed timely, placing pass on information on the hot sheet, completing assigned tasks and following up with supervisors. No longer will "We were busy today" be an acceptable excuse as to why tasks were not completed.</p>
<p>GENERAL COMMENTS: Corporal Zatzkin operated a heavy duty rescue truck during a flood in the area which helped rescue several people. Recently he as well as other Officers were dispatched to a string of burglaries. Corporal Zatzkin managed the scene and located a suspect which led to an arrest of seven burglaries. He made sure all the proper steps were followed and even obtained a confession from the suspect which will play a big part in this case.</p>

Evaluator's Comments:

GOALS FOR NEXT YEAR:

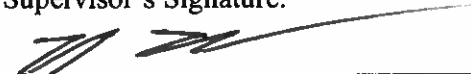
As a day shift supervisor, and department leader, it is time for Cpl. Zatzkin to take the initiative, be decisive and lead by example. While working in conjunction with the shift sergeant, he needs to enforce the expectations, goals and policies that have been set by the agency and his supervisor.

This evaluation is based upon my observations and knowledge. It represents my best judgment of the employee's performance during the evaluation period.

Supervisor's Signature:

Title:

Date:



Sergeant

10-14-2016

Employee Certification: I certify that this employee evaluation has been reviewed and discussed with me and a completed copy will be placed in my personnel file. I understand that my signature does not necessarily indicate my agreement with the evaluation.

Employee's Signature:

Date:



10-14-2016

Employee's Comments:

Personnel Director and City Manager Review:

City Manager:



Date:

10/17/16

Personnel:



Date:

10/19/16

CE



10-14-16

EMPLOYEE NAME: Mark Zatzkin

10/16/2016

JOB TITLE: Patrol Corporal

SUPERVISOR: Sgt. Ferguson

PERFORMANCE FACTORS

RATING

1. Attendance and Preparation for Duty	4.00
2. Use and Care of Equipment	5.00
3. Police Vehicle Care and Use	4.00
4. Field Activity and Initiative	3.00
5. Officer Safety	4.00
6. Community Orientation	3.00
7. Report Writing	3.00
8. Knowledge of Laws, Codes, and Statutes	4.00
9. Compliance with Department/City rules	3.00
10. Communication Skills	3.00

Total Rating Points 36.00

Overall Rating: (total rating points / no. of performance factors) 3.60

Percentage Adjustment 2%

(please insert the appropriate percentage adjustment corresponding to performance description as shown in the instructions on the next page)

INSTRUCTIONS:

Scoring:

<u>Rating</u>	<u>Performance Description</u>	<u>Increase Percentage</u>
1.0 - 1.99	UNSATISFACTORY	0
2.0 - 2.99	MEETS MINIMUM REQUIREMENTS	1
3.0 - 3.99	SATISFACTORY	2
4.0 - 4.99	GOOD	3
5.0	EXCELLENT	4

**CITY OF JERSEY VILLAGE
PERFORMANCE EVALUATION
POLICE OFFICER**

This evaluation form is to be used for evaluating employees in Group D of the Job Classification List in the Career Development Plan.

EMPLOYEE INFORMATION	
NAME: Mark Zatzkin	JOB TITLE: Corporal
DEPARTMENT: Jersey Village Police Department	SUPERVISOR: Sergeant Ferguson
RATING PERIOD: 10/16/2014	DATE OF EVALUATION: 10/16/2015
TYPE OF EVALUATION: <i>(Annual, Probationary, Special, Other)</i> Annual	

PERFORMANCE EVALUATION SCALE	
5	Performance is the "best of the best" and accomplishments have made a particularly notable contribution to the organization.
4	Performance exceeds the job requirements even on some of the most difficult and complex areas of the job. Aggressively develop and implement changing work goals.
3	Performance is fully complete and satisfactory. Performance is expected of a fully qualified and experienced person in the job. A solid worker and capable in all areas of the job.
2	Performance is reasonably well in most areas, but improvement is needed in a major area or two. Closer supervision is required than is dictated by the job.
1	Performance is below the minimum requirements of the job.

GENERAL PERFORMANCE FACTORS	RATING
1. Attendance and Preparation for Duty: Timely and consistently reports for duty. Proper equipment for duty. Sick time. Prior notification of absence. Schedules.	4
2. Use and Care of Equipment: Maintain personal equipment. Prepossess innovative uses of equipment. Properly reports equipment or supply needs to supervisors. Maintains neat and orderly work areas.	4
3. Police Vehicle Care and Use: Safe and proper driving techniques. Use of seatbelt, good examples for others. Accident record. Follows all departmental vehicle policies. Checks vehicle prior to shift use. Properly reports needed repairs and maintenance. Vehicle cleanliness – inside/out.	4
4. Field Activity and Initiative: Works well without direct supervision. Proper action/investigation of suspicious activity. Thorough investigation/follow-up. Proper arrest judgments. Public service and community relations. Assist fellow officers/special assignments. Positive citizen contact.	3

GENERAL PERFORMANCE FACTORS	RATING
5. Officer Safety: Practices standard safety standards and procedures. Recognizes and prepares for dangerous situations. Sets examples for other officers. Physical conditioning. Weapon proficiency.	4
6. Community Orientation: Actively monitors community events. Assist with community programs. Works in community programs voluntarily. Uses citizen input for resources and problem solving. Has knowledge and implements community oriented policing ideas.	4
7. Report Writing: Completes reports in a timely manner. Organized, complete and detailed reports. Proper grammar, punctuation and spelling. Correct report format. Proper field notes recorded and used.	3
8. Knowledge of Laws, Codes, and Statutes: Updated and current knowledge. Proper application of laws, codes, and statutes. Shares current knowledge with other officers. Working knowledge of reference material to locate current laws, codes, and statutes.	4
9. Compliance with Departmental/City Rules: Thorough knowledge of department policies and procedures. Compliance with department policies, procedures and rules. Make suggestions and help formulate policy/procedures. Displays a good example to other officers.	3
10. Communication Skills: Communicates effectively with other officers. Communicates effectively with the public. Good listener. Patience with those who do not possess effective communication skills. Working knowledge of a second language.	4
TOTAL OF RATING POINTS:	37

Evaluator's Comments:
<p>AREAS OF STRENGTHS: Corporal Zatzkin is a good Corporal who can be trusted to handle the day to day operations when the Sergeant is unavailable. This reporting period he has become a baton and Tazer instructor. Along with his firearms instructor he is quickly becoming one of the department's experts on Use of Force and tactics. He planned, coordinated and trained all the officers in the department with a well-organized class.</p>
<p>AREAS FOR IMPROVEMENT: I would like to see him become more assertive especially since he is a supervisor. If he sees something that needs to be taken care off, he should just do it before being asked to do so. Though improvement has been made, he needs to remember to insert field notes on calls that do not require a report.</p>
<p>GENERAL COMMENTS: On Corporal Zatzkin's last evaluation time management was an issue. Since then, he has made significant progress in this area speeding up his time when he conducts reports, interviews, and booking in subjects. He is definitely an added plus factor for day shift and the Jersey Village Police Department.</p>

Evaluator's Comments:

GOALS FOR NEXT YEAR:

Corporal Zatzkin's is a pleasure to work with and has a good knowledge of the law and the area. However, I need to see significant improvement on how he handles conflict with others and, his assertiveness as a supervisor.

This evaluation is based upon my observations and knowledge. It represents my best judgment of the employee's performance during the evaluation period.

Supervisor's Signature:



Title:

Sergeant

Date:

10-16-2015

Employee Certification: I certify that this employee evaluation has been reviewed and discussed with me and a completed copy will be placed in my personnel file. I understand that my signature does not necessarily indicate my agreement with the evaluation.

Employee's Signature:



Date: 10.20.15

Employee's Comments:

Personnel Director and City Manager Review:

City Manager:



Date: 10/27/15

Personnel:



Date: 10/27/15

EMPLOYEE NAME: Zatzkin, Mark
JOB TITLE: Corporal

DATE: 10/16/2015
SUPERVISOR: Sgt. Ferguson

<u>PERFORMANCE FACTORS</u>	<u>RATING</u>
1. Attendance and Preparation for Duty	<u>4.00</u>
2. Use and Care of Equipment	<u>4.00</u>
3. Police Vehicle Care and Use	<u>4.00</u>
4. Field Activity and Initiative	<u>3.00</u>
5. Officer Safety	<u>4.00</u>
6. Community Orientation	<u>4.00</u>
7. Report Writing	<u>3.00</u>
8. Knowledge of Laws, Codes, and Statutes	<u>4.00</u>
9. Compliance with Department/City rules	<u>3.00</u>
10. Communication Skills	<u>4.00</u>
Total Rating Points	<u>37.00</u>
Overall Rating: (total rating points / no. of performance factors)	<u>3.70</u>
Percentage Adjustment	<u>2%</u>
<small>(please insert the appropriate percentage adjustment corresponding to performance description as shown in the instructions on the next page)</small>	

INSTRUCTIONS:

Scoring:

<u>Rating</u>	<u>Performance Description</u>	<u>Increase Percentage</u>
1.0 - 1.99	UNSATISFACTORY	0
2.0 - 2.99	MEETS MINIMUM REQUIREMENTS	1
3.0 - 3.99	SATISFACTORY	2
4.0 - 4.99	GOOD	3
5.0	EXCELLENT	4

**CITY OF JERSEY VILLAGE
PERFORMANCE EVALUATION
POLICE OFFICER**

OCT16'14 1:40 rcvd HR

This evaluation form is to be used for evaluating employees in Group D of the Job Classification List in the Career Development Plan.

EMPLOYEE INFORMATION	
NAME: Mark Zatzkin	JOB TITLE: Corporal
DEPARTMENT: Jersey Village Police Department	SUPERVISOR: Sgt. Ferguson
RATING PERIOD:	DATE OF EVALUATION: 10/14/2014
TYPE OF EVALUATION: <i>(Annual, Probationary, Special, Other)</i> Annual	

PERFORMANCE EVALUATION SCALE	
5	Performance is the "best of the best" and accomplishments have made a particularly notable contribution to the organization.
4	Performance exceeds the job requirements even on some of the most difficult and complex areas of the job. Aggressively develop and implement changing work goals.
3	Performance is fully complete and satisfactory. Performance is expected of a fully qualified and experienced person in the job. A solid worker and capable in all areas of the job.
2	Performance is reasonably well in most areas, but improvement is needed in a major area or two. Closer supervision is required than is dictated by the job.
1	Performance is below the minimum requirements of the job.

