

**GRAND RAPIDS
FULL TIME**



02197302

Schurr

Christopher

Advices



LEAVE

EMPLOYEE TRANSACTION AUTHORIZATION FOR:

NAME, STREET ADDRESS, CITY, STATE, ZIP CODE CHRISTOPHER PAUL SCHURR		DATE EFFECTIVE June 15, 2017	
		RETIREMENT DATE (IF APPLICABLE)	
		CLASSIFICATION TITLE POLICE OFFICER	
		DEPT 301	UNIT 2100
		COST CENTER (CHARGE CODES) 1010	
EMPLOYEE ID		TITLE 221	SUBTITLE C
		RANGE 01C	STEP B
RESIDENT STATUS		HOURLY/ANNUAL RATE \$27.6528/57,518	
1. ENTERING SERVICE: 1		PERSONNEL ACTION EVENT:	
EMPLOYMENT STATUS:			
PART:		ADDITIONAL COMMENTS:	
2. IN SERVICE CHANGE:		PERSONNEL ACTION EVENT	
CLASSIFICATION CHANGE TO		MERIT INCREASE	
SAME			
		DEPT 301	UNIT 2100
		TITLE 221	SUBTITLE C
		RANGE 01C	STEP C
		COST CTR 1010	
		HOURLY/ANNUAL RATE \$28.4423/59,160	
PERSONNEL ACTION REASON			
ADDITIONAL REMARKS			
3. NOTICE OF TERMINATION/CHANGE IN EMPLOYMENT STATUS:			
You are hereby notified that your services with the CITY OF GRAND RAPIDS have been terminated as of the above date for the following reason:			
PERSONNEL ACTION EVENT			
PERSONNEL ACTION REASON			
ADDITIONAL REMARKS			
4. DATA CHANGES:			
NEW NAME		NAME CHANGE REASON	
NEW ADDRESS		NEW PHONE NUMBER	
		LISTING	
		CITY INCOME TAX STATUS	
5. VISTA CODES: TO BE COMPLETED BY HUMAN RESOURCES		FOR HRD USE ONLY:	
EMPLOYEE ID		DATE RECEIVED 6/9/17	
NEW CODES		AUDITED BY ez	
POSITION ID 221185		SYSTEM ENTRY DATE 6/9/17	
OLD CODES			

AUTHORIZATION:

APPROVED:

*Mark B. Jellison*REVIEWED BY HR
DIRECTOR*Gregory A. Anderson*

CITY MANAGER

RECOMMENDED:

I RECOMMEND THIS EMPLOYMENT ACTION

DAVID M RAHINSKY

DIVISION HEAD/DEPARTMENT HEAD

DATE SENT TO COMPTROLLER: **JUN 10 2017**

PENSION

INSURANCE

DEPT

UNION

**EMPLOYEE TRANSACTION AUTHORIZATION FOR:**

NAME, STREET ADDRESS, CITY, STATE, ZIP CODE: CHRISTOPHER PAUL SCHURR		DATE EFFECTIVE: June 15, 2016	
		CLASSIFICATION TITLE: POLICE OFFICER	
		DISTRIB ID: 17140	EARNINGS ID: 706
		HBIC: 1720PATROL	
CLOCK NUMBER:		CLASS CODE 221	RANGE 01C
RESIDENT STATUS:		STEP A	HOURLY/ANNUAL RATE \$21.6789/45,092
		DEPARTMENT/DIVISION: POLICE/PATROL	
1. ENTERING SERVICE: 1		PERSONNEL ACTION EVENT:	
EMPLOYMENT TYPE:			
REMARKS:		ADDITIONAL COMMENTS:	
2. IN SERVICE CHANGE:		TYPE OF CHANGE:	
DEPARTMENT/DIVISION CHANGE TO: SAME		PROBATIONARY INCREASE	
CLASSIFICATION CHANGED TO: SAME		DISTRIB. ID 17140	HBIC: 1720PATROL
		EARNINGS ID: 706	RANGE 01C
		CLASS CODE: 221	STEP B
			HOURLY/ANNUAL RATE \$26.4976/55,115
REMARKS:			
ADDITIONAL COMMENTS:			
3. NOTICE OF TERMINATION/CHANGE IN EMPLOYMENT STATUS:			
You are hereby notified that your services with the CITY OF GRAND RAPIDS have been terminated as of the above date for the following reason:			
REASON:			
REMARKS:			
4. DATA CHANGES:			
NEW NAME:		NEW PHONE NUMBER:	
NEW ADDRESS:		LISTING:	
		CITY INCOME TAX STATUS:	
5. VISTA CODES: TO BE COMPLETED BY HUMAN RESOURCES		FOR HRD USE ONLY:	
EMPLOYEE ID:	PERSON ID:	DATE RECEIVED: 5/13/16	
NEW CODES:		AUDITED BY: ez	
OLD CODES:		COMPUTER ENTRY DATE 6/10/16	
POSITION ID: 221185			
ORGANIZATION ID: 17BDIV			
CONTROL ID:			

AUTHORIZATION:

APPROVED:

*Mark B. Jellison*REVIEWED BY HR
DIRECTOR*Gregory C. Ainsworth*

CITY MANAGER

RECOMMENDED:

I RECOMMEND THIS EMPLOYMENT ACTION

DAVID M RAHINSKY

DIVISION HEAD/DEPARTMENT HEAD

DATE SENT TO COMPTROLLER: **JUN 21 2016**PENSION
INSURANCEDEPT
UNION

**EMPLOYEE TRANSACTION AUTHORIZATION FOR:**

NAME, STREET ADDRESS, CITY, STATE, ZIP CODE: CHRISTOPHER PAUL SCHURR		DATE EFFECTIVE: June 15, 2016	
		CLASSIFICATION TITLE: POLICE OFFICER	
		DISTRIB ID: 17140	EARNINGS ID: 706
		HBIC: 1720PATROL	
CLOCK NUMBER: _____	CLASS CODE 221	RANGE 01C	STEP B
RESIDENT STATUS: _____	HOURLY/ANNUAL RATE \$27.6528/57,517		
		DEPARTMENT/DIVISION: POLICE/PATROL	
1. ENTERING SERVICE: I		PERSONNEL ACTION EVENT:	
EMPLOYMENT TYPE: _____		_____	
REMARKS: _____		ADDITIONAL COMMENTS:	
2. IN SERVICE CHANGE:		TYPE OF CHANGE:	
DEPARTMENT/DIVISION CHANGE TO: _____		_____	
CLASSIFICATION CHANGED TO:	DISTRIB. ID	HBIC:	
	EARNINGS ID:	RANGE	STEP
	CLASS CODE:	HOURLY/ANNUAL RATE	
REMARKS: _____			
ADDITIONAL COMMENTS: _____			
3. NOTICE OF TERMINATION/CHANGE IN EMPLOYMENT STATUS: _____			
You are hereby notified that your services with the CITY OF GRAND RAPIDS have been terminated as of the above date for the following reason:			
REASON: _____			
REMARKS: _____			
4. DATA CHANGES:			
NEW NAME: _____		NEW PHONE NUMBER: _____	
NEW ADDRESS: _____		LISTING: _____	
		CITY INCOME TAX STATUS: _____	
5. VISTA CODES: TO BE COMPLETED BY HUMAN RESOURCES		FOR HRD USE ONLY:	
EMPLOYEE ID: _____	PERSON ID: _____	DATE RECEIVED: 11/16/16	
NEW CODES: _____		AUDITED BY: ez	
OLD CODES: _____		COMPUTER ENTRY DATE 11/17/16	
POSITION ID: _____			
ORGANIZATION ID: _____			
CONTROL ID: _____			

AUTHORIZATION:

APPROVED: _____

*Mark B. Geller*REVIEWED BY HR
DIRECTOR

CITY MANAGER

RECOMMENDED:

I RECOMMEND THIS EMPLOYMENT ACTION

DAVID M RAHINSKY

DIVISION HEAD/DEPARTMENT HEAD

DATE SENT TO COMPTROLLER: **NOV 17 2016**

PENSION

INSURANCE

DEPT

UNION

**EMPLOYEE TRANSACTION AUTHORIZATION FOR:**

NAME, STREET ADDRESS, CITY, STATE, ZIP CODE: CHRISTOPHER PAUL SCHURR		DATE EFFECTIVE: December 15, 2015	
		CLASSIFICATION TITLE: POLICE OFFICER	
		DISTRIB ID: 17140	EARNINGS ID: 706
		HBIC: 1720PATROL	
CLOCK NUMBER: _____	CLASS CODE 221	RANGE 01C	STEP R
RESIDENT STATUS: _____	HOURLY/ANNUAL RATE \$20.9247/43.523		
		DEPARTMENT/DIVISION: POLICE/PATROL	
1. ENTERING SERVICE: 1		PERSONNEL ACTION EVENT:	
EMPLOYMENT TYPE: _____		_____	
REMARKS: _____		ADDITIONAL COMMENTS:	
2. IN SERVICE CHANGE:		TYPE OF CHANGE:	
DEPARTMENT/DIVISION CHANGE TO: SAME		MERIT INCREASE	
CLASSIFICATION CHANGED TO: SAME		DISTRIB. ID 17140	HBIC: 1720PATROL
		EARNINGS ID: 706	RANGE 01C
		CLASS CODE: 221	STEP A
		HOURLY/ANNUAL RATE \$21.6789/45,092	
REMARKS: _____			
ADDITIONAL COMMENTS: _____			
3. NOTICE OF TERMINATION/CHANGE IN EMPLOYMENT STATUS: _____			
You are hereby notified that your services with the CITY OF GRAND RAPIDS have been terminated as of the above date for the following reason:			
REASON: _____			
REMARKS: _____			
4. DATA CHANGES:			
NEW NAME: _____		NEW PHONE NUMBER: _____	
NEW ADDRESS: _____		LISTING: _____	
		CITY INCOME TAX STATUS: _____	
5. VISTA CODES: TO BE COMPLETED BY HUMAN RESOURCES			FOR HRD USE ONLY:
EMPLOYEE ID: _____	PERSON ID: _____	DATE RECEIVED: 12/15/15	
NEW CODES:		AUDITED BY: ez	
OLD CODES:		COMPUTER ENTRY DATE 12/16/15	
POSITION ID: 221185	_____		
ORGANIZATION ID: 17BDIV	_____		
CONTROL ID: _____	_____		

