

VILLAGE OF MALONE POLICE DEPT.

2 PARK PLACE  
MALONE, NEW YORK 12953  
(518) 483-2424

TO: Sgt. Fountain

ADDRESS: \_\_\_\_\_

DATE: 09-29-94

SUBJECT: Ptl. Mulverhill's evaluation

Your 07-31-94 evaluation on Ptl. Mulverhill seemed complete and I was ready to sign it until I got to the last sentence. What "abusive attitude" is this Officer having on occasion and how concerned should the Chief be on this.

SIGNED: A/C Moll

## POLICE OFFICER EVALUATION

92

Ptlm. Scott Mulverhill

Employee's Name

51

Employee #

7/31/94

Date

Evaluation Period: From: 1/1/94 To: 7/31/94 Date Hired 6/29/90

Assignment During Evaluation Period: Patrolman

RATING INSTRUCTIONS: Rate observed behavior with reference to the scale provided. While you are encouraged to comment on any behavior you wish, you are required to comment on, and support, all above standard and below standard ratings. Mark box NA/NO if not applicable or not Observed.

RATER: Please initial appropriate line.

BELOW STANDARD  
Employee rated below  
Standard in 4 or more  
tasks.

STANDARD  
Employee rated below  
Standard in no more  
than 3 tasks or has no  
below standard ratings.  
but has fewer than 17  
above standard ratings.

ABOVE STANDARD ☒  
No below standard  
ratings and rated above  
17 or more tasks.

\_\_\_\_\_ I agree with this  
Evaluation.

\_\_\_\_\_ I disagree with  
this Evaluation.

\_\_\_\_\_  
Employee Signature

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

\_\_\_\_\_  
Raters Signature

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

\_\_\_\_\_  
Reviewer's Signature

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

NOTE: Reviewer must be  
one rank above Rater.

\_\_\_\_\_  
DIV. COMMANDER Signature

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

CATEGORIES	- STAND. +	NA-NO
1. KNOWLEDGE USE & CARE OF EQUIPMENT/WORK AREA	1 2 3 4 <input checked="" type="checkbox"/> 6 7	
2. FOLLOWING INSTRUCTIONS	1 2 3 4 <input checked="" type="checkbox"/> 6 7	
3. COMPLIANCE WITH OPERATION MANUAL	1 2 3 <input checked="" type="checkbox"/> 5 6 7	
4. KNOWLEDGE OF DEPARTMENTAL POLICIES AND PROCEDURES	1 2 3 <input checked="" type="checkbox"/> 5 6 7	
5. KNOWLEDGE OF CRIM. CODE MUNICIPAL CODE, V&T LAW AND CIVIL LAW.	1 2 3 4 <input checked="" type="checkbox"/> 6 7	
6. KNOWLEDGE OF COMMUNITY EVENT/CRIME PATTERNS	1 2 3 <input checked="" type="checkbox"/> 5 6 7	
7. KNOWLEDGE OF CRIME PREVENTION CONCEPTS	1 2 3 4 <input checked="" type="checkbox"/> 6 7	
8. DRIVING SKILLS NORMAL CONDITIONS	1 2 3 <input checked="" type="checkbox"/> 5 6 7	
9. DRIVING SKILLS STRESS OR EMERGENCY SITUATIONS	1 2 3 <input checked="" type="checkbox"/> 5 6 7	
10. REPORT/WRITING ORGANIZATION/DETAILS	1 2 3 4 <input checked="" type="checkbox"/> 6 7	
11. REPORT/WRITING - GRAMMAR/ SPELLING/NEATNESS	1 2 3 4 <input checked="" type="checkbox"/> 6 7	
12. REPORT/WRITING APPROPRIATE TIME USED/ PUNCTUALITY OF ASSIGNMENT	1 2 3 4 <input checked="" type="checkbox"/> 6 7	
13. PROBLEM SOLVING/ DECISION MAKING	1 2 3 4 <input checked="" type="checkbox"/> 6 7	
14. PERFORMANCE UNDER PRESSURE	1 2 3 <input checked="" type="checkbox"/> 5 6 7	
15. SELF INITIATIVE	1 2 3 4 <input checked="" type="checkbox"/> 6 7	
16. OFFICER SAFETY	1 2 3 4 <input checked="" type="checkbox"/> 6 7	
17. CONTROL OF CONFLICT	1 2 3 4 <input checked="" type="checkbox"/> 6 7	
18. USE OF RADIO	1 2 3 4 <input checked="" type="checkbox"/> 6 7	
19. INTERPERSONAL SKILLS	1 2 3 <input checked="" type="checkbox"/> 5 6 7	

CONTINUED ON PAGE TWO OF \_\_\_\_\_ PAGES.

POLICE OFFICER EVALUATION  
PAGE TWO OF \_\_\_\_\_ PAGES

92

EMPLOYEE'S NAME \_\_\_\_\_

PR # \_\_\_\_\_

DATE: \_\_\_\_\_

Employee's Signature \_\_\_\_\_

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

Rater's Signature \_\_\_\_\_

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

CATEGORIES	- STAND. +	NA-NO
20. INVESTIGATIVE SKILLS/ PROCESSING CRIME SCENES	1 2 3 4 <input checked="" type="checkbox"/> 6 7	
21. TEAMWORK	1 2 3 4 <input checked="" type="checkbox"/> 6 7	
22. IMPARTIALITY	1 2 3 <input checked="" type="checkbox"/> 5 6 7	
23. APPEARANCE	1 2 3 4 <input checked="" type="checkbox"/> 6 7	
24. ATTITUDE	1 2 3 <input checked="" type="checkbox"/> 5 6 7	
25. ATTENDANCE	1 2 3 4 <input checked="" type="checkbox"/> 6 7	
26. ORIENTATION SKILL/ RESPONSE TO ASSIGNMENT	1 2 3 4 <input checked="" type="checkbox"/> 6 7	

EVALUATION NARRATIVE COMMENTS

ALL ratings Lower than FOUR or HIGHER than FOUR must have a Narrative comment. It shall start with the category Number of the Category you are commenting on, then the Comment. Also any NOT OBSERVED shall have a Narrative comment explaining why this was not observed.