GENERAL PERFORMANCE FACTORS	RATING
1. Attendance and Preparation for Duty: Timely and consistently reports for duty. Proper equipment for duty. Sick time. Prior notification of absence. Schedules.	4
2. Use and Care of Equipment: Maintain personal equipment. Prepossess innovative uses of equipment. Properly reports equipment or supply needs to supervisors. Maintains neat and orderly work areas.	4
3. Police Vehicle Care and Use: Safe and proper driving techniques. Use of seatbelt, good examples for others. Accident record. Follows all departmental vehicle policies. Checks vehicle prior to shift use. Properly reports needed repairs and maintenance. Vehicle cleanliness – inside/out.	4
4. Field Activity and Initiative: Works well without direct supervision. Proper action/investigation of suspicious activity. Thorough investigation/follow-up. Proper arrest judgments. Public service and community relations. Assist fellow officers/special assignments. Positive citizen contact.	3

GENERAL PERFORMANCE FACTORS	RATING
5. Officer Safety: Practices standard safety standards and procedures. Recognizes and prepares for dangerous situations. Sets examples for other officers. Physical conditioning. Weapon proficiency.	4
6. Community Orientation: Actively monitors community events. Assist with community programs. Works in community programs voluntarily. Uses citizen input for resources and problem solving. Has knowledge and implements community oriented policing ideas.	4
7. Report Writing: Completes reports in a timely manner. Organized, complete and detailed reports. Proper grammar, punctuation and spelling. Correct report format. Proper field notes recorded and used.	3
8. Knowledge of Laws, Codes, and Statutes: Updated and current knowledge. Proper application of laws, codes, and statutes. Shares current knowledge with other officers. Working knowledge of reference material to locate current laws, codes, and statutes.	3
9. Compliance with Departmental/City Rules: Thorough knowledge of department policies and procedures. Compliance with department policies, procedures and rules. Make suggestions and help formulate policy/procedures. Displays a good example to other officers.	4
10. Communication Skills: Communicates effectively with other officers. Communicates effectively with the public. Good listener. Patience with those who do not possess effective communication skills. Working knowledge of a second language.	4
TOTAL OF RATING POINTS:	37

Evaluator's Comments:
<p>AREAS OF STRENGTHS: Corporal Zatzkin has many strenghts, and as his Sergeant he is givin specific tasks on a Daley basis. There is no job to big for Corporal Zatzkin to handle, whether it be vehicle inspections, setting traffic surveys or even approving reports. Corporal Zatzkin will take any task that is assigned to him and complete it from A to Z.</p>
<p>AREAS FOR IMPROVEMENT: Even though Corporal Zatzkin is giving several assignments on a daily basis, he is still having trouble with time management. Corporal Zatzkin acknowledges this and is making strides on his own accord to fix. I don't see this being a problem in the furutre.</p>
<p>GENERAL COMMENTS: I have worked with Corproal Zatzkin for nearly five years and he has a postive impact on his fellow Officers. He leads by example and plays a postivie roll in the day to day operation of this Department. It is also my professional opinion that Corporal Zatzkin is ready to be a Sergeant at this first given chance.</p>

Evaluator's Comments:

GOALS FOR NEXT YEAR:

Officer Zatzkin is encouraged to work on time management, with report writing and booking and releasing subjects in the jail.

This evaluation is based upon my observations and knowledge. It represents my best judgment of the employee's performance during the evaluation period.

Supervisor's Signature:



Title:

Sergeant

Date:

10-19-2014

Employee Certification: I certify that this employee evaluation has been reviewed and discussed with me and a completed copy will be placed in my personnel file. I understand that my signature does not necessarily indicate my agreement with the evaluation.

Employee's Signature:



Date:

10/14/2017

Employee's Comments:

Personnel Director and City Manager Review:

City Manager:



Date:

10/15/14

Personnel:



Date:

10/16/14

EMPLOYEE NAME: Mark Zatzkin

10/14/2014

JOB TITLE: Corporal

SUPERVISOR: Sgt. Ferguson

<u>PERFORMANCE FACTORS</u>	<u>RATING</u>
1. Attendance and Preparation for Duty	4.00
2. Use and Care of Equipment	4.00
3. Police Vehicle Care and Use	4.00
4. Field Activity and Initiative	3.00
5. Officer Safety	4.00
6. Community Orientation	4.00
7. Report Writing	3.00
8. Knowledge of Laws, Codes, and Statutes	3.00
9. Compliance with Department/City rules	4.00
10. Communication Skills	4.00
Total Rating Points	37.00
Overall Rating: (total rating points / no. of performance factors)	3.70
Percentage Adjustment	2%

(please insert the appropriate percentage adjustment corresponding to performance description as shown in the instructions on the next page)

INSTRUCTIONS:

Scoring:

<u>Rating</u>	<u>Performance Description</u>	<u>Increase Percentage</u>
1.0 - 1.99	UNSATISFACTORY	0
2.0 - 2.99	MEETS MINIMUM REQUIREMENTS	1
3.0 - 3.99	SATISFACTORY	2
4.0 - 4.99	GOOD	3
5.0	EXCELLENT	4

**CITY OF JERSEY VILLAGE
PERFORMANCE EVALUATION
POLICE OFFICER**

This evaluation form is to be used for evaluating employees in Group D of the Job Classification List in the Career Development Plan.

EMPLOYEE INFORMATION

NAME: Mark Zatzkin	JOB TITLE: Patrolman
DEPARTMENT: Police	SUPERVISOR: Sgt. E. Lerma
RATING PERIOD: 10/16/2012 - 10/16/2013	DATE OF EVALUATION: 10/16/2013
TYPE OF EVALUATION: (Annual, Probationary, Special, Other) Annual	

PERFORMANCE EVALUATION SCALE

5	Performance is the "best of the best" and accomplishments have made a particularly notable contribution to the organization.
4	Performance exceeds the job requirements even on some of the most difficult and complex areas of the job. Aggressively develop and implement changing work goals.
3	Performance is fully complete and satisfactory. Performance is expected of a fully qualified and experienced person in the job. A solid worker and capable in all areas of the job.
2	Performance is reasonably well in most areas, but improvement is needed in a major area or two. Closer supervision is required than is dictated by the job.
1	Performance is below the minimum requirements of the job.

GENERAL PERFORMANCE FACTORS

RATING

1. Attendance and Preparation for Duty: Timely and consistently reports for duty. Proper equipment for duty. Sick time. Prior notification of absence. Schedules.	4
2. Use and Care of Equipment: Maintain personal equipment. Prepossess innovative uses of equipment. Properly reports equipment or supply needs to supervisors. Maintains neat and orderly work areas.	5
3. Police Vehicle Care and Use: Safe and proper driving techniques. Use of seatbelt, good examples for others. Accident record. Follows all departmental vehicle policies. Checks vehicle prior to shift use. Properly reports needed repairs and maintenance. Vehicle cleanliness – inside/out.	5

Evaluator's Comments:

GOALS FOR NEXT YEAR:

Officer Zatzkin needs to continue with on the job training in order to receive his Master Peace Officer Certification which will come with time and training.


This evaluation is based upon my observations and knowledge. It represents my best judgment of the employee's performance during the evaluation period.

Supervisor's Signature: 

Title: *Sergeant*

Date: *10-17-13*

Employee Certification: I certify that this employee evaluation has been reviewed and discussed with me and a completed copy will be placed in my personnel file. I understand that my signature does not necessarily indicate my agreement with the evaluation.

Employee's Signature: 

Date: *10-17-2013*

Employee's Comments:

Personnel Director and City Manager Review:

City Manager: 

Date: *10-21-13*

Personnel: 

Date: *10/21/13*

EMPLOYEE NAME: Mark Zatzkin

10/16/2013

JOB TITLE: Patrolman

SUPERVISOR: Sgt. E. Lerma

PERFORMANCE FACTORS

RATING

1. Attendance and Preparation for Duty	4.00
2. Use and Care of Equipment	5.00
3. Police Vehicle Care and Use	5.00
4. Field Activity and Initiative	3.00
5. Officer Safety	4.00
6. Community Orientation	4.00
7. Report Writing	4.00
8. Knowledge of Laws, Codes, and Statutes	3.00
9. Compliance with Department/City rules	4.00
10. Communication Skills	4.00

Total Rating Points 40.00

Overall Rating: (total rating points / no. of performance factors) 4.00

Percentage Adjustment

(please insert the appropriate percentage adjustment corresponding to performance description as shown in the instructions on the next page)

~~3%~~ N/A KZ

INSTRUCTIONS:

Scoring:

<u>Rating</u>	<u>Performance Description</u>	<u>Increase Percentage</u>
1.0 - 1.99	UNSATISFACTORY	0
2.0 - 2.99	MEETS MINIMUM REQUIREMENTS	1
3.0 - 3.99	SATISFACTORY	2
4.0 - 4.99	GOOD	3
5.0	EXCELLENT	4

OCT 22 2012

Jersey Village

**CITY OF JERSEY VILLAGE
PERFORMANCE EVALUATION
POLICE OFFICER**

This evaluation form is to be used for evaluating employees in Group D of the Job Classification List in the Career Development Plan.

EMPLOYEE INFORMATION	
NAME: Mark Zatzkin	JOB TITLE: Police Officer
DEPARTMENT: Jersey Village Police Department	SUPERVISOR: Sgt. S. Joachim
RATING PERIOD: 10-16-2011 to 10-16-2012	DATE OF EVALUATION: 10-16-2012
TYPE OF EVALUATION: <i>(Annual, Probationary, Special, Other)</i> Annual	

PERFORMANCE EVALUATION SCALE	
5	Performance is the "best of the best" and accomplishments have made a particularly notable contribution to the organization.
4	Performance exceeds the job requirements even on some of the most difficult and complex areas of the job. Aggressively develop and implement changing work goals.
3	Performance is fully complete and satisfactory. Performance is expected of a fully qualified and experienced person in the job. A solid worker and capable in all areas of the job.
2	Performance is reasonably well in most areas, but improvement is needed in a major area or two. Closer supervision is required than is dictated by the job.
1	Performance is below the minimum requirements of the job.

GENERAL PERFORMANCE FACTORS	RATING
1. Attendance and Preparation for Duty: Timely and consistently reports for duty. Proper equipment for duty. Sick time. Prior notification of absence. Schedules.	5
2. Use and Care of Equipment: Maintain personal equipment. Prepossess innovative uses of equipment. Properly reports equipment or supply needs to supervisors. Maintains neat and orderly work areas.	4
3. Police Vehicle Care and Use: Safe and proper driving techniques. Use of seatbelt, good examples for others. Accident record. Follows all departmental vehicle policies. Checks vehicle prior to shift use. Properly reports needed repairs and maintenance. Vehicle cleanliness – inside/out.	4

GENERAL PERFORMANCE FACTORS	RATING
4. Field Activity and Initiative: Works well without direct supervision. Proper action/investigation of suspicious activity. Thorough investigation/follow-up. Proper arrest judgments. Public service and community relations. Assist fellow officers/special assignments. Positive citizen contact.	4
5. Officer Safety: Practices standard safety standards and procedures. Recognizes and prepares for dangerous situations. Sets examples for other officers. Physical conditioning. Weapon proficiency.	4
6. Community Orientation: Actively monitors community events. Assist with community programs. Works in community programs voluntarily. Uses citizen input for resources and problem solving. Has knowledge and implements community oriented policing ideas.	4
7. Report Writing: Completes reports in a timely manner. Organized, complete and detailed reports. Proper grammar, punctuation and spelling. Correct report format. Proper field notes recorded and used.	4
8. Knowledge of Laws, Codes, and Statutes: Updated and current knowledge of --. Proper application of laws --. Shares current knowledge with other officers. Working knowledge of reference material to locate current --.	4
9. Compliance with Departmental/City Rules: Thorough knowledge of department policies and procedures. Compliance with department policies, procedures and rules. Make suggestions and help formulate policy/procedures. Displays a good example to other officers.	3
10. Communication Skills: Communicates effectively with other officers. Communicates effectively with the public. Good listener. Patience with those who do not possess effective communication skills. Working knowledge of a second language.	4
TOTAL OF RATING POINTS:	40




Evaluator's Comments:**AREAS OF STRENGTHS:**

Officer Zatzkin possesses the talent to excel in effective and positive communications with the public. This has impelled citizens to call and praise Officer Zatzkin on his readiness to assist where ever needed. Officer Zatzkin has the capability to perform a wide range of assignments and is knowledgeable of his work. He is consistently one of the top 5 reliable producers in the department.