AUTHORIZATION:

APPROVED: _____

*Mark B. Jellison*REVIEWED BY HR
DIRECTOR*Gregory C. Anderson*

CITY MANAGER

RECOMMENDED:

I RECOMMEND THIS EMPLOYMENT ACTION

DAVID M RAHINSKY

DIVISION HEAD/DEPARTMENT HEAD

DATE SENT TO COMPTROLLER: **DEC 17 2015**PENSION ☒INSURANCE ☒DEPT ☒UNION ☒

**EMPLOYEE TRANSACTION AUTHORIZATION FOR:**

NAME, STREET ADDRESS, CITY, STATE, ZIP CODE: CHRISTOPHER PAUL SCHURR		DATE EFFECTIVE: June 15, 2015	
		CLASSIFICATION TITLE: POLICE OFFICER	
		DISTRIB ID: 17140	EARNINGS ID: 706
		HBIC: 1720PATROL	
CLOCK NUMBER:		CLASS CODE 221	RANGE 01C
RESIDENT STATUS:		STEP R	HOURLY/ANNUAL RATE \$20.3251/42,276
		DEPARTMENT/DIVISION: POLICE/PATROL	
1. ENTERING SERVICE: 1		PERSONNEL ACTION EVENT:	
EMPLOYMENT TYPE:	FULL TIME EMPLOYEE	NEW HIRE	
REMARKS:	QUALIFIED BY EXAM	ADDITIONAL COMMENTS:	
2. IN SERVICE CHANGE:		TYPE OF CHANGE:	
DEPARTMENT/DIVISION CHANGE TO:			
CLASSIFICATION CHANGED TO:	DISTRIB. ID	HBIC:	
	EARNINGS ID:	RANGE	STEP
	CLASS CODE:	HOURLY/ANNUAL RATE	
REMARKS:			
ADDITIONAL COMMENTS:			
3. NOTICE OF TERMINATION/CHANGE IN EMPLOYMENT STATUS:			
You are hereby notified that your services with the CITY OF GRAND RAPIDS have been terminated as of the above date for the following reason:			
REASON:			
REMARKS:			
4. DATA CHANGES:			
NEW NAME:		NEW PHONE NUMBER:	
NEW ADDRESS:		LISTING:	
		CITY INCOME TAX STATUS:	
5. VISTA CODES: TO BE COMPLETED BY HUMAN RESOURCES			
EMPLOYEE ID:		PERSON ID:	
NEW CODES:		OLD CODES:	
POSITION ID:	221185		
ORGANIZATION ID:	17BDIV		
CONTROL ID:			
		FOR HRD USE ONLY:	
		DATE RECEIVED: 6/16/15	
		AUDITED BY: ez	
		COMPUTER ENTRY DATE 6/17/15	

AUTHORIZATION:

APPROVED:

REVIEWED BY HR
DIRECTOR

CITY MANAGER

RECOMMENDED:

I RECOMMEND THIS EMPLOYMENT ACTION

DAVID M RAHINSKY

DIVISION HEAD/DEPARTMENT HEAD

DATE SENT TO COMPTROLLER: **JUN 19 2015**

PENSION

DEPT

INSURANCE

UNION

CITY OF
GRAND
RAPIDS

LEAVE

EMPLOYEE TRANSACTION AUTHORIZATION FOR:

NAME, STREET ADDRESS, CITY, STATE, ZIP CODE CHRISTOPHER PAUL SCHURR		DATE EFFECTIVE June 15, 2019	
		RETIREMENT DATE (IF APPLICABLE)	
		CLASSIFICATION TITLE POLICE OFFICER	
		DEPT 301	UNIT 2100
		COST CENTER (CHARGE CODES) 1010	
EMPLOYEE ID		TITLE 221	SUBTITLE C
		RANGE 01C	STEP D
RESIDENT STATUS		HOURLY/ANNUAL RATE \$31.4578/65,432	
1. ENTERING SERVICE:		PERSONNEL ACTION EVENT	
EMPLOYMENT STATUS:			
PART:		ADDITIONAL COMMENTS:	
2. IN SERVICE CHANGE:		PERSONNEL ACTION EVENT	
CLASSIFICATION CHANGE TO		MERIT INCREASE	
SAME			
	DEPT 301	UNIT 2100	COST CTR 1010
	TITLE 221	SUBTITLE C	HOURLY/ANNUAL RATE
	RANGE 01C	STEP E	\$33.1361/68,923
PERSONNEL ACTION REASON			
ADDITIONAL REMARKS			
3. NOTICE OF TERMINATION/CHANGE IN EMPLOYMENT STATUS:			
You are hereby notified that your services with the CITY OF GRAND RAPIDS have been terminated as of the above date for the following reason:			
PERSONNEL ACTION EVENT			
PERSONNEL ACTION REASON			
ADDITIONAL REMARKS			
4. DATA CHANGES:			
NEW NAME		NAME CHANGE REASON	
NEW		NEW PHONE NUMBER	
ADDRESS		LISTING	
		CITY INCOME TAX STATUS	
5. VISTA CODES: TO BE COMPLETED BY HUMAN RESOURCES		FOR HRD USE ONLY:	
EMPLOYEE ID		DATE RECEIVED	5/13/19
		AUDITED BY	ez
		SYSTEM ENTRY DATE	6/6/19
NEW CODES			
POSITION ID 221185			
	OLD CODES		

AUTHORIZATION:

APPROVED:

David Kiddle
REVIEWED BY HR
DIRECTOR

Mark Q. Kiddle
CITY MANAGER

RECOMMENDED:

I RECOMMEND THIS EMPLOYMENT ACTION

INTERIM CHIEF DAVID KIDDLE

DIVISION HEAD/DEPARTMENT HEAD

DATE SENT TO COMPTROLLER:

PENSION

DEPT

INSURANCE

UNION

**GRAND RAPIDS
FULL TIME**



02197303

Schurr

Christopher

Application

221 - 1214 - Police Officer 15-1**Contact Information -- Person ID: 22208413**

Name: Christopher Paul
Schurr

Address:

Home Phone:

Alternate Phone:

Email:

Former Last
Name:

Month and Day of
Birth:

Personal Information

Driver's License:

Yes, Michigan , Class Operator

Can you, after employment, submit proof of your
legal right to work in the United States?

Yes

Work Experience

[illegible]

References

Resume

Text Resume

Attachments

Attachment	File Name	File Type	Created By
Chris Schurr Cover Letter Grand Rapids.docx	Chris Schurr Cover Letter Grand Rapids.docx	Cover Letter	Job Seeker
Chris Schurr Resume.docx	Chris Schurr Resume.docx	Resume	Job Seeker

Agency-Wide Questions

- Q: Are you 18 years old or older?
A: Yes
- Q: Did you graduate from high school or receive a GED? (If yes, please provide copy)
A: Yes
- Q: If you attended a college, trade, or technical school and did not graduate, please list the total credit hours completed. If not applicable, write n/a.
A: n/a
- Q: I understand, if I have attended college I must provide a photocopy of my degree(s), certificates, or transcripts of classes taken.
A: I have read and acknowledge the above statement.
- Q: Have you ever had an application denied by the City?
A: No
- Q: Are you a current City of Grand Rapids employee who has passed their initial probationary period (excluding Library, Museum, and 61st District Court)?
A: No

7. Q: Have you ever worked for the City of Grand Rapids?

A: No

8. Q: If "No", write n/a. If "Yes", answer the questions below: Dates of employment Present Job title or last position held Department in which employed & supervisor's name Seniority Date (Present employees only)

A: n/a

9. Q: Do you have a relative(s) that works for the City of Grand Rapids?

A: No

10. Q: If "No", write n/a. If "Yes", list their name(s) and relationship

A: n/a

11. Q: Are you a citizen of the United States?

A: Yes

12. Q: I understand that a U.S. Government Form I-9 which requires proof of the right to work is mandatory and will be completed prior to employment.

A: I have read and acknowledge the above statement.

13. Q: I understand that I am required to complete my employment history experience section thoroughly, giving a record of every employment and every period of unemployment since I first began to work (including periods of military service). Start with your present job and work backwards to the first job you ever held. Give the name you used on payroll if different from that given on this application. All gaps in employment and reasons for leaving must be explained. If necessary, an additional sheet should be added to complete your employment history. If you submit a resumé and fail to complete this application, your resumé will not be considered.