- #1 Has reported several times equipment failure and due maintenance to patrol vehicles.
- #2 Has shown to follow instructions properly with much less feed back
- #5 Demonstrates knowledge through application and by being able to explain it's contents  
Officer still ahs shown his ability in above average in making arrest and V&T viol.
- #7 Has given public information and shown concern to crime prevention
- #10 Reports are complete and detailed.
- #11 " " Officer has shown corrections
- #12 Officer has given alot of his own time in completion of reports after hours  
and completes same with little discussion on the assignment or complaint recieved.
- #13 Makes decisions mostly on his own with little or no assistance
- #15 Has shown good initiative in completing arrest assignments and demonstrates proper  
action taken. Officer is above average in producing arrest and V&T
- #16 Follows safety practices and has shown concern for officer safety
- #17 Has shown good control and restores order. Although Officer has demonstrated  
in the past that his personal composure and emotions were somewhat on edge,  
he has demonstrated to have more control and to hold such emotions while under  
trying situations
- #18 Transmits clear, follows procedure and has shown to be more calm under pressure
- #20 Follows proper investigative procedures and has been accurate in the diagnosis  
of offenses committed
- #21 Has shown good team work and has reported offenders to the department in an off duty  
capacity and followed up with same

- #23 Has shown to be dressed neat and clean and has worked on personal appearance.
- #25 Has shown to rarely use sick leave during this evaluation period. Has shown on two occasions to report for duty even when ill.
- #26 Has shown good response and is knowledgeable throughout the entire patrol area and business locations.

Officer has shown to increase in seven classifications of the evaluation. He was counseled in the last evaluation on his conduct and has shown good improvement. He had shown more care in the equipment of the department and has reported any deficiencies that have occurred. When instructed he has shown little or no feed back and completed such assignment. Officer has shown good investigative skills and has completed many arrest which needed no assistance from other officers. He has shown to work better with the other members and has reported outside his assigned shift violators involving and arrest shortly after reported. Officer has reported to work on several occasions when ill and has worked through same without having an effect on his assignments.

I feel that this officer has put in alot of his own time and has improved more than any officer during this evaluation period. He has shown and proved that his job as a police officer does come first and rarely never complains the hours he puts in. Again this officer has shown to have an abusive attitude on occasion, but he returns to duty and does not let that effect his performance. /

**MALONE POLICE DEPARTMENT  
PATROLMAN EVALUATION REPORT**

**EMPLOYEE NAME** Ptl. Scott Mulverhill **DATE** 11/27/98

**EVALUATION PERIOD: FROM:** November 1997 **TO:** November 1998

**EVALUATED BY:** A/C Ronald E. Reyome

**ASSIGNMENT DURING EVALUATION PERIOD** Patrol Duties

**INSTRUCTIONS:** Carefully evaluate employee's work performance in relation to current job requirements. Circle rating box to indicate the employee's performance. Indicate N/A if not applicable. Rating of outstanding, improvement needed and unsatisfactory require supportive details.

**RATING IDENTIFICATION**

**O - OUTSTANDING** - Performance is exceptional in all areas and is recognizable as being far superior to others.

**G - GOOD** - Results clearly exceed most position requirements. Performance is of high quality and is achieved on a consistent basis.

**A - AVERAGE** - Competent and dependable level of performance. Meets performance standards of the job.

**I - IMPROVEMENT NEEDED** - Performance is deficient in certain areas. Improvement is necessary.

**U - UNSATISFACTORY** - Result are generally unacceptable and require immediate improvement.

**N/A** - Not applicable or too soon to rate/

CATEGORIES	RATINGS
1. Knowledge and Use and Care of Equipment/Work Area	O G <b>(A)</b> I U N/A
2. Following Instructions	O <b>(G)</b> A I U N/A
3. Compliance W/Rules and Regulations Manual	O G <b>(A)</b> I U N/A
4. Knowledge of Criminal Law, VTL, CPL, Municipal Codes and other pertinent laws	O G <b>(A)</b> I U N/A
5. Knowledge of Community Events/ Crime Patterns	O G <b>(A)</b> I U N/A
6. Driving Skills/Vehicle Maintenance	O G A I U <b>(N/A)</b>
7. Response Time to Calls	O G <b>(A)</b> I U N/A
8. Report Writing	O G <b>(A)</b> I U N/A

9. Problem Solving/Decision Making	O (G) A I U N/A
10. Ability to Work Without Supervision/Motivation	O G (A) I U N/A
11. Performance under Pressure	O G (A) I U N/A
12. V&T Enforcement	O G A (I) U N/A
13. Officer Safety	O (G) A I U N/A
14. Human Relations/Impartiality	O G A (I) U N/A
15. Use of Radio	O (G) A I U N/A
16. Courtesy to the Public/Telephone Courtesy	O (G) A I U N/A
17. Interview and Interrogation	O G A I U (N/A)
18. Communication Skills	O G (A) I U N/A
19. Service to the Public	O G (A) I U N/A
20. Ability to Get Along With Fellow Officers	O (G) A I U N/A
21. Investigative Skills/ Processing Crime Scenes	O G (A) I U N/A
22. Teamwork	O (G) A I U N/A
23. Appearance	O (G) A I U N/A
24. Attitude/Self Image	O G (A) I U N/A
25. Punctuality/Attendance	O G (A) I U N/A
26. Accepts Constructive Criticism	O G (A) I U N/A

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### EVALUATION NARRATIVE COMMENTS

ALL ratings other than average or good require a narrative comment. It shall start with the Category Number of the Category you are commenting on, followed by the comment. Additional pages are to be added as needed.

#### 12) V&T Enforcement

Ptl. Mulverhill needs to spend more time on enforcing V&T. His numbers are well below the Department average. He is near the top as far as DWI arrest.