AREAS FOR IMPROVEMENT:

Officer Zatzkin needs to focus on realizing goals. He needs to eliminate unproductive activities. Officer Zatzkin is a very consistent employee. He has performed his work as instructed but needs to work on concentrating and how to take steps in his work to lessen the time it takes to complete a task.

Evaluator's Comments:
GENERAL COMMENTS: Officer Zatzkin is dependable and eager to do what it takes to get the job done. He has a great willingness to help his fellow co-workers. However, this seems to become overwhelming.
GOALS FOR NEXT YEAR: Continued pursuit of higher certifications and varied training with regards to this profession and state requirements.

This evaluation is based upon my observations and knowledge. It represents my best judgment of the employee's performance during the evaluation period.		
Supervisor's Signature:	Title:	Date:
Employee Certification: I certify that this employee evaluation has been reviewed and discussed with me and a completed copy will be placed in my personnel file. I understand that my signature does not necessarily indicate my agreement with the evaluation.		
Employee's Signature:		Date: 4-16-2012
Employee's Comments:		
Personnel Director and City Manager Review:		
City Manager: 	Date: 10/22/12	Personnel:  Date: 10/22/12

**CITY OF JERSEY VILLAGE
PERFORMANCE EVALUATION SCORE SHEET
POLICE OFFICER**

EMPLOYEE NAME: Mark Zatzkin

JOB TITLE: Police Officer

DATE: 10-16-2012

SUPERVISOR: Sgt. S. Joachim

PERFORMANCE FACTORS

RATING

1.	Attendance and Preparation for Duty	<u>5.00</u>
2.	Use and Care of Equipment	<u>4.00</u>
3.	Police Vehicle Care and Use	<u>4.00</u>
4.	Field Activity and Initiative	<u>4.00</u>
5.	Officer Safety	<u>4.00</u>
6.	Community Orientation	<u>4.00</u>
7.	Report Writing	<u>4.00</u>
8.	Knowledge of Laws, Codes, and Statutes	<u>4.00</u>
9.	Compliance with Department/City rules	<u>3.00</u>
10.	Communication Skills	<u>4.00</u>

Total Rating Points 40.00

Overall Rating: (total rating points / no. of performance factors) 4.00

Percentage Adjustment 3

(please insert the appropriate percentage adjustment corresponding to performance description
as shown in the instructions on the next page)

INSTRUCTIONS:

Scoring:

<u>Rating</u>	<u>Performance Description</u>	<u>Increase Percentage</u>
1.0 - 1.99	UNSATISFACTORY	0
2.0 - 2.99	MEETS MINIMUM REQUIREMENTS	1
3.0 - 3.99	SATISFACTORY	2
4.0 - 4.99	GOOD	3
5.0	EXCELLENT	4

1. Appearance. Uniform, vehicle and person always neat, clean and presents good image of department
2. Citizen contacts. Great relationship with public. Chief has told me on more than one occasion that he receives more call in compliments on me than any other officer, despite what he called my "tough guy image"
3. Stats. Corrected calls for service to date is 2,327 calls. This is the highest in the department. Second to me is Cpl Lerma with 1,359 "Corrected" calls. This is not including traffic
4. Sick leave. I come to work unless I am so ill that it is not possible.
5. Officer Safety. Firearms instructor for department and have had NO issues with difficulty dealing with combative prisoners.
6. No disciplinary issues.

Mark Zatzkin

From: Ron Dooley
Sent: Tuesday, June 05, 2012 8:31 AM
To: Sandy Joachim
Cc: Eric Foerster; Eric Lerma; Kelley Lewis; Landon Davis; Mark Zatzkin; Devron Limerick; Art Pettitt; C.J. Harper
Subject: Sexual Assault 1200007648

Sgt. Joachim,

I would like to thank the officers on your shift for the hard work they did on the sexual assault case at 8655 Jones Rd #1303 last week. It was refreshing to see that every detail was covered in the reports, pictures were taken, and valuable evidence was collected and transported to the medical examiner's office.

The fine job that they did really helps us to arrest the suspect and create a better criminal case.

Again, please let your officers know that I appreciate their thoroughness.

Ron

Detective Sergeant Ron Dooley
Jersey Village Police Department
16401 Lakeview Dr.
Jersey Village, Texas 77040
Office: 713-466-2115
Email: rdooley@ci.jersey-village.tx.us

This message may contain confidential and/or law enforcement sensitive or privileged information. If you are not the addressee or authorized to receive this for the addressee, you must not use, copy, disclose, or take any action based on this message or any information herein. If you have received this message in error, please advise the sender immediately by reply e-mail and delete this message.

Mark Zatzkin

From: Eric Foerster
Sent: Friday, August 03, 2012 12:38 PM
To: Louis Arriazola; Mark Zatzkin; Greg Lamkin; Bobby Ferguson; Sandy Joachim; Virgil Thomas
Subject: Excellent work! CASE # 1200010331 Burglary in Progress

All;

This was nice case of teamwork and proactive patrol.

Thanks for the GREAT work!

Chief Foerster

C.E. Foerster-Chief of Police

City of Jersey Village

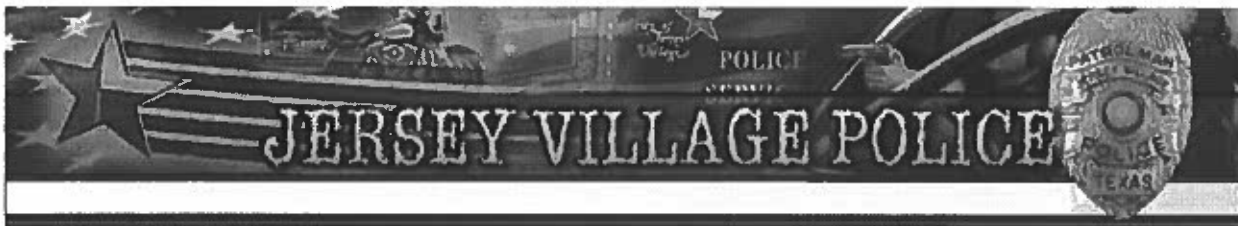
16401 Lakeview Drive

Jersey Village, Texas 77040-1999

Phone: 713-466-5824

Fax: 713-466-0784

efoerster@ci.jersey-village.tx.us



Mark Zatzkin

From: Eric Foerster
Sent: Wednesday, September 19, 2012 3:44 PM
To: Kelley Lewis; Tim Craze; Mark Zatzkin; Sandy Joachim
Subject: Nice work!

Categories: Red Category

Nice job on case # 1200012422 (Unauthorized use).

Excellent teamwork on catching these crooks and helping them find their way to our jail!

Keep up the great work.

Chief

C.E. Foerster, MPA

Chief of Police-JerseyVillage, Texas
16401 Lakeview Drive
Jersey Village, Texas 77040

Phone: 713-466-5824

Fax: 713-466-0784

e-mail: efoerster@ci.jersey-village.tx.us



Mark Zatzkin

From: Eric Foerster
Sent: Wednesday, September 19, 2012 3:47 PM
To: Mark Zatzkin; Sandy Joachim
Subject: Nice work on case # 1200012565

Mark,

Nice job on this motorist assist turned drug bust!

Thanks for the hard work.

Chief

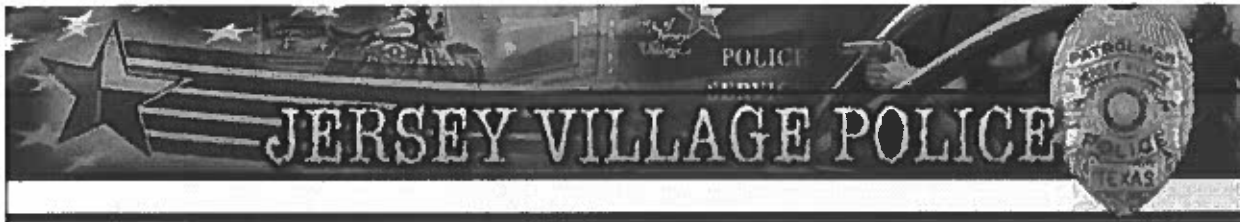
C.E. Foerster, MPA

Chief of Police-JerseyVillage, Texas
16401 Lakeview Drive
Jersey Village, Texas 77040