A: I have read and acknowledge the above statement.

14. Q: Have you ever had a job before?

A: Yes

15. Q: Have you ever been discharged, forced to resign, or disciplined (reprimanded or suspended) for misconduct or unsatisfactory service from any employment position?

A: No

16. Q: Are you currently under an employment disciplinary investigation?

A: No

17. Q: If "No", write n/a. If your answer is "Yes" to either question above, give the name and address of the employer, date, and reason in each case (list all such cases separately).

A: n/a

18. Q: Describe your attendance record with your current/prior employer.

A: The only time I missed was due to a mission trip and police academy interviews.

19. Q: I understand the City reserves the right to verify all employment information provided. They may contact the employers listed above unless you indicate those you do not want them to contact and state reason(s) why.

A: I have read and acknowledge the above statement.

20. Q: Please list employer(s) you do not want us to contact and state reason(s) why. Write n/a if not applicable.

A: n/a

21. Q: Have you had any experience in the Armed Forces of the United States of America or in a State National Guard?

A: No

22. Q: If "No", write n/a. If "Yes", please indicate which branch of service, your rank at discharge and date of discharge.

A: n/a

23. Q: Were you honorably discharged from the military? If not applicable, write n/a. (A copy of your discharge orders may be requested) NOTE: A dishonorable discharge from the military will not necessarily be a bar to employment.

A: n/a

24. Q: Do you believe you can perform the job with or without an accommodation?

A: Yes

25. Q: Do you believe you can carry out all the necessary job assignments for the position in a safe and competent manner?

A: Yes

26. Q: If "Yes", write n/a. If you answered "No" to either question above, explain your answer below:

A: n/a

27. Q: I understand that if I fail to complete the employment application in its entirety, my application will not be considered.

A: I have read and acknowledge the above statement.

28. Q: By clicking below, I acknowledge that all communication regarding the application process will be via email. It is my responsibility to keep my email address updated with my current and active address.

A: Yes

Supplemental Questions

1. Q: Have you graduated from an accredited Michigan Commission on Law Enforcement Standards (MCOLES) Police Academy?

A: No

2. Q: Are you currently a licensed Police Officer working in the State of Michigan?

A: No

3. Q: Are you currently attending a MCOLES Police Academy?

A: Yes

4. Q: Will you graduate from a MCOLES approved Police Academy and be eligible for licensing by May 15, 2015?

A: Yes

5. Q: If you answered No to the above question, please enter N/A. If you answered yes, please provide the following information: Name of Academy Name of instructor Graduation Date

6. Q: Are you an out-of-state certified police officer?

A: No

7. Q: If you are a current out of state police officer, have you taken and passed the MCOLES Recognition of Prior Training and Experience program?

A: No

8. Q: If you have completed the Recognition of Prior Training and Experience program with MCOLES, list the location of the program, your instructor and date of completion. If not applicable to you write N/A.

A: n/a

9. Q: Have you taken the EMPCO written exam for the State of Michigan and received a passing score? (This is an exam used in substitution for a written Civil Service Exam.)

A: Yes

10. Q: If you have taken and passed this exam, please list the date and test score (must have taken the test between January 31, 2014 and January 30, 2015). Otherwise, write N/A.

11. Q: If you have not yet taken and passed the EMPCO exam, please list the date you are scheduled to write this exam (this exam must be completed by January 30, 2015). If you have previously taken and passed the exam, write N/A.

A: n/a

12. Q: Have you made sure to make your score on the EMPCO exam available to the City of Grand Rapids for review? (You must make sure that Grand Rapids can see your scores. Please contact EMPCO to be sure your profile reflects our access.)

A: Yes

January 28, 2015

To whom it may concern:

Subject: Police Officer 15-1

Chris Schurr

Christopher Paul Schurr

Summary

A hard working, enthusiastic professional who adds value by offering experience in management, security and civil service. Superior communication skills, detail orientated, team building individual who demonstrates motivational methods. Proven with a superior work ethic, years of dedication, and exceeding expectations set forth in academics, athletics, and the work force.

Education

Experience

Honors/Activities

References



CITY OF GRAND RAPIDS

RECEIPT OF INFORMATION

As part of my orientation to the City of Grand Rapids as a new employee, I was provided with a New Employee Manual, which included the following important items:

- ☒ City Rules and Regulations
- ☒ Informational Sheet on Workplace Injuries
- ☒ Bargaining Unit Handbook
- ☒ Administrative Policies
 - Drug Free Workplace (#89-04)
 - Harassment in the Workplace (#01-01)
 - Hazardous Materials Employee Communication (#86-03)
 - Sexual Harassment in the Workplace (#86-01)
- ☒ Pension Information
- ☒ Employee Assistance Program Information
- ☒ Medical Insurance Summary Plan Handbook
- ☒ MERS Retiree Healthcare Savings Account information
- ☒ 457 Deferred Compensation Information

By signing this form, I acknowledge that I have received these items from the City of Grand Rapids' Human Resources Department.

Christopher Paul Schurr
Employee Name (Please Print)

6/15/15
Date

Employee Signature


Human Resources Signature



**The City of Grand Rapids
Human Resources Department**

POSITION APPLIED FOR: Police officer

NAME: Christopher Schurr

Social Security Number: _____

PLEASE READ CAREFULLY BEFORE SIGNING

I hereby authorize my former employers to give any information regarding my employment they may have regarding me. I hereby release them and their company from all damage whatsoever for issuing same to the City of Grand Rapids or the City's designated search firm. I hereby authorize any police agency to give any information regarding any record they may have on me, and release them from any damage whatsoever for issuing same to the City of Grand Rapids or the City's designated search firm. I hereby authorize any educational institution listed on this application to release information regarding any record they may have on me and release them from any damage whatsoever for issuing same to the City of Grand Rapids or the City's designated search firm.

Signature of applicant _____

_____ Date 6/14/15

I understand that any extended job offer is conditioned on the results of a drug screening test, pre-employment medical exam and final background investigation.

Signature of applicant _____

_____ Date 6/14/15

I certify that the statements made by me in this application and any attached documents submitted herewith are true, complete and correct to the best of my knowledge and belief, and are made in good faith. I understand that false statements herein are sufficient grounds for rejection of this application. I understand that my statements herein are a material consideration for an appointment with the City of Grand Rapids.

Signature of applicant _____

_____ Date 6/14/15

**Statement Concerning Your Employment in a Job
Not Covered by Social Security**Employee Name Christopher Schurr Employee ID# _____Employer Name City of Grand Rapids Employer ID# _____

Your earnings from this job are not covered under Social Security. When you retire, or if you become disabled, you may receive a pension based on earnings from this job. If you do, and you are also entitled to a benefit from Social Security based on either your own work or the work of your husband or wife, or former husband or wife, your pension may affect the amount of the Social Security benefit you receive. Your Medicare benefits, however, will not be affected. Under the Social Security law, there are two ways your Social Security benefit amount may be affected.

Windfall Elimination Provision

Under the Windfall Elimination Provision, your Social Security retirement or disability benefit is figured using a modified formula when you are also entitled to a pension from a job where you did not pay Social Security tax. As a result, you will receive a lower Social Security benefit than if you were not entitled to a pension from this job. For example, if you are age 62 in 2013, the maximum monthly reduction in your Social Security benefit as a result of this provision is \$395.50. This amount is updated annually. This provision reduces, but does not totally eliminate, your Social Security benefit. For additional information, please refer to Social Security Publication, "Windfall Elimination Provision."

Government Pension Offset Provision

Under the Government Pension Offset Provision, any Social Security spouse or widow(er) benefit to which you become entitled will be offset if you also receive a Federal, State or local government pension based on work where you did not pay Social Security tax. The offset reduces the amount of your Social Security spouse or widow(er) benefit by two-thirds of the amount of your pension.

For example, if you get a monthly pension of \$600 based on earnings that are not covered under Social Security, two-thirds of that amount, \$400, is used to offset your Social Security spouse or widow(er) benefit. If you are eligible for a \$500 widow(er) benefit, you will receive \$100 per month from Social Security (\$500 - \$400 = \$100). Even if your pension is high enough to totally offset your spouse or widow(er) Social Security benefit, you are still eligible for Medicare at age 65. For additional information, please refer to Social Security Publication, "Government Pension Offset."

For More Information

Social Security publications and additional information, including information about exceptions to each provision, are available at www.socialsecurity.gov. You may also call toll free 1-800-772-1213, or for the deaf or hard of hearing call the TTY number 1-800-325-0778, or contact your local Social Security office.

I certify that I have received Form SSA-1945 that contains information about the possible effects of the Windfall Elimination Provision and the Government Pension Offset Provision on my potential future Social Security Benefits.

Signature of Employee _____

Date 6/14/15

Information about Social Security Form SSA-1945 Statement Concerning Your Employment in a Job Not Covered by Social Security

New legislation [Section 419(c) of Public Law 108-203, the Social Security Protection Act of 2004] requires State and local government employers to provide a statement to employees hired January 1, 2005 or later in a job not covered under Social Security. The statement explains how a pension from that job could affect future Social Security benefits to which they may become entitled.