#### 14) Human Relations/Impartiality

Even though Ptl. Mulverhill has shown a strong improvement in this category over the past year, there is still room for more. Ptl. Mulverhill tends to be abrupt with certain individuals and needs to be more tactful when dealing with these people.

**EMPLOYEE'S COMMENTS: NOTE:** Signature below indicates employee has reviewed this evaluation and does not necessarily signify agreement.

Agree with Evaluation (✓) Disagree with Evaluation ( )

Narrative \_\_\_\_\_

If there is a disagreement on a rating given, the employee will first discuss the matter with the evaluator and if the issue cannot be resolved he/she will then be able to refer the matter to the Chief.

Pt. Scott M. Mulverhill  
Signature of Employee/Date

I certify that the above is to the best of my knowledge and accurate and unbiased summary of the ability and efficiency of the above officer. This report has been reviewed with the rated employee.

Pat. R. E. Keyser  
Evaluator's Signature

12/6/98  
Date Reviewed

## This image shows a single sheet of white paper with horizontal blue or grey ruling lines. The lines are evenly spaced and run across the width of the page. There is no handwriting or other markings on the paper.

**Evaluator's Signature/Date**



## POLICE OFFICER EVALUATION

92

Ptln. Scott Mulverhill511/1/94

Employee's Name

Employee #

Date

Evaluation Period: From: 8/1/93 To: 1/1/94 Date Hired 6/29/90Assignment During Evaluation Period: Patrolman

RATING INSTRUCTIONS: Rate observed behavior with reference to the scale provided. While you are encouraged to comment on any behavior you wish, you are required to comment on, and support, all above standard and below standard ratings. Mark box NA/NO if not applicable or not Observed.

RATER: Please initial appropriate line.

BELOW STANDARD  
Employee rated below Standard in 4 or more tasks.

STANDARD X  
Employee rated below Standard in no more than 3 tasks or has no below standard ratings. but has fewer than 17 above standard ratings.

ABOVE STANDARD  
No below standard ratings and rated above 17 or more tasks.

       I agree with this Evaluation.

       I disagree with this Evaluation.

\_\_\_\_\_  
Employee Signature

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

[Signature]  
Raters Signature

1/1/94  
Date:

[Signature]  
Reviewer's Signature

1-2-94  
Date:

NOTE: Reviewer must be one rank above Rater.

\_\_\_\_\_  
DIV. COMMANDER Signature

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

CATEGORIES	- STAND. +	NA-NO
1. KNOWLEDGE USE & CARE OF EQUIPMENT/WORK AREA	1 2 3 <u>X</u> 5 6 7	
2. FOLLOWING INSTRUCTIONS	1 2 3 <u>X</u> 5 6 7	
3. COMPLIANCE WITH OPERATION MANUAL	1 2 3 <u>X</u> 5 6 7	
4. KNOWLEDGE OF DEPARTMENTAL POLICIES AND PROCEDURES	1 2 3 <u>X</u> 5 6 7	
5. KNOWLEDGE OF CRIM. CODE MUNICIPAL CODE, V&T LAW AND CIVIL LAW.	1 2 3 4 <u>X</u> 6 7	
6. KNOWLEDGE OF COMMUNITY EVENT/CRIME PATTERNS	1 2 3 <u>X</u> 5 6 7	
7. KNOWLEDGE OF CRIME PREVENTION CONCEPTS	1 2 3 4 <u>X</u> 6 7	
8. DRIVING SKILLS NORMAL CONDITIONS	1 2 3 <u>X</u> 5 6 7	
9. DRIVING SKILLS STRESS OR EMERGENCY SITUATIONS	1 2 3 <u>X</u> 5 6 7	
10. REPORT/WRITING ORGANIZATION/DETAILS	1 2 3 4 <u>X</u> 6 7	
11. REPORT/WRITING - GRAMMAR/ SPELLING/NEATNESS	1 2 3 4 <u>X</u> 6 7	
12. REPORT/WRITING APPROPRIATE TIME USED/ PUNCTUALITY OF ASSIGNMENT	1 2 3 4 <u>X</u> 6 7	
13. PROBLEM SOLVING/ DECISION MAKING	1 2 3 4 <u>X</u> 6 7	
14. PERFORMANCE UNDER PRESSURE	1 2 3 <u>X</u> 5 6 7	
15. SELF INITIATIVE	1 2 3 4 <u>X</u> 6 7	
16. OFFICER SAFETY	1 2 3 <u>X</u> 5 6 7	
17. CONTROL OF CONFLICT	1 2 3 4 <u>X</u> 6 7	
18. USE OF RADIO	1 2 3 4 <u>X</u> 6 7	
19. INTERPERSONAL SKILLS	1 2 3 <u>X</u> 5 6 7	

CONTINUED ON PAGE TWO OF 2 PAGES.

## POLICE OFFICER EVALUATION

PAGE TWO OF 2 PAGES

92

EMPLOYEE'S NAME

PR #

DATE:

Scott M. Mulvihill  
Employee's Signature01/11/94  
Date:

Rater's Signature

Date:

CATEGORIES	- STAND. +	NA-NO
20. INVESTIGATIVE SKILLS/ PROCESSING CRIME SCENES	1 2 3 <u>X</u> 5 6 7	
21. TEAMWORK	1 2 3 <u>X</u> 5 6 7	
22. IMPARTIALITY	1 2 3 <u>X</u> 5 6 7	
23. APPEARANCE	1 2 3 <u>X</u> 5 6 7	
24. ATTITUDE	1 <u>2</u> <u>X</u> 4 5 6 7	
25. ATTENDANCE	1 2 3 <u>X</u> 5 6 7	
26. ORIENTATION SKILL/ RESPONSE TO ASSIGNMENT	1 2 3 4 <u>X</u> 6 7	

EVALUATION NARRATIVE COMMENTS

ALL ratings Lower than FOUR or HIGHER than FOUR must have a Narrative comment. It shall start with the category Number of the Category you are commenting on, then the Comment. Also any NOT OBSERVED shall have a Narrative comment explaining why this was not observed.