Phone: 713-466-5824

Fax: 713-466-0784

e-mail: efoerster@ci.jersey-village.tx.us



OFFICERS CALL ACTIVITY REPORT - SEPTEMBER 2012

PRIMARY/SECONDARY

NAME	JAN		FEB		MAR		APR		MAY		JUN		JUL		AUG		SEP		OCT		NOV		DEC		YTD TOT SEC TOTAL		
	PRI	SEC	PRI	SEC	PRI	SEC	PRI	SEC	PRI	SEC	PRI	SEC	PRI	SEC	PRI	SEC	PRI	SEC	PRI	SEC	PRI	SEC	PRI	SEC			
SERGEANTS:																											
Foerster (D)	3	0	1	3	0	0	0	0	0	2	1	3	7	4	1	6	1	5	0	3					14	26	40
DOOLEY (D)	67	24	9	6	5	2	9	6	12	7	7	8	7	7	5	3	5	5	3	3					124	66	190
Harper (D)	2	0	2	1	2	1	2	1	1	0	4	2	5	4	4	1	4	4	3	5					22	18	40
Horton (D)	7	5	11	3	8	2	14	8	7	2	20	13	1	4	14	6	2	2	1						84	44	128
Joachim (D)	6	6	11	4	8	6	8	10	8	7	19	5	15	14	15	7	7	7	2						97	81	158
Lamkin (N)	173	10	113	12	122	14	131	17	128	17	77	16	55	16	62	26	55	35							916	163	1079
Smith (D)	0	0	0	0	0	0	0	0	0	0	2	2	0	0	0	0	0	0	0	0					0	2	2
Thomas (E)	28	13	77	18	74	35	35	9	58	23	68	27	46	11	48	19	36	15							470	170	640
CORPORALS:																											
Alzola (N)	82	22	86	19	137	26	106	25	66	23	63	31	105	31	74	30	36	17							755	224	979
Alzola (D)	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0							0	0	0
Lerma (D)	152	23	127	30	183	29	114	38	121	27	98	28	134	27	111	20	75	22							1115	244	1359
Vasquez (E)	43	36	111	26	82	22	68	25	50	22	61	21	29	55	52	22	46	61							542	290	832
PATROL:																											
Boughter (T)																	15	13							15	13	28
Craze (D)	126	20	47	18	95	27	105	13	83	15	97	19	90	25	96	20	76	23							815	180	995
Davis (E)					53	10	90	17	109	32	62	21	85	29	89	38	102	44							590	191	781
Ferguson (N)	99	27	97	22	118	34	97	34	116	20	171	27	139	22	132	24	105	40							1074	250	1324
Hale											42	15	91	27	98	2	100	3							331	47	378
King (D)	34	27	26	27	35	28	33	22	23	30	40	31	36	28	52	14	29	9							308	216	524
Lewis (D)	85	17	61	22	69	31	85	18	64	26	114	19	124	30	85	16	110	23							797	202	999
Limerick (E)	54	30	46	22	87	21	70	30	58	9	77	20	71	22	64	24	59	15							586	193	779
Lopez (N)	102	29	86	30	91	19	128	41	81	18	1	0	68	14	155	30	152	33							864	214	1078
Miller (N)	92	35	80	21	94	28	81	32	0	0															347	116	463
Mong (N)	65	26	60	14	88	35	77	22	106	23	79	17	83	21	82	18	62	8							702	184	886
Morris (D)	15	0	9	0	14	2	9	0	9	0															55	2	58
Pekton (E)	133	25	73	17	79	29	66	27	49	13	0	0	11	2	19	13									430	126	556
Pettit (D)	25	4	21	5	12	4	19	10	8	6	9	6	29	7	27	9	12	5							162	56	218
Smith (D)	47	21	51	17	44	14	50	17	62	18	43	34	42	12	49	19	40	18							428	170	598
Smith K (N)	62	19	163	20	1	0																			226	39	265
Taylor													23	8	61	18	40	18							124	44	168
Woolery (E)	51	22	117	25	33	19	57	34	154	20	127	18	64	26	45	25	35	25							683	214	897
Zatkin (D)	120	23	262	17	171	8	207	25	378	28	430	17	316	42	152	28	78	25							2114	213	2327
RESERVES:																											
Clay	20	4	13	3	4	1	10	6	18	1	7	5	5	1	6	5	5	0							88	26	114
Underhill	1	0	0	0	1	0	0	0	1	0	0	0	0	0	0	0	0	0							3	0	3
SUB-TOTAL	1694	468	1760	402	1710	447	1671	489	1771	390	1723	406	1675	489	1593	447	1285	466							14882	4004	18886
TOTAL	2162		2162		2157		2160		2161		2129		2164		2040		1751								18686		18686

(D) DAY (E) EVENING (N) NIGHT

INTEROFFICE MEMORANDUM

TO: LOLA HAZEL
FROM: SGT. S. JOACHIM
SUBJECT: OFFICER ZATZKIN RELEASE FROM PROBATION
DATE: 5/10/2012
CC: KAREN FARRIS

Human Resources

MAY 10 2012

Jersey Village

I spoke with Officer Zatzkin on or about April 10 about his probation. The review date was scheduled for April 3; however Officer Zatzkin was in the hospital/sick during that time. Officer Zatzkin voluntarily released some of his extra jobs for the betterment of himself and the department. Officer Zatzkin realized he was "burning the candle at both ends". He has been released from probation but continues to be cognizant of the hours he works, both on duty and off.

Respectfully,



Sgt. S. Joachim

NOV 16 2011

Jersey Village

**CITY OF JERSEY VILLAGE
PERFORMANCE EVALUATION
POLICE OFFICER**

This evaluation form is to be used for evaluating employees in Group D of the Job Classification List in the Career Development Plan.

EMPLOYEE INFORMATION	
NAME: Zatzkin, Mark Aaron	JOB TITLE: Police Officer
DEPARTMENT: Police Department	SUPERVISOR: Sgt. S. Joachim
RATING PERIOD: 10-16-2010 through 10-16-2011	DATE OF EVALUATION: October 13, 2011
TYPE OF EVALUATION: <i>(Annual, Probationary, Special, Other)</i> Annual	

PERFORMANCE EVALUATION SCALE	
5	Performance is the "best of the best" and accomplishments have made a particularly notable contribution to the organization.
4	Performance exceeds the job requirements even on some of the most difficult and complex areas of the job. Aggressively develop and implement changing work goals.
3	Performance is fully complete and satisfactory. Performance is expected of a fully qualified and experienced person in the job. A solid worker and capable in all areas of the job.
2	Performance is reasonably well in most areas, but improvement is needed in a major area or two. Closer supervision is required than is dictated by the job.
1	Performance is below the minimum requirements of the job.

GENERAL PERFORMANCE FACTORS	RATING
1. Attendance and Preparation for Duty: Timely and consistently reports for duty. Proper equipment for duty. Sick time. Prior notification of absence. Schedules.	5
2. Use and Care of Equipment: Maintain personal equipment. Prepossess innovative uses of equipment. Properly reports equipment or supply needs to supervisors. Maintains neat and orderly work areas.	4
3. Police Vehicle Care and Use: Safe and proper driving techniques. Use of seatbelt, good examples for others. Accident record. Follows all departmental vehicle policies. Checks vehicle prior to shift use. Properly reports needed repairs and maintenance. Vehicle cleanliness – inside/out.	4

GENERAL PERFORMANCE FACTORS	RATING
4. Field Activity and Initiative: Works well without direct supervision. Proper action/investigation of suspicious activity. Thorough investigation/follow-up. Proper arrest judgments. Public service and community relations. Assist fellow officers/special assignments. Positive citizen contact.	4
5. Officer Safety: Practices standard safety standards and procedures. Recognizes and prepares for dangerous situations. Sets examples for other officers. Physical conditioning. Weapon proficiency.	4
6. Community Orientation: Actively monitors community events. Assist with community programs. Works in community programs voluntarily. Uses citizen input for resources and problem solving. Has knowledge and implements community oriented policing ideas.	4
7. Report Writing: Completes reports in a timely manner. Organized, complete and detailed reports. Proper grammar, punctuation and spelling. Correct report format. Proper field notes recorded and used.	4
8. Knowledge of Laws, Codes, and Statutes: Updated and current knowledge of --. Proper application of laws --. Shares current knowledge with other officers. Working knowledge of reference material to locate current --.	4
9. Compliance with Departmental/City Rules: Thorough knowledge of department policies and procedures. Compliance with department policies, procedures and rules. Make suggestions and help formulate policy/procedures. Displays a good example to other officers.	3
10. Communication Skills: Communicates effectively with other officers. Communicates effectively with the public. Good listener. Patience with those who do not possess effective communication skills. Working knowledge of a second language.	3
TOTAL OF RATING POINTS:	

Evaluator's Comments:**AREAS OF STRENGTHS:**

Officer Zatzkin gives of himself to make sure the job is done. Officer Zatzkin asks for immediate feedback to ensure he is on task and performing his work correctly.

AREAS FOR IMPROVEMENT:

Officer Zatzkin needs to handle himself and the relationships with his coworkers in a non-aggressive manner. Officer Zatzkin needs to try and not instigate problems between shifts and coworkers.

GENERAL COMMENTS:

Officer Zatzkin is a very reliable employee; always punctual and prepared for duty. Officer Zatzkin does not abuse time off and is conscientious concerning shift coverage.

Evaluator's Comments:

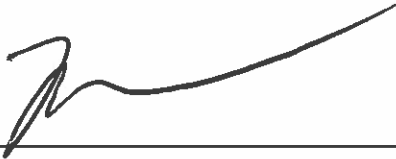
GOALS FOR NEXT YEAR:

Continued pursuit of higher certifications and varied training with regards to this profession and state requirements.

This evaluation is based upon my observations and knowledge. It represents my best judgment of the employee's performance during the evaluation period.



Supervisor's Signature:  Title: *Sgt.* Date: *11-15-2011*

Employee Certification: I certify that this employee evaluation has been reviewed and discussed with me and a completed copy will be placed in my personnel file. I understand that my signature does not necessarily indicate my agreement with the evaluation.

Employee's Signature:  Date: *11.14.11*

Employee's Comments:

Personnel Director and City Manager Review:

City Manager:  Date: *11-16-11* Personnel:  Date: *11/16/11*

**CITY OF JERSEY VILLAGE
PERFORMANCE EVALUATION SCORE SHEET
POLICE OFFICER**

EMPLOYEE NAME: Mark Aaron Zatzkin

JOB TITLE: Police Officer

DATE: 10-13-2011

SUPERVISOR: Sgt. S. Joachim

PERFORMANCE FACTORS

RATING

1.	Attendance and Preparation for Duty	<u>5.00</u>
2.	Use and Care of Equipment	<u>4.00</u>
3.	Police Vehicle Care and Use	<u>4.00</u>
4.	Field Activity and Initiative	<u>4.00</u>
5.	Officer Safety	<u>4.00</u>
6.	Community Orientation	<u>4.00</u>
7.	Report Writing	<u>4.00</u>
8.	Knowledge of Laws, Codes, and Statutes	<u>4.00</u>
9.	Compliance with Department/City rules	<u>3.00</u>
10.	Communication Skills	<u>3.00</u>

Total Rating Points 39.00

Overall Rating: (total rating points / no. of performance factors) 3.90

Percentage Adjustment 2.0

(please insert the appropriate percentage adjustment corresponding to performance description as shown in the instructions on the next page)

INSTRUCTIONS:

Scoring:

<u>Rating</u>	<u>Performance Description</u>	<u>Increase Percentage</u>
1.0 - 1.99	UNSATISFACTORY	0
2.0 - 2.99	MEETS MINIMUM REQUIREMENTS	1
3.0 - 3.99	SATISFACTORY	2
4.0 - 4.99	GOOD	3
5.0	EXCELLENT	4

**CITY OF JERSEY VILLAGE
PERFORMANCE EVALUATION
POLICE OFFICER**

OCT 18 2010

Jersey Village

This evaluation form is to be used for evaluating employees in Group D of the Job Classification List in the Career Development Plan.

EMPLOYEE INFORMATION	
NAME: Zatzkin, Mark Aaron	JOB TITLE: Police Officer
DEPARTMENT: POLICE DEPARTMENT	SUPERVISOR: SGT. V. Thomas
RATING PERIOD: 2010 Annual (10-16-09 through 10-16-10)	DATE OF EVALUATION: OCTOBER 08, 2010
TYPE OF EVALUATION: (Annual, Probationary, Special, Other) ANNUAL	

PERFORMANCE EVALUATION SCALE	
5	Performance is the "best of the best" and accomplishments have made a particularly notable contribution to the organization.
4	Performance exceeds the job requirements even on some of the most difficult and complex areas of the job. Aggressively develop and implement changing work goals.
3	Performance is fully complete and satisfactory. Performance is expected of a fully qualified and experienced person in the job. A solid worker and capable in all areas of the job.
2	Performance is reasonably well in most areas, but improvement is needed in a major area or two. Closer supervision is required than is dictated by the job.
1	Performance is below the minimum requirements of the job.