Form SSA-1945, **Statement Concerning Your Employment in a Job Not Covered by Social Security**, is the document that employers should use to meet the requirements of the law. The SSA-1945 explains the potential effects of two provisions in the Social Security law for workers who also receive a pension based on their work in a job not covered by Social Security. The Windfall Elimination Provision can affect the amount of a worker's Social Security retirement or disability benefit. The Government Pension Offset Provision can affect a Social Security benefit received as a spouse, surviving spouse, or an ex-spouse.

Employers must:

- Give the statement to the employee prior to the start of employment;
- Get the employee's signature on the form; and
- Submit a copy of the signed form to the pension paying agency.

Social Security will not be setting any additional guidelines for the use of this form.

Copies of the SSA-1945 are available online at the Social Security website, www.socialsecurity.gov/online/ssa-1945.pdf. Paper copies can be requested by email at ofsm.oswm.rqct.orders@ssa.gov or by fax at 410-965-2037. The request must include the name, complete address and telephone number of the employer. Forms will not be sent to a post office box. Also, if appropriate, include the name of the person to whom the forms are to be delivered. The forms are available in packages of 25. Please refer to Inventory Control Number (ICN) 276950 when ordering.

MICHIGAN
DRIVER LICENSE



**MEDICAL
ALERT**
CHECKED DATA: BIRTH
EXPIRATION, REVISION
& TRANSACTION DATES;
DUPLICATE NAME;
ADDRESS; GENDER;
ISSUING STATE &
INVENTORY
CONTROL #.

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SOCIAL SECURITY

CITY OF GRAND RAPIDS
PERSONNEL DATA SHEET

CIVIL SERVICE BOARD

THIS CERTIFIES THAT THE FOLLOWING PERSON HAS PASSED HIS/HER PHYSICAL EXAMINATION. ALL NECESSARY PERSONNEL RECORDS HAVE BEEN COMPLETED; THEREFORE, HE/SHE IS ELIGIBLE FOR EMPLOYMENT. PLEASE COMPLETE AN ENTERING SERVICE ADVICE BASED ON THE FOLLOWING INFORMATION:

NAME: Christopher Paul Schuff

IF YOU HAVE ANY RELATIVES EMPLOYED BY THE CITY OF GRAND RAPIDS, LIST THEIR NAMES AND THE DEPARTMENTS IN WHICH THEY ARE EMPLOYED:

NAME	RELATIONSHIP	DEPARTMENT
<u>N/A</u>	<u>N/A</u>	<u>N/A</u>

PERSON(S) TO BE NOTIFIED IN CASE OF EMERGENCY:

NAME	RELATIONSHIP	(HOME PHONE)/(MOBILE PHONE)
------	--------------	-----------------------------

I HAVE READ THE ABOVE INFORMATION AND CERTIFY THAT IT IS CORRECT AND COMPLETE.

SIGNED: _____ DATE: 6/14/15

HRD USE ONLY

CLASSIFICATION TITLE: Police Officer DEPARTMENT: Police

DISTRIBUTION ID: _____ H.B.I.C. (LABOR CODE): 1720 Patrol

PERMANENT	<input checked="" type="checkbox"/>	RE-HIRE	()
NEW HIRE	<input checked="" type="checkbox"/>	SEASONAL	()
SEASONAL TO PERMANENT	()	RETURN FROM LEAVE	()

SIGNATURE: Heidi Kupri DATE: 6/15/15
HUMAN RESOURCES

COMPUTER ENTRY DATE: 6-17-15 BY: ef

AUTHORIZATION FOR CHECK-OFF OF MEMBERSHIP DUES OR SERVICE FEE
(GRAND RAPIDS POLICE OFFICERS ASSOCIATION - ALL UNITS)

TO THE CITY OF GRAND RAPIDS:

Check one of the boxes below

☐

(Membership) I hereby assign to the Grand Rapids Police Officers Association from any wages earned or to be earned by me as an employee of the City of Grand Rapids (in my present position or in any future position in a bargaining unit represented by that Union) such sums as the Financial Officer of said Union may certify as due and owing from me as a member. This shall include membership dues, initiation fees, or special assessments in such sums as may be established from time to time by said Union in accordance with its Constitution.

☒

(Service Fee) I hereby assign to the Grand Rapids Police Officers Association from any wages earned or to be earned by me as an employee of the City of Grand Rapids (in my present position or in any future position in a bargaining unit represented by that Union) a monthly service fee in an amount equal to the regular monthly dues of such Union as may be established from time to time in accordance with its Constitution.

My signature below authorizes the City of Grand Rapids to deduct such amounts as elected above from my pay and to remit such amounts to the Grand Rapids Police Officers Association at such times and in such manner as may be agreed upon between the City of Grand Rapids and the Grand Rapids Police Officers Association at any time during the period of time this authorization is in effect.

This assignment, authorization and election of options shall be irrevocable for the period of one (1) year from the date of delivery to the City of Grand Rapids, or until the termination of the collective bargaining Agreement between the City and the Grand Rapids Police Officers Association which is in force at the time of such delivery (whichever occurs first). Furthermore, I agree and direct that this assignment, authorization and election of options shall be automatically renewed and shall be considered irrevocable for successive periods of one (1) year each, or for the period of each succeeding applicable collective bargaining Agreement between the City of Grand Rapids and the Grand Rapids Police Officers Association (whichever shall be shorter in duration).

Employee's Signature

Employee's Street Address

Christopher Paul Schurr

Employee's Typed or Printed Name

City

State

Zip Code

6/14/15

Date Signed

Social Security Number

Date Received by the City

**GRAND RAPIDS
FULL TIME**



02197304

Schurr

Christopher

Beneficiary Form

DESIGNATION OF BENEFICIARY

Christopher Paul Schurr
(Print Name)

(Street Address)

(City)

(Social Security No.)

I, Christopher Schurr, pursuant to the applicable Agreement between the City and the _____
(Print Name)

Union or as noted in the Management Fringe Benefit and Compensation Handbook, hereby designate the following named person(s) as my beneficiary or beneficiaries for the purpose of obtaining any benefits which may be available pursuant to the applicable contract or Benefit Handbook.

Complete Name and Address of Each Beneficiary	Relationship of Each To Insured	Amount to Each (1% preferred)
<u>CONTINGENT</u>		

() Estate

(Signature of employee)

LISA Rule
(Signature of Witness)

6/15/15
(Date Signed)

6-15-15
(Date Signed)

The employee may designate sharing principal beneficiaries and/or sharing contingent beneficiaries. If the employee designates sharing beneficiaries and wishes surviving beneficiaries to receive the share of any beneficiary who does not survive the employee, one of the following phrases should be added below the names of the sharing principal beneficiaries and/or sharing contingent beneficiaries:

- a. If two persons are named - "or to the survivor".
- b. If more than two persons are named - "or to the survivors or survivor".

If sharing beneficiaries are designated and a survivorship clause (a) or (b) is not included, the share of the beneficiary who does not survive will be paid to the estate of the employee or to contingent beneficiaries if designated.

**GRAND RAPIDS
FULL TIME**



02197305

Schurr

Christopher

Certificates

**GRAND RAPIDS
FULL TIME**



02197306

Schurr

Christopher

Correspondence

POLICE
DEPARTMENT



CITY OF GRAND RAPIDS

May 30, 2017

Officer Christopher Schurr
South Service Area

Dear Officer Schurr:

Chris,

Upon the recommendation of the Board of Awards, you have been selected to receive this Letter of Recognition, for your meritorious and professional actions on September 13, 2016, when you were involved with making two arrests during a traffic stop on Oakhill St SE.

After seeing you, a car immediately pulled into the driveway at 8 Oakhill. You made contact with the driver and passenger, neither of whom were known to the resident of the home at this address. A baggy of marijuana was found on the driver and a loaded 9mm Sig Sauer firearm was found under his seat. The driver was arrested for CCW Auto, Felon in Possession of a Firearm, Possession of Marijuana, Trespassing, and for a parole violation. The passenger was arrested for a parole violation. Your quick and professional actions resulted in another firearm being removed the streets and two parolees taken into custody.

It is with great pride that I thank and commend you for your outstanding performance of duty.

Sincerely,

David M. Rahinsky
Chief of Police

/srr

cc: Captain Vincent Reilly
Sergeant Charles Ware
GRPD File
✓ Human Resources Personnel File

Incident No. 16-076502

POLICE
DEPARTMENT



CITY OF GRAND RAPIDS

April 13, 2017

Officer Christopher Schurr
South Service Area

Dear Officer Schurr:

chris

Upon the recommendation of the Board of Awards, you have been selected to receive the Team Performance Award, for your meritorious and professional actions in 2016, as a member of South Team Five.

Throughout 2016, South Team Five embodied the definition of what it means to truly work together. By routinely coordinating efforts on calls and arrests, backing each other up, and learning from one another, you were not only bettering yourselves as team members, but also as individuals. What others may call "routine", you took as a challenge for your entire team, as you moved impressively as a unit through your assigned neighborhoods, looking for criminal behavior and concentrating on gun, gang, and drug crimes. The activity and results of the Team were impressive, especially when compared to all other patrol teams. The countless foot chases, robberies, stolen car recoveries, traffic stops, and shootings that the Team initiated, or responded to, resulted in over 500 felony arrests in 2016 alone. In fact, South Team Five led all night shift teams in every category, including: traffic stops (2,316), crime reports (2,618), non-crime reports (4,107), total calls taken (12,172), misdemeanor arrests (1,440), felony arrests (518), field interrogations (407), drug arrests (76), and weapons arrests (48). In addition, after nearly 2,000 arrests in 2016, the Team had zero citizen complaints for excessive force and/or discourtesy, it was hindered by over 80 suspects who resisted those arrests, and over 50 firearms were from those who were arrested. Not only are the statistics remarkable, but after September, the Team continued its same level of performance even when it was reduced in size from 11 officers to 7.

