



GENEVA POLICE DEPARTMENT

EMPLOYEE WARNING RECORD



Employee Name: Trevor Wagner

Shift: Nights 10:30p-7a

Time: 0420 AM

Date of Warning: 1/19/2020

WARNING

Date of Violation: [REDACTED]

Nature of Violation: Substandard Work

Time of Violation:

0315

(If Other – Explain): GO 305 (11)

Place of Violation: [REDACTED]

COMPANY REMARKS

PO Wagner responded to a disturbance at [REDACTED] PO Wagner interviewed [REDACTED] briefly, and let [REDACTED] walk away into a room and shut the door. PO Wagner failed to maintain any visual with the suspect and went back into the office. A short time later, [REDACTED] came into the doorway of the office and started arguing with PO Lloyd. PO Wagner stood there facing PO Lloyd instead of the suspect with his hands tucked into his vest. PO Wagner then walked over to the suspect and tried to close the door and ended up in a pushing match with [REDACTED] and ended up slamming his left toe in the door. PO Wagner never gave the suspect any verbal commands. Once the door was closed, PO Wagner turned his back and walked away from the door.

PO Wagner violated GO 305 (11) that states "a. Officers shall maintain sufficient competency to properly perform their duties and assume the responsibilities of their positions. Officers shall perform their duties in a manner which will maintain the highest standards of efficiency in carrying out the functions and objectives of the department. Unsatisfactory performance may be demonstrated by a lack of knowledge of the application of laws required to be enforced; an unwillingness or inability to perform assigned tasks; the failure to conform to work standards established for the officer's rank, grade, or position; the failure to take appropriate action, the occasion of a crime, disorder, or other condition deserving police attention; or absence without leave. In addition to other indicia of unsatisfactory performance, the following will be considered prima facie evidence of unsatisfactory performance; repeated poor evaluations or a written record of repeated infractions of rules, regulations, directives or orders of the department.

**See attached incident reports, supplements reports and body camera video.

Employee Has Been Warned Previously: ☒ YES ☐ NO

Date of Previous Warnings: 3/14/2019

Form of Warning: Counseling Memo

Warned by Whom: Sgt. Bielowicz

EMPLOYEE'S REMARKS RE: VIOLATION

*The absence of any statement on the part of the **EMPLOYEE** indicates his/her agreement with the report as stated

EMPLOYEE COUNSELING MEMO

TO: Officer Wagner
FROM: Sergeant Nicholas Bielowicz
RE: [REDACTED]
DATE: [REDACTED]



PO Wagner responded to a disturbance at [REDACTED] PO Wagner interviewed [REDACTED] briefly, and let [REDACTED] walk away into a room and shut the door. PO Wagner failed to maintain any visual with the suspect and went back into the office. A short time later, [REDACTED] came into the doorway of the office and started arguing with PO Lloyd. PO Wagner stood there facing PO Lloyd instead of the suspect with his hands tucked into his vest. PO Wagner then walked over to the suspect and tried to close the door and ended up in a pushing match with [REDACTED] and ended up slamming his left toe in the door. PO Wagner never gave the suspect any verbal commands. Once the door was closed, PO Wagner turned his back and walked away from the door.

Officer Wager violated the City of Geneva Police Department Policy & Procedure Section 305 (11). Officers shall maintain sufficient competency to properly perform their duties and assume the responsibilities of their positions. Officers shall perform their duties in a manner which will maintain the highest standards of efficiency in carrying out the functions and objectives of the department. Unsatisfactory performance may be demonstrated by a lack of knowledge of the application of laws required to be enforced; an unwillingness or inability to perform assigned tasks; the failure to conform to work standards established for the officer's rank, grade, or position; the failure to take appropriate action, the occasion of a crime, disorder, or other condition deserving police attention; or absence without leave. In addition to other indicia of unsatisfactory performance, the following will be considered prima facie evidence of unsatisfactory performance; repeated poor evaluations or a written record of repeated infractions of rules, regulations, directives or orders of the department.

You must understand that this counseling memo is being completed so that you may take immediate corrective measures so it does not happen again. You must take precautions as stated in GO 305 (11), so that this type of situation does not occur again.

As you may or may not be aware, further violation of this General Order may result in disciplinary action taken against you.

My signature acknowledges that I have read and received a copy of this counseling memorandum. It does not mean I agree or disagree with the contents. I know I have the right to attach a rebuttal.

DATED: 1/17/2020

ACTION TO BE TAKEN

Counseling Memo / BWC Review / Closer Supervision for 2 weeks +
re-evaluate performance

Approved by: Michael J. Passolunghi
Name

[Signature]
Signature

Chief of Police
Title

Date: 1/10/2020

I have read this "warning" and understand it.

Employee Signature [Signature] Date 1/17/2020

[Signature] 1/17/2020
Supervisor Signature Date

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☒ Employee ☒ Chief of Police ☒ Personnel Dept. ☒ Supervisor ☐ Union Rep.