GENERAL PERFORMANCE FACTORS	RATING
1. Attendance and Preparation for Duty: Timely and consistently reports for duty. Proper equipment for duty. Sick time. Prior notification of absence. Schedules.	5
2. Use and Care of Equipment: Maintain personal equipment. Prepossess innovative uses of equipment. Properly reports equipment or supply needs to supervisors. Maintains neat and orderly work areas.	4
3. Police Vehicle Care and Use: Safe and proper driving techniques. Use of seatbelt, good examples for others. Accident record. Follows all departmental vehicle policies. Checks vehicle prior to shift use. Properly reports needed repairs and maintenance. Vehicle cleanliness – inside/out.	4

GENERAL PERFORMANCE FACTORS	RATING
4. Field Activity and Initiative: Works well without direct supervision. Proper action/investigation of suspicious activity. Thorough investigation/follow-up. Proper arrest judgments. Public service and community relations. Assist fellow officers/special assignments. Positive citizen contact.	4
5. Officer Safety: Practices standard safety standards and procedures. Recognizes and prepares for dangerous situations. Sets examples for other officers. Physical conditioning. Weapon proficiency.	4
6. Community Orientation: Actively monitors community events. Assist with community programs. Works in community programs voluntarily. Uses citizen input for resources and problem solving. Has knowledge and implements community oriented policing ideas.	4
7. Report Writing: Completes reports in a timely manner. Organized, complete and detailed reports. Proper grammar, punctuation and spelling. Correct report format. Proper field notes recorded and used.	4
8. Knowledge of Laws, Codes, and Statutes: Updated and current knowledge of --. Proper application of laws --. Shares current knowledge with other officers. Working knowledge of reference material to locate current --.	4
9. Compliance with Departmental/City Rules: Thorough knowledge of department policies and procedures. Compliance with department policies, procedures and rules. Make suggestions and help formulate policy/procedures. Displays a good example to other officers.	4
10. Communication Skills: Communicates effectively with other officers. Communicates effectively with the public. Good listener. Patience with those who do not possess effective communication skills. Working knowledge of a second language.	4
TOTAL OF RATING POINTS:	41

Evaluator's Comments:**AREAS OF STRENGTHS:**

Officer Zatzkin more than any other officer in this department has demonstrated time in and out that he will aid in any area his is needed to support other officers, whether it be an assignment or even some personal issues.

AREAS FOR IMPROVEMENT:

Officer was viewed as being one-dimensional, during much of his tenure here with JVPD; however, has shown that he does possession a variety of talents with regards to the duties charged in the law enforcement profession.

GENERAL COMMENTS:

Officer Zatzkin has received a number commendations this year, including his role in apprehending an armed robbery and taking into custody a mentally ill gunman, who had by his own admission, pointed guns at several residents intending to shoot at them. Officer Zatzkin is without question one of my primary go to guys.

Evaluator's Comments:

GOALS FOR NEXT YEAR:

Continued pursuit of higher certifications and varied training with regards to this profession as to support his clear efforts to become a more well rounded police professional.

This evaluation is based upon my observations and knowledge. It represents my best judgment of the employee's performance during the evaluation period.


Supervisor's Signature:  Title: *Sergeant* Date: *10/8/10*

Employee Certification: I certify that this employee evaluation has been reviewed and discussed with me and a completed copy will be placed in my personnel file. I understand that my signature does not necessarily indicate my agreement with the evaluation.

Employee's Signature:  Date: *10-8-10*

Employee's Comments:

Personnel Director and City Manager Review:

City Manager:  Date: *10/7/10* Personnel: *Kenn Fairis* Date: *10/8/10*

**CITY OF JERSEY VILLAGE
PERFORMANCE EVALUATION SCORE SHEET
POLICE OFFICER**

EMPLOYEE NAME: Mark Zatzkin

JOB TITLE: Police Officer

DATE: 10/06/2010

SUPERVISOR: VIRGIL THOMAS

PERFORMANCE FACTORS

RATING

1.	Attendance and Preparation for Duty	<u>5.00</u>
2.	Use and Care of Equipment	<u>4.00</u>
3.	Police Vehicle Care and Use	<u>4.00</u>
4.	Field Activity and Initiative	<u>4.00</u>
5.	Officer Safety	<u>4.00</u>
6.	Community Orientation	<u>4.00</u>
7.	Report Writing	<u>4.00</u>
8.	Knowledge of Laws, Codes, and Statutes	<u>4.00</u>
9.	Compliance with Department/City rules	<u>4.00</u>
10.	Communication Skills	<u>4.00</u>

Total Rating Points 41.00

Overall Rating: (total rating points / no. of performance factors) 4.10

Grade/Step Adjustment

(please insert the appropriate Step adjustment corresponding to performance description
as shown in the instructions on the next page)

N/A *196*

INSTRUCTIONS:

Scoring:

<u>Rating</u>	<u>Performance Description</u>	<u>Step Increase</u>
1.0 - 1.99	UNSATISFACTORY	0
2.0 - 2.99	MEETS MINIMUM REQUIREMENTS	0
3.0 - 3.99	SATISFACTORY	1/2
4.0 - 4.99	GOOD	1
5.0	EXCELLENT	1 1/2

Each 1/2 STEP = 1% increase

NOV 23 2009

**CITY OF JERSEY VILLAGE
PERFORMANCE EVALUATION
POLICE OFFICER**

Jersey Village

This evaluation form is to be used for evaluating employees in Group D of the Job Classification List in the Career Development Plan.

EMPLOYEE INFORMATION	
NAME: Mark Zatzkin	JOB TITLE: Patrol
DEPARTMENT: POLICE	SUPERVISOR: Sgt. E. Del Toro
RATING PERIOD: 10/16/2008 to 10/16/2009	DATE OF EVALUATION: 10/16/2009 11/19/09 KF
TYPE OF EVALUATION: (Annual, Probationary, Special, Other) Annual	

PERFORMANCE EVALUATION SCALE	
5	Performance is the "best of the best" and accomplishments have made a particularly notable contribution to the organization.
4	Performance exceeds the job requirements even on some of the most difficult and complex areas of the job. Aggressively develop and implement changing work goals.
3	Performance is fully complete and satisfactory. Performance is expected of a fully qualified and experienced person in the job. A solid worker and capable in all areas of the job.
2	Performance is reasonably well in most areas, but improvement is needed in a major area or two. Closer supervision is required than is dictated by the job.
1	Performance is below the minimum requirements of the job.

GENERAL PERFORMANCE FACTORS	RATING
1. Attendance and Preparation for Duty: Timely and consistently reports for duty. Proper equipment for duty. Sick time. Prior notification of absence. Schedules.	5
2. Use and Care of Equipment: Maintain personal equipment. Prepossess innovative uses of equipment. Properly reports equipment or supply needs to supervisors. Maintains neat and orderly work areas.	4
3. Police Vehicle Care and Use: Safe and proper driving techniques. Use of seatbelt, good examples for others. Accident record. Follows all departmental vehicle policies. Checks vehicle prior to shift use. Properly reports needed repairs and maintenance. Vehicle cleanliness – inside/out.	3

GENERAL PERFORMANCE FACTORS	RATING
4. Field Activity and Initiative: Works well without direct supervision. Proper action/investigation of suspicious activity. Thorough investigation/follow-up. Proper arrest judgments. Public service and community relations. Assist fellow officers/special assignments. Positive citizen contact.	3
5. Officer Safety: Practices standard safety standards and procedures. Recognizes and prepares for dangerous situations. Sets examples for other officers. Physical conditioning. Weapon proficiency.	4
6. Community Orientation: Actively monitors community events. Assist with community programs. Works in community programs voluntarily. Uses citizen input for resources and problem solving. Has knowledge and implements community oriented policing ideas.	4
7. Report Writing: Completes reports in a timely manner. Organized, complete and detailed reports. Proper grammar, punctuation and spelling. Correct report format. Proper field notes recorded and used.	4
8. Knowledge of Laws, Codes, and Statutes: Updated and current knowledge of --. Proper application of laws --. Shares current knowledge with other officers. Working knowledge of reference material to locate current --.	4
9. Compliance with Departmental/City Rules: Thorough knowledge of department policies and procedures. Compliance with department policies, procedures and rules. Make suggestions and help formulate policy/procedures. Displays a good example to other officers.	3
10. Communication Skills: Communicates effectively with other officers. Communicates effectively with the public. Good listener. Patience with those who do not possess effective communication skills. Working knowledge of a second language.	3
TOTAL OF RATING POINTS:	37

Evaluator's Comments:

AREAS OF STRENGTHS: Always available for work and is here on time, he is willing to work any assignment given to him.

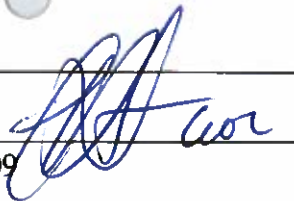
AREAS FOR IMPROVEMENT: Needs to review policy and procedures along with the S.O.P. of this department, Concentrate more on the job at hand and be more consistent in the daily operations of this department.

GENERAL COMMENTS: Officer Zatzkin's attitude, has changed and has detached himself from other Officers, Officer Zatzkin didn't take not being assigned to shift coordinator (Corporal) well and over reacted. Officer Zatzkin has demonstrated behavior that has disrupted the normal operation of the department.

GOALS FOR NEXT YEAR: Training in all aspects of Police to include Department Policys & procedures, all the required State madated courses and firearms training.

This evaluation is based upon my observations and knowledge. It represents my best judgment of the employee's performance during the evaluation period.

Supervisor's Signature: _____
Date: 11/19/2009



Title: Patrolman



Employee Certification: I certify that this employee evaluation has been reviewed and discussed with me and a completed copy will be placed in my personnel file. I understand that my signature does not necessarily indicate my agreement with the evaluation.

Employee's Signature: _____



Date: 11/19/2009

Employee's Comments:

Personnel Director and City Manager Review:

City Manager: _____



Date: 11/23/09

Personnel: _____



Date: 11/23/09

**CITY OF JERSEY VILLAGE
 PERFORMANCE EVALUATION SCORE SHEET
 POLICE OFFICER**

EMPLOYEE NAME: Zatzkin, Mark
JOB TITLE: Patrolman

DATE: 10/16/2009
SUPERVISOR: Sgt. E. Del Toro

PERFORMANCE FACTORS

RATING

1.	Attendance and Preparation for Duty	5.00
2.	Use and Care of Equipment	4.00
3.	Police Vehicle Care and Use	3.00
4.	Field Activity and Initiative	3.00
5.	Officer Safety	4.00
6.	Community Orientation	4.00
7.	Report Writing	4.00
8.	Knowledge of Laws, Codes, and Statutes	4.00
9.	Compliance with Department/City rules	3.00
10.	Communication Skills	3.00

Total Rating Points 37.00

Overall Rating: (total rating points / no. of performance factors) 3.7

Grade/Step Adjustment N/A (.50)

(please insert the appropriate Step adjustment corresponding to performance description as shown in the instructions on the next page)

INSTRUCTIONS:

Scoring:

<u>Rating</u>	<u>Performance Description</u>	<u>Step Increase</u>
1.0 - 1.99	UNSATISFACTORY	0
2.0 - 2.99	MEETS MINIMUM REQUIREMENTS	0
3.0 - 3.99	SATISFACTORY	1/2
4.0 - 4.99	GOOD	1
5.0	EXCELLENT	1 1/2

Each 1/2 STEP = 1.5% increase

**CITY OF JERSEY VILLAGE
PERFORMANCE EVALUATION
POLICE OFFICER**

OCT 22 2008

Jersey Village

This evaluation form is to be used for evaluating employees in Group D of the Job Classification List in the Career Development Plan.