There is no doubt that your hard work, diligence, and overall professional efforts had a positive impact on the citizens in the South Service Area. For your exemplary work performed in 2016, as a member of South Team Five, it is with great pride that I thank and commend you for your outstanding performance of duty.

Sincerely,

David M. Rahinsky
David M. Rahinsky
Chief of Police

/srr

cc: Captain Vincent Reilly
Sergeant Charles Ware
GRPD File
/Human Resources Personnel File

POLICE
DEPARTMENT



CITY OF GRAND RAPIDS

December 16, 2016

Officer Christopher Schurr
Central Service Area

Dear Officer Schurr:

Upon the recommendation of the Board of Awards, you have been selected to receive the Letter of Recognition, for your meritorious and professional actions on May 10, 2016, when you were involved with a traffic stop on Prince Street, just west of Eastern Avenue SE. In this area known for drug and gun violations, the traffic stop involved a vehicle with a driver and two passengers. As the stop was being affected, a loaded .380 handgun was thrown out of the car. In addition to that being located, a small baggy of marijuana had also been discarded. Through your persistence and teamwork while on the scene, it was determined that the driver and one of the passengers were dealing drugs. These two felons were then taken into custody on charges related to the gun and drugs, as well as each of them having numerous warrants.

It is with great pride that I thank and commend you for your outstanding performance of duty.

Sincerely,

David M. Rahinsky
Chief of Police

/srr

cc:

Captain Scott Rifenberg
Sergeant Charles Ware
GRPD File
✓ Human Resources Personnel File

Incident No. 16-037473

POLICE
DEPARTMENT



CITY OF GRAND RAPIDS

February 7, 2017

Officer Christopher Schurr
Central Service Area

Dear Officer Schurr:

Chris

Upon the recommendation of the Board of Awards, you have been selected to receive this Letter of Recognition, for your meritorious and professional actions on July 1 and July 6, 2016, when you were involved with making a gun related arrest at 7 Griggs Street SE. While on patrol, you stopped a vehicle that you remembered from a previous CCW call and it turned out, the driver was the brother of your previous suspect. The driver admitted to having a gun in the car, and the fully loaded .380 semi-automatic handgun was found concealed between the seat and center console. He had applied for a CPL, but did not have a valid one, and was released at the scene, pending further investigation. Days later, you returned to work and on your own initiative, confirmed there had been a valid CCW warrant issued for the suspect since your last contact with him. You found the suspect at his home and arrested him without incident. Your proactive policing efforts and diligent follow-through resulted in an arrest and another illegal firearm being removed from the streets.

It is with great pride that I thank and commend you for your outstanding performance of duty.

Sincerely,

David Rahinsky
David M. Rahinsky
Chief of Police

/srr

cc: Captain Scott Rifenberg
Sergeant Charles Ware
GRPD File
✓ Human Resources Personnel File

Incident No. 16-054205

1 MONROE CENTER, N.W., GRAND RAPIDS, MICHIGAN 49503

POLICE
DEPARTMENT



CITY OF GRAND RAPIDS

February 7, 2017

Officer Christopher Schurr
Central Service Area

Dear Officer Schurr: *Chris*

Upon the recommendation of the Board of Awards, you have been selected to receive this Letter of Recognition, for your meritorious and professional actions on June 7, 2016, when you were involved with making three arrests at 7 Ardmore Street SE. While patrolling in an area known for gun and drug activity, a vehicle quickly switched directions upon passing you. After following the vehicle to where it stopped on Ardmore and making contact with the driver, the driver admitted to selling cocaine with the two passengers. Your astute observations, and follow through on suspicious behavior, resulted in the driver being arrested on multiple VCSA felony charges and the two passengers being taken into custody on outstanding warrants.

It is with great pride that I thank and commend you for your outstanding performance of duty.

Sincerely,

David M. Rahinsky
David M. Rahinsky
Chief of Police

/srr

cc: Captain Scott Rifenberg
Sergeant Charles Ware
GRPD File
✓ Human Resources Personnel File

Incident No. 16-046793

1 MONROE CENTER, N.W., GRAND RAPIDS, MICHIGAN 49503

POLICE
DEPARTMENT



CITY OF GRAND RAPIDS

May 31, 2016

Officer Christopher Schurr
South Service Area

Dear Officer Schurr:

Upon the recommendation of the Board of Awards, you have been selected to receive this Letter of Recognition, for your meritorious and professional actions on March 15, 2016, when you made a traffic stop in the 400 block of Highland Street SE that resulted in a felony arrest. While on patrol in an area known for a high volume of VCSA and weapons offenses, you made a traffic stop at Highland St and Madison Ave SE, at which time you learned the driver did not have a license. While handcuffed, and about to be placed in the back of your cruiser, the suspect immediately fled on foot and a chase ensued. He continued to actively resist, even after being caught. After backup units arrived, the suspect and his passenger were able to be secured. A subsequent search of the vehicle resulted in a loaded .22 revolver being located just to the right of the driver's seat. Your astute observations, professionalism, and immediate actions led to a felon being arrested for CCW Auto and Resisting and Obstructing a Police Officer, as well as a firearm being removed from the street.

It is with great pride that I thank and commend you for your outstanding performance of duty.

Sincerely,

David M. Rahinsky
Chief of Police

/srr

cc: Deputy Chief Daniel Savage
Captain Vincent Reilly
Sergeant Charles Ware
GRPD File
✓ Human Resources Personnel File

Incident No. 16-021355

SEXUAL HARASSMENT PREVENTION
EMPLOYEE ACKNOWLEDGEMENT

I Chris Schurr acknowledge that I have
received training regarding Sexual Harassment Prevention
on 7/23/15.
Date

Employee Signature

GRPD

Department

7/23/15

Date

441070

Trainers Initials



May 26, 2020

Officer Christopher Schurr
South Service Area

Dear Officer Schurr:

Upon the recommendation of the Board of Awards, you have been selected to receive this Letter of Recognition, for your meritorious and professional actions on December 21, 2018, when you alerted officers to a stolen vehicle in front of Miss Tracy's party store, while you were en route to a domestic dispute call. The stolen vehicle was believed to have been involved with a breaking and entering from Kent County, where at least five long guns were stolen.

As a result of your alert observations, officers were able to apprehend the suspect, after a traffic stop and subsequent foot chase, and two of the five stolen rifles were recovered from the suspect's vehicle. For your role in helping to apprehend a potentially violent and dangerous criminal, it is with great pride that I thank and commend you for your outstanding performance of duty.

Sincerely,

Eric Payne
Police Chief

/srr

cc: Captain Mark Ostapowicz
Sergeant Brad Bush
GRPD File
✓ Human Resources Personnel File



CITY OF GRAND RAPIDS

May 26, 2020

Officer Christopher Schurr
South Service Area

Dear Officer Schurr:

Upon the recommendation of the Board of Awards, you have been selected to receive this Letter of Recognition, for your meritorious and professional actions on November 22, 2019, when you were involved with making two felony arrests at 6 Curve St SW. Officers were called to the area after a victim called and advised that her _____, was threatening to shoot up her house. She said he had arrived with another friend and was in front of her house in a black Chevy pickup. After a coordinated response, both suspects were taken into custody, using high risk traffic stop tactics, due to _____ being in the middle of the street and the other person still being in the truck. A loaded handgun was found on _____ which came back as stolen from _____ in Kent County. The second suspect was also found to have a loaded handgun on his person and a baggy of powder cocaine was located in the gas tank door area of his truck. Charges included CCW, R&C Stolen Firearm, and Possession of Cocaine.

Due to the quick response time, observational awareness, teamwork, and tactical decision-making of everyone involved, two handguns and illegal narcotics were removed from the streets and a shooting was likely averted. It is with great pride that I thank and commend you for your outstanding performance of duty.

Sincerely,

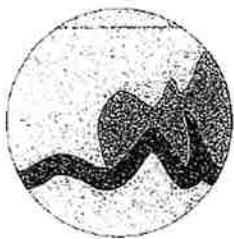
Eric Payne
Police Chief

/srr

cc: Captain Mark Ostapowicz
Sergeant Alan Ort
GRPD File
✓Human Resources Personnel File

Incident No 19-081889, 19-081890

POLICE
DEPARTMENT



CITY OF GRAND RAPIDS

August 6, 2018

Officer Christopher Schurr
South Service Area

Dear Officer Schurr:

Chris,

Upon the recommendation of the Board of Awards, you have been selected to receive this Letter of Recognition, for your meritorious and professional actions on April 16, 2017, when you were involved with apprehending a burglary suspect at 6 Henry Ave SE, after he had broken into the sub shop and Boost Mobile stores at 6 Eastern Ave SE.

It is with great pride that I thank and commend you for your outstanding performance of duty.