#5 Demonstrates knowledge through application and by being able to correctly explain and apply such laws. Officer has shown and is above average in making such arrest and applying V&T enforcement also.

#7 Has given public information and shown concern to crime prevention

#10 Reports are complete and detailed. Even though reports are detailed, Officer -

#11 " " could show improvement on pending cases.

#12 " " has done completion on own time after duty

#13 Makes decisions mostly on his own with little assistance

#15 Has shown good initiative in completing arrest assignments and demonstrates proper action. Officer has shown to be the most productive in arrest and V&T

#17 Has shown good control and restores order. Although Officer has demonstrated or displayed that his conduct needs work, in most demanding situations, order had been restored.

#18 Transmits clear, follows procedures, calm under pressure

#24 Officer has shown that criticism by Supervisors is taken as a personal attack. Officer engages in unprofessional conduct when in the station by threatening physical contact with other officers. Officer has to stop taking constructive criticism in a negative context.

#26 Officer has shown to always have good knowledge on locations throughout patrol area and responds very well to same

## POLICE OFFICER EVALUATION

92

MULVERHILL, SCOTT

Employee's Name

Employee #

Date

Evaluation Period: From: July 31st To: Jan 1st Date Hired \_\_\_\_\_Assignment During Evaluation Period: Patrol responsibilities

RATING INSTRUCTIONS: Rate observed behavior with reference to the scale provided. While you are encouraged to comment on any behavior you wish, you are required to comment on, and support, all above standard and below standard ratings. Mark box NA/NO if not applicable or not Observed.

RATER: Please initial appropriate line.

BELOW STANDARD  
Employee rated below  
Standard in 4 or more  
tasks.

STANDARD  
Employee rated below  
Standard in no more  
than 3 tasks or has no  
below standard ratings.  
but has fewer than 17  
above standard ratings.

ABOVE STANDARD  
No below standard  
ratings and rated above  
17 or more tasks.

\_\_\_\_\_ I agree with this  
Evaluation.

\_\_\_\_\_ I disagree with  
this Evaluation.

Scott M. Mulverhill  
Employee Signature

01/17/94  
Date:

[Signature]  
Raters Signature

Date:

[Signature]  
Reviewer's Signature

1-16-94  
Date:

NOTE: Reviewer must be  
one rank above Rater.

DIV. COMMANDER Signature

Date:

CATEGORIES	- STAND. +	NA-NO
1. KNOWLEDGE USE & CARE OF EQUIPMENT/WORK AREA	1 2 3 <u>4</u> 5 6 7	
2. FOLLOWING INSTRUCTIONS	1 2 3 4 <u>5</u> 6 7	
3. COMPLIANCE WITH OPERATION MANUAL	1 2 3 <u>4</u> 5 6 7	
4. KNOWLEDGE OF DEPARTMENTAL POLICIES AND PROCEDURES	1 2 3 4 <u>5</u> 6 7	
5. KNOWLEDGE OF CRIM. CODE MUNICIPAL CODE, V&T LAW AND CIVIL LAW.	1 2 3 <u>4</u> 5 6 7	
6. KNOWLEDGE OF COMMUNITY EVENT/CRIME PATTERNS	1 2 3 <u>4</u> 5 6 7	
7. KNOWLEDGE OF CRIME PREVENTION CONCEPTS	1 2 3 <u>4</u> 5 6 7	
8. DRIVING SKILLS NORMAL CONDITIONS	1 2 3 <u>4</u> 5 6 7	
9. DRIVING SKILLS STRESS OR EMERGENCY SITUATIONS	1 2 3 4 5 6 7	N/O
10. REPORT/WRITING ORGANIZATION/DETAILS	1 2 3 4 <u>5</u> 6 7	
11. REPORT/WRITING - GRAMMAR/ SPELLING/NEATNESS	1 2 3 <u>4</u> 5 6 7	
12. REPORT/WRITING APPROPRIATE TIME USED/ PUNCTUALITY OF ASSIGNMENT	1 2 3 4 <u>5</u> 6 7	
13. PROBLEM SOLVING/ DECISION MAKING	1 2 3 <u>4</u> 5 6 7	
14. PERFORMANCE UNDER PRESSURE	1 2 3 <u>4</u> 5 6 7	
15. SELF INITIATIVE	1 2 3 4 5 <u>6</u> 7	
16. OFFICER SAFETY	1 2 3 4 <u>5</u> 6 7	
17. CONTROL OF CONFLICT	1 2 3 4 <u>5</u> 6 7	
18. USE OF RADIO	1 2 3 4 <u>5</u> 6 7	
19. INTERPERSONAL SKILLS	1 2 3 <u>4</u> 5 6 7	

CONTINUED ON PAGE TWO OF \_\_\_\_\_ PAGES.

Mulvey Hill, Scott  
EMPLOYEE'S NAME

PR # \_\_\_\_\_

DATE: \_\_\_\_\_

Scott M. Mulvey Hill  
Employee's Signature

1/17/94  
Date:

[Signature]  
Rater's Signature

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

CATEGORIES	- STAND. +	NA-NO
20. INVESTIGATIVE SKILLS/ PROCESSING CRIME SCENES	1 2 3 <u>4</u> 5 6 7	
21. TEAMWORK	1 2 3 4 <u>5</u> 6 7	
22. IMPARTIALITY	1 2 3 <u>4</u> 5 6 7	
23. APPEARANCE	1 2 3 4 <u>5</u> 6 7	
24. ATTITUDE	1 2 <u>3</u> 4 5 6 7	
25. ATTENDANCE	1 2 3 4 5 <u>6</u> 7	
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EVALUATION NARRATIVE COMMENTS

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2) Very good at following instructions - pertinent questions only

4) KNOWLEDGEABLE REE/ Rules + Regs

9) NOT OBSERVED

10) Reports were completed promptly + thoroughly

12) punctual with required reports

15) demonstrates good initiative re/ productivity

16) maintains awareness of immediate possible complications

17) controls volatile situations very well

18) maintains good radio use + procedure

21) Assists assigned officers with work-load

23) maintains personal appearance

\* 24) Anytime member is criticized uses as learning experience w/o question

25) Shows up work prior to beginning of shift

\* 26) must work on attitude

## 92

Employee's Name

Employee #

~~1/1/94~~  
Date

Assignment During Evaluation Period: Patrolman

RATER: Please initial appropriate line.