EMPLOYEE INFORMATION	
NAME: Mark Zatzkin	JOB TITLE: Patrol
DEPARTMENT: POLICE	SUPERVISOR: Sgt. E. Del Toro
RATING PERIOD: 10/16/2007 to 10/16/2008	DATE OF EVALUATION: 10/01/2008
TYPE OF EVALUATION: (Annual, Probationary, Special, Other) Annual	

PERFORMANCE EVALUATION SCALE	
5	Performance is the "best of the best" and accomplishments have made a particularly notable contribution to the organization.
4	Performance exceeds the job requirements even on some of the most difficult and complex areas of the job. Aggressively develop and implement changing work goals.
3	Performance is fully complete and satisfactory. Performance is expected of a fully qualified and experienced person in the job. A solid worker and capable in all areas of the job.
2	Performance is reasonably well in most areas, but improvement is needed in a major area or two. Closer supervision is required than is dictated by the job.
1	Performance is below the minimum requirements of the job.

GENERAL PERFORMANCE FACTORS	RATING
1. Attendance and Preparation for Duty: Timely and consistently reports for duty. Proper equipment for duty. Sick time. Prior notification of absence. Schedules.	5
2. Use and Care of Equipment: Maintain personal equipment. Prepossess innovative uses of equipment. Properly reports equipment or supply needs to supervisors. Maintains neat and orderly work areas.	4
3. Police Vehicle Care and Use: Safe and proper driving techniques. Use of seatbelt, good examples for others. Accident record. Follows all departmental vehicle policies. Checks vehicle prior to shift use. Properly reports needed repairs and maintenance. Vehicle cleanliness – inside/out.	4

GENERAL PERFORMANCE FACTORS	RATING
4. Field Activity and Initiative: Works well without direct supervision. Proper action/investigation of suspicious activity. Thorough investigation/follow-up. Proper arrest judgments. Public service and community relations. Assist fellow officers/special assignments. Positive citizen contact.	4
5. Officer Safety: Practices standard safety standards and procedures. Recognizes and prepares for dangerous situations. Sets examples for other officers. Physical conditioning. Weapon proficiency.	4
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7. Report Writing: Completes reports in a timely manner. Organized, complete and detailed reports. Proper grammar, punctuation and spelling. Correct report format. Proper field notes recorded and used.	4
8. Knowledge of Laws, Codes, and Statutes: Updated and current knowledge of --. Proper application of laws --. Shares current knowledge with other officers. Working knowledge of reference material to locate current --.	4
9. Compliance with Departmental/City Rules: Thorough knowledge of department policies and procedures. Compliance with department policies, procedures and rules. Make suggestions and help formulate policy/procedures. Displays a good example to other officers.	4
10. Communication Skills: Communicates effectively with other officers. Communicates effectively with the public. Good listener. Patience with those who do not possess effective communication skills. Working knowledge of a second language.	4
TOTAL OF RATING POINTS:	41

Evaluator's Comments:

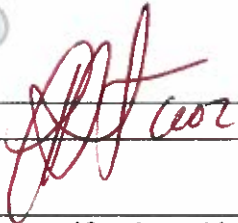
AREAS OF STRENGTHS: Great attitude, is willing do work under any conditions and is always available to this department.

AREAS FOR IMPROVEMENT: Needs to review policy and procedures along with the S.O.P. of this department, Concentrate more on the job at hand and be more consistent in the daily operations of this department.

GENERAL COMMENTS: Mark is a good officer with the right ideas, Mark is willing to learn and grow with this department as he enjoys working here. I'm confident that, Mark will make the necessary improvements to succeed under a little supervision.


GOALS FOR NEXT YEAR: Training in all aspects of Police to include and and all the required State courses specially firearms training

This evaluation is based upon my observations and knowledge. It represents my best judgment of the employee's performance during the evaluation period.

Supervisor's Signature:  Date: 10/01/2008

Title: Patrolman

Employee Certification: I certify that this employee evaluation has been reviewed and discussed with me and a completed copy will be placed in my personnel file. I understand that my signature does not necessarily indicate my agreement with the evaluation.

Employee's Signature: 

Date: 10/14/2008

Employee's Comments:

Personnel Director and City Manager Review:

City Manager: 

Date: 10/24/08

Personnel: 

Date:

**CITY OF JERSEY VILLAGE
PERFORMANCE EVALUATION SCORE SHEET
POLICE OFFICER**

EMPLOYEE NAME: Zatzkin, Mark

JOB TITLE: Patrolman

DATE: 10/01/2008

SUPERVISOR: Sgt. E. Del Toro

PERFORMANCE FACTORS

RATING

1.	Attendance and Preparation for Duty	5.00
2.	Use and Care of Equipment	4.00
3.	Police Vehicle Care and Use	4.00
4.	Field Activity and Initiative	4.00
5.	Officer Safety	4.00
6.	Community Orientation	4.00
7.	Report Writing	4.00
8.	Knowledge of Laws, Codes, and Statutes	4.00
9.	Compliance with Department/City rules	4.00
10.	Communication Skills	4.00

Total Rating Points

41.00

Overall Rating: (total rating points / no. of performance factors)

4.10

Grade/Step Adjustment

1

(please insert the appropriate Step adjustment corresponding to performance description
as shown in the instructions on the next page)

INSTRUCTIONS:

Scoring:

<u>Rating</u>	<u>Performance Description</u>	<u>Step Increase</u>
1.0 - 1.99	UNSATISFACTORY	0
2.0 - 2.99	MEETS MINIMUM REQUIREMENTS	0
3.0 - 3.99	SATISFACTORY	1/2
4.0 - 4.99	GOOD	1
5.0	EXCELLENT	1 1/2

Each 1/2 STEP = 1 % increase

**CITY OF JERSEY VILLAGE
PERFORMANCE EVALUATION
POLICE OFFICER**

This evaluation form is to be used for evaluating employees in Group D of the Job Classification List in the Career Development Plan.

EMPLOYEE INFORMATION	
NAME: Mark Zatzkin	JOB TITLE: Patrol
DEPARTMENT: POLICE	SUPERVISOR: Sgt. E. Del Toro
RATING PERIOD: 10/16/2006 to 10/16/2007	DATE OF EVALUATION: 10/16/2007
TYPE OF EVALUATION: <i>(Annual, Probationary, Special, Other)</i> Annual	

PERFORMANCE EVALUATION SCALE	
5	Performance is the "best of the best" and accomplishments have made a particularly notable contribution to the organization.
4	Performance exceeds the job requirements even on some of the most difficult and complex areas of the job. Aggressively develop and implement changing work goals.
3	Performance is fully complete and satisfactory. Performance is expected of a fully qualified and experienced person in the job. A solid worker and capable in all areas of the job.
2	Performance is reasonably well in most areas, but improvement is needed in a major area or two. Closer supervision is required than is dictated by the job.
1	Performance is below the minimum requirements of the job.

GENERAL PERFORMANCE FACTORS	RATING
1. Attendance and Preparation for Duty: Timely and consistently reports for duty. Proper equipment for duty. Sick time. Prior notification of absence. Schedules.	4
2. Use and Care of Equipment: Maintain personal equipment. Prepossess innovative uses of equipment. Properly reports equipment or supply needs to supervisors. Maintains neat and orderly work areas.	4
3. Police Vehicle Care and Use: Safe and proper driving techniques. Use of seatbelt, good examples for others. Accident record. Follows all departmental vehicle policies. Checks vehicle prior to shift use. Properly reports needed repairs and maintenance. Vehicle cleanliness – inside/out.	4

GENERAL PERFORMANCE FACTORS	RATING
4. Field Activity and Initiative: Works well without direct supervision. Proper action/investigation of suspicious activity. Thorough investigation/follow-up. Proper arrest judgments. Public service and community relations. Assist fellow officers/special assignments. Positive citizen contact.	3
5. Officer Safety: Practices standard safety standards and procedures. Recognizes and prepares for dangerous situations. Sets examples for other officers. Physical conditioning. Weapon proficiency.	4
6. Community Orientation: Actively monitors community events. Assist with community programs. Works in community programs voluntarily. Uses citizen input for resources and problem solving. Has knowledge and implements community oriented policing ideas.	4
7. Report Writing: Completes reports in a timely manner. Organized, complete and detailed reports. Proper grammar, punctuation and spelling. Correct report format. Proper field notes recorded and used.	4
8. Knowledge of Laws, Codes, and Statutes: Updated and current knowledge of --. Proper application of laws --. Shares current knowledge with other officers. Working knowledge of reference material to locate current --.	4
9. Compliance with Departmental/City Rules: Thorough knowledge of department policies and procedures. Compliance with department policies, procedures and rules. Make suggestions and help formulate policy/procedures. Displays a good example to other officers.	3
10. Communication Skills: Communicates effectively with other officers. Communicates effectively with the public. Good listener. Patience with those who do not possess effective communication skills. Working knowledge of a second language.	4
TOTAL OF RATING POINTS:	38

Evaluator's Comments:

AREAS OF STRENGTHS: Great attitude, is willing do work under any conditions and is always available to this department.

AREAS FOR IMPROVEMENT: Needs to review policy and procedures along with the S.O.P. of this department, Concentrate more on the job at hand and be more consistent in the daily operations of this department.

GENERAL COMMENTS: Mark is a good officer with the right idea, Mark is willing to learn and grow with this department as he enjoys working here. I'm confidant that, Mark will make the necessary improvements to succeed under a little supervision.

GOALS FOR NEXT YEAR: Training in all aspects of Police to include and and all the required State courses

This evaluation is based upon my observations and knowledge. It represents my best judgment of the employee's performance during the evaluation period.

Supervisor's Signature: 
Date: 10/04/2007

Title: Patrol Sergeant

Employee Certification: I certify that this employee evaluation has been reviewed and discussed with me and a completed copy will be placed in my personnel file. I understand that my signature does not necessarily indicate my agreement with the evaluation.

Employee's Signature: 

Date: 10/2/2007

Employee's Comments:

Personnel Director and City Manager Review:

City Manager: 

Date: 10/4/07

Personnel: 

Date: 10/25/07

**CITY OF JERSEY VILLAGE
 PERFORMANCE EVALUATION SCORE SHEET
 POLICE OFFICER**

EMPLOYEE NAME: Mark Zatzkin
JOB TITLE: Patrolman

DATE: 10/16/2007
SUPERVISOR: Sgt. Eusevio Del Toro

PERFORMANCE FACTORS

RATING

1.	Attendance and Preparation for Duty	4.00
2.	Use and Care of Equipment	4.00
3.	Police Vehicle Care and Use	4.00
4.	Field Activity and Initiative	3.00
5.	Officer Safety	4.00
6.	Community Orientation	4.00
7.	Report Writing	4.00
8.	Knowledge of Laws, Codes, and Statutes	4.00
9.	Compliance with Department/City rules	3.00
10.	Communication Skills	4.00

Total Rating Points 38.00

Overall Rating: (total rating points / no. of performance factors) 3

Grade/Step Adjustment 1/2

(please insert the appropriate Step adjustment corresponding to performance description
 as shown in the instructions on the next page)

INSTRUCTIONS:

Scoring:

<u>Rating</u>	<u>Performance Description</u>	<u>Step Increase</u>
1.0 - 1.99	UNSATISFACTORY	0
2.0 - 2.99	MEETS MINIMUM REQUIREMENTS	0
3.0 - 3.99	SATISFACTORY	1/2
4.0 - 4.99	GOOD	1
5.0	EXCELLENT	1 1/2

Each 1/2 STEP = 1.5% increase

**CITY OF JERSEY VILLAGE
PERFORMANCE EVALUATION
POLICE OFFICER**

Jersey Village
JUN 20 2007
Human Resources

This evaluation form is to be used for evaluating employees in Group D of the Job Classification List in the Career Development Plan.