Sincerely,

David M. Rahinsky
Chief of Police

/srr

cc: Captain Vincent Reilly
(Ret) Sergeant Charles Ware
GRPD File
Human Resources Personnel File

Incident No. 17-028816

1 MONROE CENTER, N.W., GRAND RAPIDS, MICHIGAN 49503

Grand Rapids Police Department

Certificate of Recognition

Presented to

Officer Christopher Schurr

For your meritorious and professional actions, from March 20, 2017 until May 13, 2017, regarding your diligence and self-initiated efforts that resulted in the arrest of *who was found with a gun and loaded magazine, and who had been threatening retaliation for the murder of his girlfriend,*



Attest to



Chief of Police

August 6, 2018

Date

Incident No. 17-036290

POLICE
DEPARTMENT



CITY OF GRAND RAPIDS

August 24, 2018

Officer Christopher Schurr
South Service Area

Dear Officer Schurr:

Chris

Upon the recommendation of the Board of Awards, you have been selected to receive this Letter of Recognition, for your meritorious and professional actions on July 13, 2017, when you were involved with responding to a shots fired call, during which the fleeing suspect was apprehended in the driveway of 10 Logan St SE. This known gang member had been the victim of a shooting from a few months back and it was found he had discarded a loaded FNH .40 caliber semi-automatic handgun in this case. He was charged with CCW Handgun and Felon in Possession of a Handgun.

It is with great pride that I thank and commend you for your outstanding performance of duty.

Sincerely,

David M. Rahinsky
Chief of Police

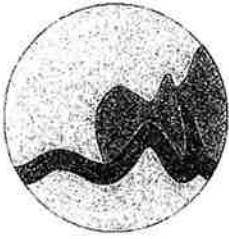
/srr

cc: Captain Vincent Reilly
(Ret) Sergeant Charles Ware
GRPD File
✓ Human Resources Personnel File

Incident No. 17-054781

1 MONROE CENTER, N.W., GRAND RAPIDS, MICHIGAN 49503

POLICE
DEPARTMENT



CITY OF GRAND RAPIDS

August 24, 2018

Officer Christopher Schurr
South Service Area

Dear Officer Schurr:

Upon the recommendation of the Board of Awards, you have been selected to receive this Letter of Recognition, for your meritorious and professional actions on July 7, 2017, when you were involved with confiscating 20 individually wrapped packages of cocaine (approximately half an ounce), in a vehicle that was stopped for DWLS near Franklin St and Ionia Ave SW. The driver was charged with DWLS and PWID Cocaine and the passenger was arrested for a parole violation.

It is with great pride that I thank and commend you for your outstanding performance of duty.

Sincerely,

David M. Rahinsky
Chief of Police

/srr

cc: Captain Vincent Reilly
(Ret) Sergeant Charles Ware
GRPD File
Human Resources Personnel File

Incident No. 17-053218

1 MONROE CENTER, N.W., GRAND RAPIDS, MICHIGAN 49503

POLICE
DEPARTMENT



CITY OF GRAND RAPIDS

August 24, 2018

Officer Christopher Schurr
South Service Area

Dear Officer Schurr:

Chris

Upon the recommendation of the Board of Awards, you have been selected to receive this Letter of Recognition, for your meritorious and professional actions on July 8, 2017, when you were involved with making two arrests, after a vehicle was stopped for a defective brake light near Franklin St and Neland Ave SE. A loaded .380 Taurus revolver was found in the vehicle and the driver was arrested for CCW Auto, while the back seat passenger was charged with a parole violation (due to the gun).

It is with great pride that I thank and commend you for your outstanding performance of duty.

Sincerely,


David M. Rahinsky
Chief of Police

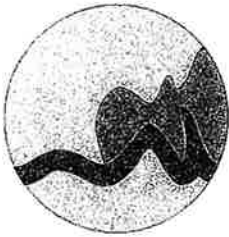
/srr

cc: Captain Vincent Reilly
(Ret) Sergeant Charles Ware
GRPD File
✓Human Resources Personnel File

Incident No. 17-053498

1 MONROE CENTER, N.W., GRAND RAPIDS, MICHIGAN 49503

POLICE
DEPARTMENT



CITY OF GRAND RAPIDS

August 24, 2018

Officer Christopher Schurr
South Service Area

Dear Officer Schurr:

Chris

Upon the recommendation of the Board of Awards, you have been selected to receive this Letter of Recognition, for your meritorious and professional actions on July 27, 2017, when you were involved with making contact with the driver of a gold Suzuki, in the area of Kalamazoo Ave and Hall St SE, after he stopped his vehicle and fled from it. A search of the vehicle led to a loaded Hi-Point CF .380 semi-automatic handgun and the driver was charged with CCW Auto and Felon in Possession, as well as for an outstanding parole warrant for homicide out of Ohio.

It is with great pride that I thank and commend you for your outstanding performance of duty.

Sincerely,

David M. Rahinsky
Chief of Police

/srr

cc: Captain Vincent Reilly
(Ret) Sergeant Charles Ware
GRPD File
✓ Human Resources Personnel File

Incident No. 17-059379

1 MONROE CENTER, N.W., GRAND RAPIDS, MICHIGAN 49503

the

Grand Rapids Police Department

Certificate of Recognition

Presented to

Officer Christopher Schurr

For your meritorious and professional actions throughout 2017, as a member of South Team Five, when your dedication and commitment to the citizens of Grand Rapids resulted in the recovery of nearly 50 stolen vehicles and arrests made in 24 of those incidents (with 14 additional possible suspects also identified) and making arrests in 9 of 17 fleeing and eluding incidents, all while engaging in 0 vehicle pursuits



Attest to

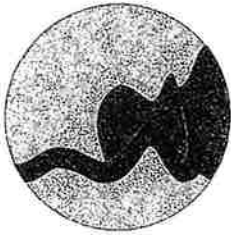
DMR

Chief of Police

November 1, 2018

Date

POLICE
DEPARTMENT



CITY OF GRAND RAPIDS

December 1, 2018

Officer Christopher Schurr, #195
South Service Area

Dear Officer Schurr:

Chris

I have recently been informed of your professional police activity on May 8, 2018, when doing pro-active work in the area of Kalamazoo Avenue and Dickinson Street SE.

After conducting a traffic stop, the passenger fled on foot. During your pursuit of him, you observed a pistol fall out of his waistband. You continued your pursuit and successfully apprehended him. After taking him into custody, a search was conducted and another weapon, a loaded Diamondback .380 caliber pistol was located, along with marijuana. It was determined the handguns were obtained illegally. Due to your alert observations, knowledge of the area, and diligence, an armed subject with two illegal handguns was removed from the streets.

It is with great pride that I thank and commend you for your outstanding performance of duty.

Sincerely,

David Rahinsky
Chief of Police

/cv

cc: Deputy Chief Eric Payne
Captain Vincent Reilly, South SA
Sergeant Alan Ort, South SA
GRPD File
Human Resources Personnel File

Incident No. 18-038801

COMPLAINT DISPOSITION REPORT

INTERNAL AFFAIRS UNIT
Grand Rapids Police Department
1 Monroe Center NW
Grand Rapids, MI 49503

DATE OF DISPOSITION	DATE OF COMPLAINT	DATE OF INCIDENT	COMPLAINT NUMBER
March 4, 2021	February 17, 2021	January 31, 2021	CR21-018

COMPLAINANT NAME	ADDRESS	TELEPHONE NUMBER
Fleet Safety Officer	1 Monroe Center NW, Grand Rapids, MI 49503	616-456-3771

EMPLOYEE(S) INVOLVED (rank, name, badge number)
Officer Christopher Paul Schurr [195]

NATURE OF COMPLAINT: At Fault Accident

INVESTIGATED BY: Sgt. Nathan Mead

INVESTIGATIVE FINDINGS

On January 31, 2021, Officer Christopher Schurr, while operating a City vehicle, was involved in a traffic crash in which it was determined he was at fault. This conduct is in violation of the *Grand Rapids Police Department Manual of Conduct*, Section 6.3.

This complaint is **SUSTAINED**.

DISPOSITIONS

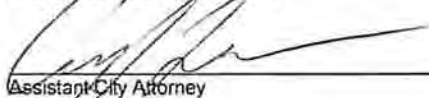
- ☒ **SUSTAINED** – Evidence was sufficient to prove the allegation(s)
☐ **NOT SUSTAINED** – Lack of sufficient evidence to prove the allegation(s)
☐ **EXONERATED** – The complained of act(s) did occur, but were justified and lawful
☐ **UNFOUNDED** – The complained of act(s) did not occur


Internal Affairs Unit Investigator

3/4/21
Date


Internal Affairs Unit Commander

3/4/21
Date


Assistant City Attorney

3/4/2021
Date

Labor Relations

Date

APPROVED:


Chief of Police

3/4/21
Date

City Manager

Date

COMPLAINT ACTION REPORT
OFFICE OF THE CHIEF OF POLICE
Grand Rapids Police Department
1 Monroe Center NW
Grand Rapids, MI 49503

DATE OF DISPOSITION	DATE OF COMPLAINT	DATE OF INCIDENT	COMPLAINT NUMBER
March 4, 2021	February 17, 2021	January 31, 2021	CR21-018

EMPLOYEE(S) INVOLVED (rank, name, badge number)
Officer Christopher Paul Schurr [195]

CORRECTIVE ACTION

The information contained in the *Complaint Disposition Report* dated March 4, 2021, is incorporated by reference.

You backed unsafely. Remember that you are expected to safely operate your vehicle with due care and caution at all times, in accordance with all Federal, State, and local statutes. You are to immediately refrain from similar unsafe driving behavior.