STANDARD  
Employee rated below  
Standard in no more  
than 3 tasks or has no  
below standard ratings.  
but has fewer than 17  
above standard ratings.

ABOVE STANDARD \_\_\_\_\_  
No below standard  
ratings and rated above  
17 or more tasks.

I agree with this  
Evaluation.

I disagree with  
this Evaluation.

Scott M. Mulvihill  
Employee Signature

12/31/93  
Date:

Raters Signature

12-30-93  
Date:

Reviewer's Signature

12-28-73  
Date:

NOTE: Reviewer must be one rank above Rater.

DIV. COMMANDER Signature

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

CATEGORIES	- STAND. +	NA-NO
1. KNOWLEDGE USE & CARE OF EQUIPMENT/WORK AREA	1 2 3 (4) 5 6 7	
2. FOLLOWING INSTRUCTIONS	1 2 3 (4) 5 6 7	
3. COMPLIANCE WITH OPERATION MANUAL	1 2 3 (4) 5 6 7	
4. KNOWLEDGE OF DEPARTMENTAL POLICIES AND PROCEDURES	1 2 3 (4) 5 6 7	
5. KNOWLEDGE OF CRIM. CODE MUNICIPAL CODE, V&T LAW AND CIVIL LAW.	1 2 3 4 (5) 6 7	
6. KNOWLEDGE OF COMMUNITY EVENT/CRIME PATTERNS	1 2 3 (4) 5 6 7	
7. KNOWLEDGE OF CRIME PREVENTION CONCEPTS	1 2 3 (4) 5 6 7	
8. DRIVING SKILLS NORMAL CONDITIONS	1 2 3 (4) 5 6 7	
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17. CONTROL OF CONFLICT	1 2 3 (4) 5 6 7	
18. USE OF RADIO	1 2 3 (4) 5 6 7	
19. INTERPERSONAL SKILLS	1 2 3 (4) 5 6 7	

CONTINUED ON PAGE TWO OF \_\_\_\_\_ PAGES.

POLICE OFFICER EVALUATION  
PAGE TWO OF \_\_\_\_\_ PAGES

92

EMPLOYEE'S NAME \_\_\_\_\_

PR # \_\_\_\_\_

DATE: \_\_\_\_\_

Employee's Signature \_\_\_\_\_

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

Rater's Signature \_\_\_\_\_

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

CATEGORIES	- STAND. +	NA-NO
20. INVESTIGATIVE SKILLS/ PROCESSING CRIME SCENES	1 2 3 (4) 5 6 7	
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23. APPEARANCE	1 2 3 (4) 5 6 7	
24. ATTITUDE	1 2 (3) 4 5 6 7	
25. ATTENDANCE	1 2 3 (4) 5 6 7	
26. ORIENTATION SKILL/ RESPONSE TO ASSIGNMENT	1 2 3 4 (5) 6 7	

EVALUATION NARRATIVE COMMENTS

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#5 - Officer demonstrates knowledge of the elements of statutes through application.

#10 - Officers reports are well written and are in complete detail from start to finish.

#11 - Officers reports at well organized with no spelling or grammatical errors.

#12 - Officers reports are completed in a timely fashion w/a minimal amount of effort.

#15 - Officer is well/self motivated and is not affaird to get involved

#24 - Officer sees supervisor's criticism as a personal attack. He should instead use that criticism as a tool for self improvement. Should also realize that his attitude also effects others that work around him.

#26 - Officer is well versed on patrol area and responded to assignments in minimal time

## POLICE OFFICER EVALUATION

92

Scott Mulverhill

Employee's Name

Employee #

Date

Evaluation Period: From: 8/1/93 To: 12/31/93 Date Hired \_\_\_\_\_Assignment During Evaluation Period: Patrol

RATING INSTRUCTIONS: Rate observed behavior with reference to the scale provided. While you are encouraged to comment on any behavior you wish, you are required to comment on, and support, all above standard and below standard ratings. Mark box NA/NO if not applicable or not Observed.

RATER: Please initial appropriate line.

## BELOW STANDARD

Employee rated below Standard in 4 or more tasks.

STANDARD ☒

Employee rated below Standard in no more than 3 tasks or has no below standard ratings, but has fewer than 17 above standard ratings.

## ABOVE STANDARD

No below standard ratings and rated above 17 or more tasks.

☒ I agree with this Evaluation.

☐ I disagree with this Evaluation.

Scott H. Mulverhill  
Employee Signature

02/05/94  
Date:

2 M [Signature]  
Raters Signature

12/31/93  
Date:

[Signature]  
Reviewer's Signature

1-8-94  
Date:

NOTE: Reviewer must be one rank above Rater.

DIV. COMMANDER Signature

Date:

CATEGORIES	- STAND. +	NA-NO
1. KNOWLEDGE USE & CARE OF EQUIPMENT/WORK AREA	1 2 3 <u>4</u> 5 6 7	
2. FOLLOWING INSTRUCTIONS	1 2 3 <u>4</u> 5 6 7	
3. COMPLIANCE WITH OPERATION MANUAL	1 2 3 <u>4</u> 5 6 7	
4. KNOWLEDGE OF DEPARTMENTAL POLICIES AND PROCEDURES	1 2 3 <u>4</u> 5 6 7	
5. KNOWLEDGE OF CRIM. CODE MUNICIPAL CODE, V&T LAW AND CIVIL LAW.	1 2 3 <u>4</u> 5 6 7	
6. KNOWLEDGE OF COMMUNITY EVENT/CRIME PATTERNS	1 2 3 <u>4</u> 5 6 7	
7. KNOWLEDGE OF CRIME PREVENTION CONCEPTS	1 2 3 <u>4</u> 5 6 7	
8. DRIVING SKILLS NORMAL CONDITIONS	1 2 3 4 5 6 7	NO
9. DRIVING SKILLS STRESS OR EMERGENCY SITUATIONS	1 2 3 4 5 6 7	NO
10. REPORT/WRITING ORGANIZATION/DETAILS	1 2 3 <u>4</u> 5 6 7	
11. REPORT/WRITING - GRAMMAR/ SPELLING/NEATNESS	1 2 3 <u>4</u> 5 6 7	
12. REPORT/WRITING APPROPRIATE TIME USED/ PUNCTUALITY OF ASSIGNMENT	1 2 <u>3</u> 4 5 6 7	
13. PROBLEM SOLVING/ DECISION MAKING	1 2 3 <u>4</u> 5 6 7	
14. PERFORMANCE UNDER PRESSURE	1 2 3 <u>4</u> 5 6 7	
15. SELF INITIATIVE	1 2 3 <u>4</u> 5 6 7	
16. OFFICER SAFETY	1 2 3 <u>4</u> 5 6 7	
17. CONTROL OF CONFLICT	1 2 3 <u>4</u> 5 6 7	
18. USE OF RADIO	1 2 3 <u>4</u> 5 6 7	
19. INTERPERSONAL SKILLS	1 2 3 <u>4</u> 5 6 7	

CONTINUED ON PAGE TWO OF \_\_\_\_\_ PAGES.

PAGE TWO OF \_\_\_\_\_ PAGES

Scott Mulverhill  
EMPLOYEE'S NAME

PR	#
----	---

DATE:

Scott R. Ambrosch  
Employee's Signature

02/05/94  
Date:

W. B. De  
Rater's Signature

12/31/93  
Date:

CATEGORIES	- STAND. +	NA-NO
20. INVESTIGATIVE SKILLS/ PROCESSING CRIME SCENES	1 2 3 ④ 5 6 7	
21. TEAMWORK	1 2 3 ④ 5 6 7	
22. IMPARTIALITY	1 2 3 ④ 5 6 7	
23. APPEARANCE	1 2 3 ④ 5 6 7	
24. ATTITUDE	1 2 ⑤ 4 5 6 7	
25. ATTENDANCE	1 2 ③ 4 5 6 7	
26. ORIENTATION SKILL/ RESPONSE TO ASSIGNMENT	1 2 3 ④ 5 6 7	

ALL ratings Lower than FOUR or HIGHER than FOUR must have a Narrative comment. It shall start with the category Number of the Category you are commenting on, then the Comment. Also any NOT OBSERVED shall have a Narrative comment explaining why this was not observed.

This image shows a single sheet of white paper with horizontal blue or grey ruling lines. The lines are evenly spaced and run across the width of the page. There is no handwriting or other markings on the paper.



POLICE OFFICER EVALUATION  
EVALUATION NARRATIVE COMMENTS

EMPLOYEE NAME: Scott Mulverhill

DATE: 12/31/93

EMPLOYEE SIGNATURE: \_\_\_\_\_

RATER'S SIGNATURE

*SM*

- Category # 8 did not have ample opportunity to observe officer.
- Category # 9 Did not have ample opportunity to observe officer.
- Category # 12 officer has tendency to let paperwork sit for an extended period of time. ie. court papers, accident reports.
- Category # 24 Officer has a hard time taking constructive criticism. Displays outburst of dissatisfaction with personnel or policy.
- Category # 25 Officer tends to switch shifts to the point that he is working to or three double shifts in a row. thus possibly effecting his decision making ability. counseled for abuse of sick time.

98 Mulder Street

Maline NY 12853

Sept 12 2000

Dear Chief Mall

I have wanted to write a letter of thank about your police force especially 3 officers. On May 15 2000 my brother Harold passed away when we called the police department they were very helpful in getting us help with the Revere Service but it was to late because he had already passed away. But 2 of your officers came with the nurse that also and I would like to say thank you and the 3 officers I believe that they were officers Stone and Officer Mulvihill. They were both very helpful at a difficult time. They helped me at a very difficult time and stayed by my side and family while they

Thank my brother for the emergency  
loan. I feel for that they did  
a excellent job that day and I  
should like to say I think you  
and others are having a great  
time on the farm. You care  
him always close a great god  
and I feel well settled in this  
town. You should be very proud  
of the job they are doing. Please  
accept my thanks and my families  
thanks because without their help  
we would have been worse off than  
what we were. Keep up the  
good work.

Yours truly

Clarence R. Brown

& Brother & sister

TO: Chief Gerald Moll

FROM: Sgt Vernon N Marlow Jr

Subj: Acknowledgement of a job well done

It is with great pride that I report the following

actions taken by Ptlm James Russell and Ptlm Scott Mulverhill during a potentially lethal situation.

That on May 27, 1999 at about 1635HRS the two

aforementioned Officers were working the afternoon shift

assigned to me. A complaint came in concerning a male

subject on Webster Street having two weapons in his

possession with which he was threatening his mother.

The caller indicated that a 12gauge shot gun was loaded and

the subject was going to kill his mother.

Ptlm Russell was posted at the front desk while Ptlm

Mulverhill and myself responded to the scene. Once there

additional information was obtained by family members and

once again it was confirmed that the subject was still in the

house and that he had loaded his weapon.

Ptlm Mulverhill was posted at the front of the house and

was instructed to clear the area of any and all pedestrians

along with anyone still in the possible line of fire.

The New York State Police in Malone was contacted as

additional man power was needed to assist in clearing the

area and setting up a perimeter. Sgt Patrick Jones assisted

and immediately dispatched necessary personnel.

After the "safety zone" was established attempts were

made to contact the subject via the phone but to no avail he

refused to answer. Other attempts were made to speak with

him in person but once again he refused to even respond.