EMPLOYEE INFORMATION	
NAME: Mark Zatzkin	JOB TITLE: Probationary Police Patrolman
DEPARTMENT: 21- Police	SUPERVISOR: Sgt. R.H. LeRoux
RATING PERIOD: 5/16/2007 through 6/16/2007	DATE OF EVALUATION: 6/17/2007
TYPE OF EVALUATION: <i>(Annual, Probationary, Special, Other)</i> Special - Extended Training/Probationary	

PERFORMANCE EVALUATION SCALE	
5	Performance is the "best of the best" and accomplishments have made a particularly notable contribution to the organization.
4	Performance exceeds the job requirements even on some of the most difficult and complex areas of the job. Aggressively develop and implement changing work goals.
3	Performance is fully complete and satisfactory. Performance is expected of a fully qualified and experienced person in the job. A solid worker and capable in all areas of the job.
2	Performance is reasonably well in most areas, but improvement is needed in a major area or two. Closer supervision is required than is dictated by the job.
1	Performance is below the minimum requirements of the job.

GENERAL PERFORMANCE FACTORS	RATING
1. Attendance and Preparation for Duty: Timely and consistently reports for duty. Proper equipment for duty. Sick time. Prior notification of absence. Schedules.	4
2. Use and Care of Equipment: Maintain personal equipment. Prepossess innovative uses of equipment. Properly reports equipment or supply needs to supervisors. Maintains neat and orderly work areas.	3
3. Police Vehicle Care and Use: Safe and proper driving techniques. Use of seatbelt, good examples for others. Accident record. Follows all departmental vehicle policies. Checks vehicle prior to shift use. Properly reports needed repairs and maintenance. Vehicle cleanliness – inside/out.	3

GENERAL PERFORMANCE FACTORS	RATING
4. Field Activity and Initiative: Works well without direct supervision. Proper action/investigation of suspicious activity. Thorough investigation/follow-up. Proper arrest judgments. Public service and community relations. Assist fellow officers/special assignments. Positive citizen contact.	3
5. Officer Safety: Practices standard safety standards and procedures. Recognizes and prepares for dangerous situations. Sets examples for other officers. Physical conditioning. Weapon proficiency.	4
6. Community Orientation: Actively monitors community events. Assist with community programs. Works in community programs voluntarily. Uses citizen input for resources and problem solving. Has knowledge and implements community oriented policing ideas.	3
7. Report Writing: Completes reports in a timely manner. Organized, complete and detailed reports. Proper grammar, punctuation and spelling. Correct report format. Proper field notes recorded and used.	3
8. Knowledge of Laws, Codes, and Statutes: Updated and current knowledge of --. Proper application of laws --. Shares current knowledge with other officers. Working knowledge of reference material to locate current --.	3
9. Compliance with Departmental/City Rules: Thorough knowledge of department policies and procedures. Compliance with department policies, procedures and rules. Make suggestions and help formulate policy/procedures. Displays a good example to other officers.	3
10. Communication Skills: Communicates effectively with other officers. Communicates effectively with the public. Good listener. Patience with those who do not possess effective communication skills. Working knowledge of a second language.	3
TOTAL OF RATING POINTS:	32

Evaluator's Comments:

AREAS OF STRENGTHS: Officer Zatzkin is punctual. He practices standard safety procedures and is physically fit. Officer Zatzkin has a positive attitude and his appearance is neat. Officer Zatzkin possesses a positive work ethic. Officer Zatzkin is participating in the R.A.D. program. Officer Zatzkin's decision making has improved greatly. He does not hesitate to seek the guidance of the more experienced officers with whom he works.

AREAS FOR IMPROVEMENT: Officer Zatzkin continues to respond positively to additional training in all areas. Officer Zatzkin understands that his continued overall improvement, in any area depends upon his awareness that this profession is one of constant change and growth.

GENERAL COMMENTS: Officer Zatzkin has shown improvement in all areas requiring additional training. Officer Zatzkin's report writing skills and knowledge of the department's Standard Operating Procedures are at an acceptable level. Officer Zatzkin remains proactive with regard to his patrol duties and requires less direct supervision

Evaluator's Comments:

than he did at the end of his first additional thirty day training period. It is recommended that Officer Zatzkin's status be changed from Probationary Police Patrolman to Police Patrolman effective June 16, 2007.

GOALS FOR NEXT YEAR: The goals for Officer Zatzkin are to continue learning from his experiences and to avail himself of every opportunity to partake in formal training offered by this agency.

This evaluation is based upon my observations and knowledge. It represents my best judgment of the employee's performance during the evaluation period.

Supervisor's Signature:  Title: Patrol Sergeant Date: 6/17/2007

Employee Certification: I certify that this employee evaluation has been reviewed and discussed with me and a completed copy will be placed in my personnel file. I understand that my signature does not necessarily indicate my agreement with the evaluation.

Employee's Signature:  Date: 6/17/2007

Employee's Comments:

Personnel Director and City Manager Review:

City Manager:  Date: 6/20/07 Personnel:  Date: 6/20/07

**CITY OF JERSEY VILLAGE
PERFORMANCE EVALUATION SCORE SHEET
POLICE OFFICER**

EMPLOYEE NAME: MARK ZATZKIN

JOB TITLE: POLICE OFFICER

DATE: 06/17/07

SUPERVISOR:SGT. R.H. LEROUAX

<u>PERFORMANCE FACTORS</u>	<u>RATING</u>
1. Attendance and Preparation for Duty	<u>4.00</u>
2. Use and Care of Equipment	<u>3.00</u>
3. Police Vehicle Care and Use	<u>3.00</u>
4. Field Activity and Initiative	<u>3.00</u>
5. Officer Safety	<u>4.00</u>
6. Community Orientation	<u>3.00</u>
7. Report Writing	<u>3.00</u>
8. Knowledge of Laws, Codes, and Statutes	<u>3.00</u>
9. Compliance with Department/City rules	<u>3.00</u>
10. Communication Skills	<u>3.00</u>
 Total Rating Points	 <u>32.00</u>
 Overall Rating: (total rating points / no. of performance factors)	 <u>3.20</u>
 Grade/Step Adjustment	 <u>One-Half</u>
<small>(please insert the appropriate Step adjustment corresponding to performance description as shown in the instructions on the next page)</small>	

INSTRUCTIONS:

Scoring:

<u>Rating</u>	<u>Performance Description</u>	<u>Step Increase</u>
1.0 - 1.99	UNSATISFACTORY	0
2.0 - 2.99	MEETS MINIMUM REQUIREMENTS	0
3.0 - 3.99	SATISFACTORY	1/2
4.0 - 4.99	GOOD	1
5.0	EXCELLENT	1 1/2

Each 1/2 STEP = 1.5% increase

**CITY OF JERSEY VILLAGE
PERFORMANCE EVALUATION
POLICE OFFICER**

Jersey Village
MAY 22 2007
Human Resources

This evaluation form is to be used for evaluating employees in Group D of the Job Classification List in the Career Development Plan.

EMPLOYEE INFORMATION	
NAME: Mark Zatzkin	JOB TITLE: Probationary Police Patrolman
DEPARTMENT: 21- Police	SUPERVISOR: Sgt. R.H. LeRoux
RATING PERIOD: 4/16/2007 through 5/16/2007	DATE OF EVALUATION: 5/16/2007
TYPE OF EVALUATION: <i>(Annual, Probationary, Special, Other)</i> Special - Extended Training	

PERFORMANCE EVALUATION SCALE	
5	Performance is the "best of the best" and accomplishments have made a particularly notable contribution to the organization.
4	Performance exceeds the job requirements even on some of the most difficult and complex areas of the job. Aggressively develop and implement changing work goals.
3	Performance is fully complete and satisfactory. Performance is expected of a fully qualified and experienced person in the job. A solid worker and capable in all areas of the job.
2	Performance is reasonably well in most areas, but improvement is needed in a major area or two. Closer supervision is required than is dictated by the job.
1	Performance is below the minimum requirements of the job.

GENERAL PERFORMANCE FACTORS	RATING
1. Attendance and Preparation for Duty: Timely and consistently reports for duty. Proper equipment for duty. Sick time. Prior notification of absence. Schedules.	3
2. Use and Care of Equipment: Maintain personal equipment. Prepossess innovative uses of equipment. Properly reports equipment or supply needs to supervisors. Maintains neat and orderly work areas.	3
3. Police Vehicle Care and Use: Safe and proper driving techniques. Use of seatbelt, good examples for others. Accident record. Follows all departmental vehicle policies. Checks vehicle prior to shift use. Properly reports needed repairs and maintenance. Vehicle cleanliness – inside/out.	3

GENERAL PERFORMANCE FACTORS	RATING
4. Field Activity and Initiative: Works well without direct supervision. Proper action/investigation of suspicious activity. Thorough investigation/follow-up. Proper arrest judgments. Public service and community relations. Assist fellow officers/special assignments. Positive citizen contact.	3
5. Officer Safety: Practices standard safety standards and procedures. Recognizes and prepares for dangerous situations. Sets examples for other officers. Physical conditioning. Weapon proficiency.	4
6. Community Orientation: Actively monitors community events. Assist with community programs. Works in community programs voluntarily. Uses citizen input for resources and problem solving. Has knowledge and implements community oriented policing ideas.	3
7. Report Writing: Completes reports in a timely manner. Organized, complete and detailed reports. Proper grammar, punctuation and spelling. Correct report format. Proper field notes recorded and used.	3
8. Knowledge of Laws, Codes, and Statutes: Updated and current knowledge of --. Proper application of laws --. Shares current knowledge with other officers. Working knowledge of reference material to locate current --.	3
9. Compliance with Departmental/City Rules: Thorough knowledge of department policies and procedures. Compliance with department policies, procedures and rules. Make suggestions and help formulate policy/procedures. Displays a good example to other officers.	3
10. Communication Skills: Communicates effectively with other officers. Communicates effectively with the public. Good listener. Patience with those who do not possess effective communication skills. Working knowledge of a second language.	3
TOTAL OF RATING POINTS:	31

Evaluator's Comments:
AREAS OF STRENGTHS: Officer Zatzkin is punctual. He practices standard safety procedures and is physically fit. Officer Zatzkin has a positive attitude and his appearance is neat. Officer Zatzkin possesses a positive work ethic. Officer Zatzkin is participating in the R.A.D. program.
AREAS FOR IMPROVEMENT: Officer Zatzkin is responding positively to additional training related to report writing, departmental procedures and forms and problem solving/decision making.
GENERAL COMMENTS: Officer Zatzkin has shown improvement in all areas requiring additional training. Officer Zatzkin's report writing skills and knowledge of the department's Standard Operating Procedures are at an acceptable level. Officer Zatzkin remains proactive with regard to his patrol duties and requires less direct supervision than he did at the end of his initial six-month probationary period.