This report constitutes a **COACHING**. Any future incident of a similar nature shall result in further corrective action, which may include discipline.

ACTION TAKEN

- ☐ NO ACTION
- ☒ COACHING
- ☐ WRITTEN COUNSELING
- ☐ WRITTEN REPRIMAND
- ☐ SUPPLEMENTAL TRAINING
- ☐ OTHER CORRECTIVE ACTION
- ☐ SUSPENDED WITHOUT PAY (HOURS)
- ☐ TERMINATION OF EMPLOYMENT

Assistant City Attorney

3/4/2021

Date

Labor Relations

Date

Chief of Police

3/4/21

Date

City Manager

Date

COMPLAINT DISPOSITION REPORT

INTERNAL AFFAIRS UNIT
Grand Rapids Police Department
1 Monroe Center NW
Grand Rapids, MI 49503

DATE OF DISPOSITION	DATE OF COMPLAINT	DATE OF INCIDENT	COMPLAINT NUMBER
July 14, 2021	April 26, 2021	April 20, 2021	CR21-058

COMPLAINANT NAME	ADDRESS	TELEPHONE NUMBER
Roger Lee Hornrich	[REDACTED]	[REDACTED]

EMPLOYEE(S) INVOLVED (rank, name, badge number)
Officer Christopher Schurr #195
Officer Tyler Smith #114

NATURE OF COMPLAINT: Improper Search / Diligence

INVESTIGATED BY: Lt Joseph Trigg

INVESTIGATIVE FINDINGS

Initial Complaint

On April 23, 2021, Roger Hornrich filled out a written Internal Affairs Unit (IAU) *Formal Complaint Form* that stated Officer Christopher Schurr broke open his safe, without his authorization, and took his grandmother's ashes. Through my initial investigation, I determined that Officer Tyler Smith was also involved in the incident.

On May 17, 2021, I contacted Hornrich and left him a voicemail to return my call. As of June 16, 2021, Hornrich had not returned my call.

Review - Incident Report 21-023654

I reviewed the listed incident report, which was titled "Arrest For Other Jurisdictions" and "Drove While License Suspended (DWLS)." The report was written by Officer Schurr and his narrative is listed below.

Narrative

Rpt Date : 7 mo 4/20/2021 / 16:51

Reporting Officer

Schurr, Christopher #195

On this date around 1420 hours, I was patrolling the area of Hall ST SE and S Division AVE. While in the area, I observed a silver Ford Escape with license plate [REDACTED] turn left from Hall ST SE to head south on S Division AVE. The vehicle turned towards me as I was stopped at the light on Division south of Hall. I could see what appeared to be a Christmas tree style air freshener hanging from the rear view mirror of the listed vehicle obstructing the driver's vision as he passed me. Additionally, I recognized the vehicle from my patrol of [REDACTED] and recognized the driver as being an occupant of [REDACTED]. It should be noted that this address has been highly associated with CCW-type activity.

I stopped the vehicle for the traffic violation at S Division AVE and Ridge ST SW. I made contact with the driver (later identified as [REDACTED]) who stated that he did not have a driver's license. [REDACTED] was arrested for the driving offense (handcuffs cuffed) [REDACTED] was searched subsequent to arrest with NIL results.

I ran a LEIN/SOS check on [REDACTED] and a warrant for his arrest and a suspended license. RADIO confirmed the warrant. [REDACTED] was released from parole on 6/7/2020.

The listed vehicle was searched for inventory purposes by Ofc. Smith. During the search, a plastic bag about the size of grape was located in a blue vase in the center console. The bag had what appeared to be a light gray powder substance. Also, a basketball sized blue balloon was located in the console in front of the gear shifter. Inside of the balloon was a tan powdery substance. Lastly, a locked safe was located in the back of the vehicle near the rear hatch.

The safe had small holes in the bottom. Through the holes, officers could see what appeared to be a firearm. The safe was opened with the assistance of Merts. Inside of the safe was a handle to a Sig Sauer P238 pistol with an unloaded magazine (serial [REDACTED]). RADIO confirmed the firearm as stolen out of Kent County report 19-13595.

[REDACTED] was read his Miranda rights. [REDACTED] understood his rights and agreed to speak with me. [REDACTED] stated that the light gray substance was "Dabbs" but did not know what substance was inside of the balloon. [REDACTED] stated that his sister made the balloon as a stress reliever. Lastly, [REDACTED] stated that the firearm in the safe belonged to Roger Hornrich. [REDACTED] did not know the firearm was inside of the vehicle.

Sgt. Hos' responded to the scene to test the substances. Both substances came back as inconclusive.

COMPLAINT DISPOSITION REPORT

**INTERNAL AFFAIRS UNIT
Grand Rapids Police Department
1 Monroe Center NW
Grand Rapids, MI 49503**

Ofc. Smith took possession of the substances and the firearm both were submitted to PMU as evidence. Photos were taken of the ammunition packaging, safe and the firearm. The photos were attached to this report. [REDACTED] was lodged at KCCF for DWLS and the warrant [REDACTED] was issued citation 21-073910 for DWLS. The listed vehicle was towed via Merl's req. 132669. [REDACTED] phone was submitted as evidence under report 21-023671. [REDACTED] was ordered into the detective bureau to speak with Det. Baylis.

Review – Body Worn Camera (BWC) Footage

I reviewed related BWC footage for this incident, as noted below.

Sergeant Adam Host

Sergeant Host did not have any BWC footage for review. From reviewing Officer Smith's and Officer Schurr's BWC footage, it did not appear that Sergeant Host had any direct contact with the arrested subject [REDACTED].

Officer Christopher Schurr

I reviewed Officer Schurr's BWC footage, which shows Officer Smith locating the safe in the rear trunk area of Homrich's vehicle (Ford Escape). The safe is eventually set down on the ground and Officer Schurr picks it up and rotates it around and something can be heard clunking around inside. He looks through the small holes on the bottom of the safe and says that it looks like a pistol registration inside, as well as a small revolver. Sergeant Host is later seen examining the safe, by trying to look through the small holes as the safe sits on the hood of Officer Schurr's cruiser, as a Merl's (towing service) driver approaches. Officer Smith is later seen grabbing the safe from the hood of Officer Schurr's cruiser and walking back toward the alley, where I later discovered Merl's was parked with its flatbed tow truck. During this time, Sergeant Host can be seen standing off at a distance, talking on his cell phone.

Officer Tyler Smith

I reviewed Officer Smith's BWC footage, which shows he originally locates the safe in the rear area of the vehicle and removes it. Later it shows he brought the safe to the alley, where the Merl's flatbed is parked. Officer Smith stands by while the Merl's driver uses a hammer and crowbar to eventually break part of the face display of the safe off and then the safe is opened. Officer Smith then brings the safe back toward where Officer Schurr and Sergeant Host were and discovers various items in the safe, including the bottom portion of a firearm.

Review – In Car Video (ICV) Footage

I reviewed Officer Schurr's ICV footage related to this incident and it provided no additional details than the ones already stated above, in his BWC footage.

Interview – Officer Christopher Schurr

On May 26, 2021, I interviewed Officer Schurr. The interview was recorded and added to the case file.

Interview – Officer Tyler Smith

On May 26, 2021, I interviewed Officer Smith. The interview was recorded and added to the case file.

Interview – Sergeant Adam Host

On May 26, 2021, I spoke with Sergeant Host. The interview was recorded and added to the case file.

Summary

On April 23, 2021, Roger Homrich filed out a written *Internal Affairs Unit (IAU) Formal Complaint Form* that stated Officer Christopher Schurr broke open his safe, without his authorization, and took his grandmother's ashes. I attempted to get more details from Homrich regarding his complaint, but he never returned the voicemail that I had left for him.

My investigation included reviewing the related incident report, as well as the review of all related BWC and ICV footage, and interviews with Officer Schurr, Officer Smith, and Sergeant Host.

Officer Schurr advised that he had stopped the vehicle for a vision obstruct and contacted the driver [REDACTED] who stated he did not have a driver's license. Officer Schurr then arrested [REDACTED] for the driving offense and after running a Law Enforcement Information Network (LEIN) and Secretary of State (SOS) check, discovered [REDACTED] had a warrant and a suspended driver's license. [REDACTED] he was aware that he lived at [REDACTED] and that that particular address had been associated with subjects suspected of being involved in shootings and other weapon offenses. After learning [REDACTED] name, Officer Schurr that listed [REDACTED] as a suspect in a recent shooting.

Sergeant Host and Officer Smith assisted Officer Schurr on the traffic stop. Sergeant Host responded at the request of Officer Schurr, after Officer Smith had completed an inventory search of the vehicle and two unknown substances were discovered. Officer Schurr stated due to the way the substances were packaged, and the fact that Sergeant Host's field test came back inconclusive, he confiscated the substances as evidence, so further analysis could be conducted to determine if they were illegal substances. I determined Officer Schurr's actions did not violate any policy or procedures. Due to the fact that it was two unknown substances that he suspected could be illegal, it was proper to

COMPLAINT DISPOSITION REPORT

INTERNAL AFFAIRS UNIT
Grand Rapids Police Department
1 Monroe Center NW
Grand Rapids, MI 49503

request further analysis once Sergeant Host's field test was inconclusive. Also to note, [REDACTED] could not relieve any of Officer Schurr's suspicions by stating what the substances were.