Approximately 45 minutes into the "stand off" Ptlm

Russell radioed me and advised that he had the subject on the

phone and that he convinced him to approach the front door

unarmed and speak to me. Two attempts were made by Ptlm

Mulverhill and myself to have the subject exit the house but

both failed. After the last try it was apparent that the

subject was no longer armed and it was determined to enter

the house and take the subject into custody which was

successful.

With the writing of this report it is my hope to have

both Ptlm James Russell and Ptlm Scott Mulverhill commended

for their superior police work during a most tenuous

situation. I am convinced that their experience and

professionalism throughout this "stand off" evaded a

more serious outcome.

Submitted in admiration

SGT VERNON N MARLOW JR

6/2/99

malone, 17 march 1992

Dear Chief Phillips,

On Monday, March 9, I was involved in a car accident on Duane Street. Patrolman Scott M. Mulvoerhill was called to the scene to investigate. I would like to take this opportunity to commend officer Mulvoerhill for his concern and professionalism at that time. I was quite shaken and upset and he was most considerate and very helpful.

I want to take this opportunity to thank patrolman Mulvoerhill and to commend you on your leadership of our Village Police Department.

VILLAGE OF MALONE POLICE DEPT.

2 PARK PLACE  
MALONE, NEW YORK 12953  
(518) 483-2424

TO: Chief Moll

ADDRESS:

DATE: 08/01/01

SUBJECT:

Overtime Policy not followed

Chief,

On 07/23/01 I worked as shift supervisor on afternoon Shift. During this shift Ptl. Collette was called in for US Customs detail as well as Ptl. Russell. I gave Ptl. Collette a ride to get Unit #704 when he came in for this detail. At that time he did not state that there would be necessary. Upon getting back in station at 2000hrs I was informed by Ptl. Kemp that he was going to be hanging over for Ptl. Russell(not OT) and that this was oked by Ptl. Collette (night shift supervisor) I also advised Ptl. Kemp that he had already worked OT and according to policy he could not work OT because of policy. Ptl. Kemp in turn phoned Ptl. Collette who advised him that it was ok that he would take care of it.

SIGNED: *PH. Scott (M) Mulvoerhill*

It is at times like this when  
we learn to appreciate the good  
fortune of living in a commu-  
nity like Malone.

Sincerely,

Judge K. Hirman

Thank You



To: Officer Russell  
+  
Officer Mulvihill

Just a word of "Thanks"  
Because your thoughtfulness is so  
Appreciated

Thanks for being that  
there helper to every thing -  
incident appreciated & will never  
forget you  
& promise  
to just open

Thanks,

Mike Brown



# INTERSTATE LAND SALES

EDWARD J. HOWARD  
Tel. 1-518-481-1AND  
U.S.A. EASTERN

OFFICE  
2 WOODWARD ST.  
MALONE, NY 12953

November 19, 1997

Chief of Police  
Malone Village Police Department  
East Main Street  
Malone, NY 12953

Malone Telegram  
387 East Main Street  
Malone, NY 12953

Dear Sirs:

Approximately four (4) weeks ago (October 15th ±) at 8:00 am on a Wednesday, I foolishly (and STUPIDLY) didn't stop for a stop sign, in fact, hardly slowed down, and of all places heading East on College Ave. onto Pearl Street. As you know, this is in the area of the Franklin Academy High School. I must say I cleared the area visually, of course, but .... the Registrar of Motor Vehicles and Police Department CLEARLY state S.T.O.P. doesn't mean "slow down", it means STOP, which I did not do. Within seconds, flashing red lights behind me, to which I responded by pulling over. A local police officer approached me, and requested my paperwork, in the most polite and courteous manner imaginable. He, it seems to me, had every right to be angry and demanding, but I was disarmed by his pleasant manner and courteousness. After reviewing my license, registration, etc., he approached, still in the most courteous and highly professional manner, SUGGESTED and URGED me to be especially careful in a school area. After issuing the appropriate (and deserving) penalty, he then departed.

I want you to know .... he is a credit to the Malone Police Department and certainly to the Town of Malone. His name, (I later found out) is Officer Scott Mulverhill.

Thank you,

Edward J. Howard



# TUPPER LAKE POLICE DEPARTMENT

53 PARK STREET \* P.O. BOX 750  
TUPPER LAKE, NEW YORK 12986

ROBERT L. DEGRACE  
Chief of Police

TELEPHONE  
(518) 359-3776

---

August 8, 1994

Malone Police Department  
2 Park Place  
Malone New York 12953

Attn: Chief James Phillips

Dear Jim,

I am writing to thank you for your departments help with the Woodsman's parade which took place on July 9th, here in Tupper Lake. The assistance that Officers Scott Mulverhill and John Durant gave us was much needed and truly appreciated. With their assistance the parade and detour went off very well, and safely. I feel that having these officers to assist us played an important part in the safety of the public, since there were such great numbers of vehicles and pedestrians. These officers did a fantastic job with the detour, and because of their help, everything went smoothly. Thank you again.

Sincerely,



Michael R Demars  
Sergeant T.L.P.D.

cc: Officer Scott Mulverhill  
Officer John Durant



## POLICE DEPARTMENT

Village of Malone

2 Park Place

Malone, New York 12953-1601

(518) 483-2424  
(518) 483-2426 FAX

James E. Phillips  
Chief of Police

To: Responding Officers involved in Domestic Case  
with James D. Williams

Date: May 20, 1994

Upon completing the critique of the events during last night's incident, I wish to extend my thoughts on the outcome.

What could have resulted in a tragic conclusion, ended without incident. No injuries to victims, citizens or any Law Enforcement Personnel. This outcome was made possible because of the way you conducted yourself as a well trained professional Police Officer.

My compliments to each of you, your actions reflected the pride in the Malone Village Police Department. A copy of this letter will be placed in your personnel files.