Evaluator's Comments:**GOALS FOR NEXT YEAR: Not-Applicable**

This evaluation is based upon my observations and knowledge. It represents my best judgment of the employee's performance during the evaluation period.

Supervisor's Signature:



Title: Patrol Sergeant Date: 5/16/2007

Employee Certification: I certify that this employee evaluation has been reviewed and discussed with me and a completed copy will be placed in my personnel file. I understand that my signature does not necessarily indicate my agreement with the evaluation.

Employee's Signature:

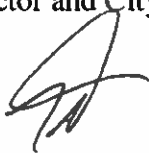


Date: 5/16/2007

Employee's Comments:

Personnel Director and City Manager Review:

City Manager:



Date: 5/23/07

Personnel:



Date: 5/23/07

**CITY OF JERSEY VILLAGE
PERFORMANCE EVALUATION SCORE SHEET
POLICE OFFICER**

EMPLOYEE NAME: Mark Zatzkin
JOB TITLE: Police Patrolman

DATE: 5/16/07
SUPERVISOR: Sgt. R.H. LeRoux

<u>PERFORMANCE FACTORS</u>	<u>RATING</u>
1. Attendance and Preparation for Duty	<u>3.00</u>
2. Use and Care of Equipment	<u>3.00</u>
3. Police Vehicle Care and Use	<u>3.00</u>
4. Field Activity and Initiative	<u>3.00</u>
5. Officer Safety	<u>4.00</u>
6. Community Orientation	<u>3.00</u>
7. Report Writing	<u>3.00</u>
8. Knowledge of Laws, Codes, and Statutes	<u>3.00</u>
9. Compliance with Department/City rules	<u>3.00</u>
10. Communication Skills	<u>3.00</u>
 Total Rating Points	 <u>31.00</u>
 Overall Rating: (total rating points / no. of performance factors)	 <u>3.10</u>
 Grade/Step Adjustment	 <u>N/A</u>
<small>(please insert the appropriate Step adjustment corresponding to performance description as shown in the instructions on the next page)</small>	

INSTRUCTIONS:

Scoring:

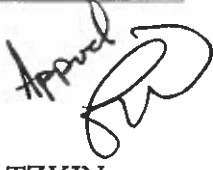
<u>Rating</u>	<u>Performance Description</u>	<u>Step Increase</u>
1.0 - 1.99	UNSATISFACTORY	0
2.0 - 2.99	MEETS MINIMUM REQUIREMENTS	0
3.0 - 3.99	SATISFACTORY	1/2
4.0 - 4.99	GOOD	1
5.0	EXCELLENT	1 1/2

Each 1/2 STEP = 1.5% increase

JERSEY VILLAGE POLICE DEPARTMENT

INTEROFFICE MEMORANDUM

TO: CHIEF C. N. WEDEMEYER
FROM: SERGEANT R.H. LEROUAX
SUBJECT: PROBATIONARY PERFORMANCE REVIEW FOR M. ZATZKIN
DATE: APRIL 10, 2007
CC:

Approved


On Monday, April 16, 2007, Officer Mark Zatzkin is scheduled to complete his six-month probationary training period. I observed Officer Zatzkin during his "ghost" phase of Field Training beginning February 1, 2007. It is my opinion that Officer Zatzkin requires additional training related to Report Writing, Knowledge of Laws, Codes, and Statutes and Compliance with Departmental/City Rules.

Officer Zatzkin's report writing skills continue to improve however he is not proficient enough at this time to consistently produce complete reports in a timely manner. On several occasions, Officer Zatzkin has omitted the inclusion of required associated documentation with his offense/incident reports. Officer Zatzkin has failed to follow Standard Operating Procedure related to prisoner booking procedures and the towing of abandoned vehicles.

It is recommended that additional training be provided to Officer Zatzkin for a period not to exceed sixty days. During this time, Officer Zatzkin's field activity and his work related documentation will be monitored by either a shift Supervisor or Field Training Officer. Jersey Village Police Department "Weekly Observation Reports" will be completed during the first thirty days of additional training. Officer Zatzkin will be provided feedback related to his work performance on a daily basis during this extended training period.

A Performance Review will be completed each thirty days during this additional training period.

Jersey Village
Apr 19 2007
Human Resources

**CITY OF JERSEY VILLAGE
PERFORMANCE EVALUATION
POLICE OFFICER**

Jersey Village
APR 19 2007
Human Resources

This evaluation form is to be used for evaluating employees in Group B of the Job Classification List in the Career Development Plan.

EMPLOYEE INFORMATION	
NAME: Mark Zatzkin	JOB TITLE: Probationary Police Patrolman
DEPARTMENT: 21- Police	SUPERVISOR: Sgt. R.H. LeRoux
RATING PERIOD: 3/16/2006 through 4/16/2007	DATE OF EVALUATION: 4/16/2007
TYPE OF EVALUATION: <i>(Annual, Probationary, Special, Other)</i> Six Month Probationary	

PERFORMANCE EVALUATION SCALE	
5	Performance is the "best of the best" and accomplishments have made a particularly notable contribution to the organization.
4	Performance exceeds the job requirements even on some of the most difficult and complex areas of the job. Aggressively develop and implement changing work goals.
3	Performance is fully complete and satisfactory. Performance is expected of a fully qualified and experienced person in the job. A solid worker and capable in all areas of the job.
2	Performance is reasonably well in most areas, but improvement is needed in a major area or two. Closer supervision is required than is dictated by the job.
1	Performance is below the minimum requirements of the job.

GENERAL PERFORMANCE FACTORS	RATING
1. Attendance and Preparation for Duty: Timely and consistently reports for duty. Proper equipment for duty. Sick time. Prior notification of absence. Schedules.	3
2. Use and Care of Equipment: Maintain personal equipment. Prepossess innovative uses of equipment. Properly reports equipment or supply needs to supervisors. Maintains neat and orderly work areas.	3
3. Police Vehicle Care and Use: Safe and proper driving techniques. Use of seatbelt, good examples for others. Accident record. Follows all departmental vehicle policies. Checks vehicle prior to shift use. Properly reports needed repairs and maintenance. Vehicle cleanliness – inside/out.	3

GENERAL PERFORMANCE FACTORS	RATING
4. Field Activity and Initiative: Works well without direct supervision. Proper action/investigation of suspicious activity. Thorough investigation/follow-up. Proper arrest judgments. Public service and community relations. Assist fellow officers/special assignments. Positive citizen contact.	3
5. Officer Safety: Practices standard safety standards and procedures. Recognizes and prepares for dangerous situations. Sets examples for other officers. Physical conditioning. Weapon proficiency.	4
6. Community Orientation: Actively monitors community events. Assist with community programs. Works in community programs voluntarily. Uses citizen input for resources and problem solving. Has knowledge and implements community oriented policing ideas.	3
7. Report Writing: Completes reports in a timely manner. Organized, complete and detailed reports. Proper grammar, punctuation and spelling. Correct report format. Proper field notes recorded and used.	2
8. Knowledge of Laws, Codes, and Statutes: Updated and current knowledge of --. Proper application of laws --. Shares current knowledge with other officers. Working knowledge of reference material to locate current --.	2
9. Compliance with Departmental/City Rules: Thorough knowledge of department policies and procedures. Compliance with department policies, procedures and rules. Make suggestions and help formulate policy/procedures. Displays a good example to other officers.	2
10. Communication Skills: Communicates effectively with other officers. Communicates effectively with the public. Good listener. Patience with those who do not possess effective communication skills. Working knowledge of a second language.	3
TOTAL OF RATING POINTS:	28

Evaluator's Comments:

AREAS OF STRENGTHS: Officer Zatzkin is punctual. He practices standard safety procedures and is physically fit. Officer Zatzkin has a positive attitude and his appearance is neat. Officer Zatzkin possesses a positive work ethic. Officer Zatzkin volunteered to assist the R.A.D. program.

AREAS FOR IMPROVEMENT: Officer Zatzkin requires additional training related to report writing, departmental procedures and forms and problem solving/decision making. (See attached memo regarding outline to address areas for improvement)

GENERAL COMMENTS: Officer Zatzkin possesses the basic skills to perform the job function of Police Patrolman. He requires additional training related to the "AREAS FOR IMPROVEMENT". It is my recommendation that his probation be extended for sixty days per the attached outline.

GOALS FOR NEXT YEAR: Not-Applicable

This evaluation is based upon my observations and knowledge. It represents my best judgment of the employee's performance during the evaluation period.

Supervisor's Signature:  Title: Patrol Sergeant Date: 4/16/2007

Employee Certification: I certify that this employee evaluation has been reviewed and discussed with me and a completed copy will be placed in my personnel file. I understand that my signature does not necessarily indicate my agreement with the evaluation.

Employee's Signature:  Date: 4/16/2007

Employee's Comments:

Personnel Director and City Manager Review:

City Manager:  Date: 4/18/07 Personnel:  Date: 4/18/07

**CITY OF JERSEY VILLAGE
PERFORMANCE EVALUATION SCORE SHEET
POLICE OFFICER**

EMPLOYEE NAME: Mark Zatzkin

JOB TITLE: Police Officer

DATE: 04/16/07

SUPERVISOR: Sgt. R. H. LeRoux

<u>PERFORMANCE FACTORS</u>	<u>RATING</u>
1. Attendance and Preparation for Duty	<u>3.00</u>
2. Use and Care of Equipment	<u>3.00</u>
3. Police Vehicle Care and Use	<u>3.00</u>
4. Field Activity and Initiative	<u>3.00</u>
5. Officer Safety	<u>4.00</u>
6. Community Orientation	<u>3.00</u>
7. Report Writing	<u>2.00</u>
8. Knowledge of Laws, Codes, and Statutes	<u>2.00</u>
9. Compliance with Department/City rules	<u>2.00</u>
10. Communication Skills	<u>3.00</u>
 Total Rating Points	 <u>28.00</u>
 Overall Rating: (total rating points / no. of performance factors)	 <u>2.80</u>
 Grade/Step Adjustment	 <u>None</u>
<small>(please insert the appropriate Step adjustment corresponding to performance description as shown in the instructions on the next page)</small>	

INSTRUCTIONS:

Scoring:

<u>Rating</u>	<u>Performance Description</u>	<u>Step Increase</u>
1.0 - 1.99	UNSATISFACTORY	0
2.0 - 2.99	MEETS MINIMUM REQUIREMENTS	0
3.0 - 3.99	SATISFACTORY	1/2
4.0 - 4.99	GOOD	1
5.0	EXCELLENT	1 1/2

Each 1/2 STEP = 1.5% increase