*A/C*  
Ass't Chief Gerald K. Moll

THOMAS AND SUZANNE LaROCQUE  
14 Highland Avenue  
Malone, NY 12953  
January 25, 1994

Chief James Phillips  
MALONE POLICE DEPARTMENT  
2 Park Place  
Malone, NY 12953

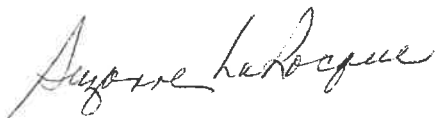
Dear Chief Phillips:

On Friday, January 21, a transport to Alice Hyde Hospital for my father-in-law, Charles LaRocque was requested.

I would like to take this opportunity to commend Officer Fountain for his prompt and efficient response to our need. Also, Officers Mulverhill and Russell demonstrated kindness and compassion to Mr. LaRocque during this delicate situation.

I wish to thank you for your help for our family at this very difficult time.

Sincerely yours,

A handwritten signature in cursive script, appearing to read "Suzanne LaRocque".

Suzanne LaRocque

SL/sml

Richard C. Brown  
Chief of Police



Telephone  
518-483-2424

**VILLAGE OF MALONE**

21 Pearl Street  
Malone, New York 12953

Chief Richard C. Brown  
Chief of Police  
Malone Police Department  
Malone, New York 12953

December 31, 1990


Ref: letter commending Patrolmen Nichols and Mulverhill

On December 24, 1990 I was the night shift supervisor working with Patrolman Nichols and Mulverhill. At about 2130 Hrs. the department received a burglary complaint from 134 Ft. Covington street and Ptlm Nichols and Mulverhill were assigned.

During the course of their investigation the patrolmen followed tracks that had been left in knee deep snow and frigid cold until they discovered that another home had been burglarized at 125 Ft. Covington street. Their investigation continued for approximately two and a half hours in the course of this time the two patrolmen checked from ten to fifteen houses until they developed a footprint that had positively come from the suspect. They then continued the search until they came to 82 Ft. Covington street. Once at that location they found that the matching footprint had gone into the upstairs apartment. Their investigation revealed that the apartment occupant was Robert Richards. They were instructed by me to pick-up Richards at this time and bring him to the station for questioning, but Richards would either not open his door or had left the apartment. (it was later determined that he had in fact left).

Upon completing their report it was turned over to Det. Fleury who then confronted Richards with the information developed by Ptlm Nichols and Mulverhill. Once confronted Richards confessed to not only the two burglaries that night but four other pryor burglaries. as a result six burglaries were cleared and most of the stolen property recovered.

I would like to commend these two patrolmen for their outstanding work and devotion to police work. This was not just a case of following footprints from point to point but instead a dedicated effort in adverse conditions, and as such set an outstanding example for the rest of the department.

sincerely  
  
SGT Wm Ritchie  
Malone Police Dept.  
Malone, New York

March 6<sup>th</sup> 2005

TO: Chief Ronald E Reyome  
FROM: Asst/Chief Vernon N Marlow Jr

Subj: Letter of Commendation

Chief;

That in the afternoon of February 27<sup>th</sup> 2005 myself and Ptlm MULVERHILL were working the afternoon shift from 12/N to 8:00PM. In the early part of the shift a complaint was received from the daughter of a village resident concerned that her parents house had been broken into and the individual(s) involved had taken several weapons consisting of a rifle and two shot guns.

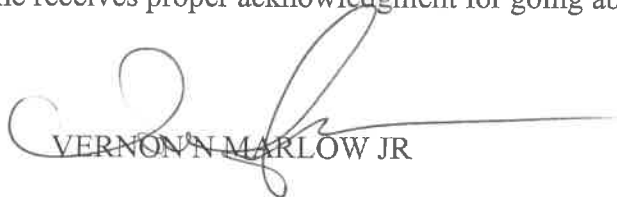
Ptlm MULVERHILL was assigned the case and briefed. After the initial inspection of the home Ptlm MULVERHILL continued with the processing of the scene which consisted of photographs, determining the availability of latent finger prints as well as securing specific evidence.

Through this process Ptlm MULVERHILL came upon evidence that could not be either readily secured or processed without the possibility of damaging or losing it completely. Ptlm MULVERHILL took the initiative and followed through with what his investigation revealed and with what the immediate situation called for.

Due to Ptlm MULVERHILLS tenaciousness and experience within an hour of receiving the initial complaint he had not only recovered the weapons stolen he also had several suspects with one in custody. Continued perseverance by Ptlm MULVERHILL revealed that the weapons recovered were within hours of being modified and sold for either cash or narcotics.

Because of Ptlm MULVERHILLS efforts and his superior investigatory skills there were a total of (5) five males taken into custody and charged with a total of (5) five felonies and (4) four misdemeanors.

It is with the submission of this report that I commend Ptlm SCOTT MULVERHILL for an outstanding job and respectfully request that he receives proper acknowledgment for going above and beyond.



VERNON N MARLOW JR

ASST/CHIEF

MVPD



STATE OF NEW YORK  
DEPARTMENT OF CORRECTIONAL SERVICES  
CHATEAUGAY A.S.A.C.T.C.  
P.O. BOX 320  
CHATEAUGAY, NEW YORK 12920  
(518) 497-3300  
An Equal Opportunity Employer

Glenn S. Goord  
Commissioner

R.W. Santor  
Superintendent

January 3, 2005

Chief Reome  
Malone Police Department  
16 Elm Street  
Malone, New York 12953

Dear Chief Reome:

I would like to take this opportunity to recognize two (2) of your officers. On Friday, December 24, 2004, Christmas Eve, I unfortunately locked my keys in my truck at Roberts Sports Center. Officer R. Fountain was there practically before we hung up and attempted to open the vehicle with no success. He also allowed my wife to sit in his car to stay warm. He brought us back to the station after we had called my father to make the trek up from Plattsburgh. Officer Mulverhill advised me that he could unlock my Nissan truck which indeed he did in less than five (5) minutes.

These officers took the time to get my vehicle unlocked and made the best of an unfortunate situation. They should be commended for their professionalism and "extra" effort to help us.

I sincerely appreciated their efforts.

Very truly yours,

R.W. Santor  
Superintendent

RWS/jnb

*Put in 201 File*