During the inventory search, Officer Smith located a small portable safe in the rear of the vehicle and

inside the safe. Officer Schurr stated they could see, in plain view, a firearm

The safe was then entered with the assistance of a Merl's tow truck driver who used a hammer and crowbar to break it open, at Officer Smith's request. The receiver portion of a firearm was located, which officers later discovered was stolen.

I determined the officers' search of the safe was proper, under the two requirements for the Mobile Conveyance Exception, which was first established by the Supreme Court in the 1925 case of *Carroll v. United States*. First, once they located a firearm in plain view through the mounting holes of the safe, which occurred during a legal inventory search of the vehicle, they had probable cause to believe that it was potential evidence of a crime, due to [REDACTED] being a felon and recently suspected of being involved in a shooting. Prior to opening the safe, the officers conferred with Officer Baylis, who was the investigator on the shooting, that [REDACTED] was suspected of being involved in and agreed there was probable cause to search the safe. Second, the vehicle is capable of ready movement.

The scope of the search was established by the Supreme Court in *United States v. Ross*, which stated if probable cause justifies the search of a lawfully stopped vehicle, it justifies the search of every part of the vehicle, and its contents, that may conceal the object of the search. It was further noted that, locked or unlocked containers may be searched, if the object of the search could be concealed inside. Therefore, the officers using the assistance of the Merl's driver to open the locked safe was permissible.

Due to my findings, the allegation of **IMPROPER SEARCH**, against Officer Christopher Schurr and Officer Tyler Smith, is **EXONERATED**.

Although the search of the safe was proper, there was damage done to the safe to enter it. Officer Smith stated that the Merl's driver broke into the safe, at his request. Officer Smith stated he did not write a follow up incident report, but had communicated with Officer Schurr about the overall incident and stated he believed Officer Schurr was handling the reporting on the damage to the safe.

Officer Schurr was the original reporting officer, and it appeared to be established that he was the only one writing an incident report; therefore, I determined he bore the responsibility to ensure that a damage to property report was completed.

Therefore, the allegation of **DILIGENCE**, against Officer Christopher Schurr, is **SUSTAINED**, for his failing to document the damage to the safe.

The conclusion contained in the *Complaint Disposition Report* is subject to review by the Civilian Appeal Board, as set forth in *City Commission Policy 800-02*, if the disposition of the complaint is not sustained, unfounded, or exonerated.

DISPOSITIONS

- ☒ **SUSTAINED** – Evidence was sufficient to prove the allegation(s)
- ☐ **NOT SUSTAINED** – Lack of sufficient evidence to prove the allegation(s)
- ☒ **EXONERATED** – The complained of act(s) did occur, but were justified and lawful
- ☐ **UNFOUNDED** – The complained of act(s) did not occur

Internal Affairs Unit Investigator

Date

Internal Affairs Unit Commander

Date

Assistant City Attorney

Date

Labor Relations

Date

APPROVED:

Chief of Police

Date

City Manager

Date

CR21-058

Page 3 of 3



April 12, 2022

Officer Christopher Schurr
1 Monroe Center St NW
Grand Rapids, MI 49503

Dear Officer Schurr:

This letter is notification that you are hereby ordered off duty. You are placed on ADMINISTRATIVE LEAVE with pay, pending further investigation of an Internal Affairs complaint regarding an officer involved shooting. This order is effective immediately upon receipt of this letter and shall remain in effect until modified in writing.

You are relieved of your Department issued firearm, badges, police identification, and all other equipment issued to you by the Grand Rapids Police Department. You are further relieved of any and all statutory authority to act as a Grand Rapids Police Officer from this day forward.

Sincerely,

Lieutenant Jana Forner
Internal Affairs Unit

copy: Chief Eric Winstrom
Police Captains
Internal Affairs Unit
GRPOA
GRPD Payroll
City Payroll
City Attorney's Office
Labor Relations Department

**GRAND RAPIDS
FULL TIME**



02197307

Schurr

Christopher

Evaluations and Natural Progression

POLICE MERIT PAY EVALUATION NOTICE

Name: Christopher Paul Schurr

Clock #:

Department: 17140_Police-Support Services

Position Title: Police Officer

Evaluation Date: 06/15/2017

Class: 221

Range: 01C

Step: B

Rating Code: 00

The above-named employee should be scheduled for a work performance appraisal. This evaluation must be returned to the Human Resources Office no later than 06/05/2017

The Merit Pay Evaluation is an opportunity to review employee performance during the past year and advise employees of the individual strengths and weaknesses that enhance or detract from their work performance.

The department or division head will indicate action taken from the following listing:



I (We) certify that the work performance of the above-named employee exceeds or meets standards and the employee has been so informed. If the employee is not currently at the "F" step, a merit pay advice should accompany this notice upon return to HRD.



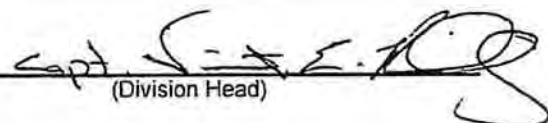
I (We) certify that the work performance of the above-named employee has not "Met Standard" in ALL work performance anchors but he/she has achieved a "Met Standard" rating in enough performance anchors to receive a merit pay increase and the employee has been so informed. The employee has been advised of the actions that must be taken to improve all work performance.



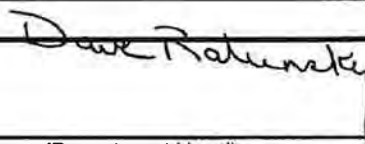
I (We) certify that the work performance of the above-named employee has NOT "Met Standard" in enough performance anchors to achieve a merit pay increase at this time and the employee has been so informed. The employee has been advised of the actions that must be taken to improve work performance. The employee shall be re-evaluated in three (3) months.

COMMENTS:

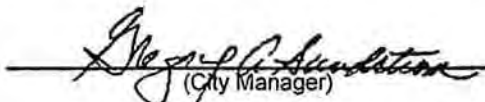
Signed:


(Division Head)

#558


(Department Head)

Date:


(City Manager)

POLICE PERSONNEL RATING FORM

Name of Rated Officer Christopher Schurr Rank Police Officer

Name of Rating Officer CHARLES WARE Rank SERGEANT

IMPORTANT INSTRUCTIONS TO RATING OFFICERS: Concentrate on one trait at a time. Disregard your general impressions of this employee, whether it is favorable or unfavorable, except in the two specific instances where your general opinion is required. For all other traits, if you are rating several employees, consider one trait at a time. Sort the named forms into order from the best to the poorest. Then place a check mark in one of the nine boxes dividing the scale, which in your judgment represents the actual standing of the employee in this particular trait. The best officer in the group which you are rating may not necessarily be given neither the highest rating, nor the poorest the lowest rating. Remember that very few employees will get the very highest ratings. Fifty to seventy-five percent of the employees will fall in the middle classes. Try to recall several concrete instances which are typical of the employee's work. Describe him/her on each trait, as you know him/her to be.

Mark the following traits one-at-a-time, as above instructed.

[illegible]

CONTACTS
WITH
PUBLIC

56

<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
SURLY, TOUCHY OR QUARREL SOME, ANTAGONIZES OTHERS.		LACKS CERTAIN REQUIREMENTS OF COMMON COURTESY.		COMPLAINTS OCCASIONALLY RECEIVED. USUALLY MAINTAINS COURTEOUS, EFFECTIVE RELATIONS		TACTFUL AND OBLIGING. GOOD SELF-CONTROL.		EXCEPTIONALLY COURTEOUS AND WELL MANNERED.

TECHNICAL
PREPARATION

56

<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
NEVER STUDIES HIS/HER WORK; IS POORLY PREPARED.		SELDOM SHOWS INTEREST IN SELF- IMPROVEMENT.		OCCASIONALLY GIVES EVIDENCE OF HAVING STUDIED HIS/HER WORK.		BETTER THAN AVERAGE TECHNICAL KNOWLEDGE. IS A GOOD STUDENT.		IS VERY STUDIOUS: KNOWS HIS/HER JOB SUPERLATIVELY WELL.

SERVICE
COMMENDATIONS

36

<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
FREQUENTLY WINS RECOGNITION FOR MERITORIOUS ACTIONS.		OCCASIONALLY IS COMMENDED FOR GOOD WORK.		HAS BEEN COMMENDED MORE THAN ONCE FOR GOOD WORK.		HAS RECEIVED ONE COMMENDATION FOR DUTY- PERFORMANCE.		HAS NEVER EARNED RECOGNITION FOR PERFORMANCE.

FAVORITISM

N/A for
Officers

<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
HAS NO FAVORITES; IS UTTERLY IMPARTIAL.		ONLY RARELY PREFERS HIS/HER FRIENDS OVER OTHERS EQUALLY ABLE.		SOMETIMES GIVES HIS/HER FRIENDS A "BREAK". USUALLY FAIR.		USUALLY "LOOKS OUT" FOR HIS/HER FAVORITES, BUT NOT ALWAYS		ALWAYS FAVORS HIS/HER FRIENDS WITH THE BEST ASSIGNMENTS.

SUPERVISION
OF
SUBORDINATES

N/A for
Officers

<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
GETS THE BEST RESULTS FROM HIS/ HER WORKERS.		USUALLY WINS THE WHOLE-HEARTED SUPPORT OF HIS/ HER WORKERS.		GETS AVERAGE COOPERATION ONLY.		OFTEN LACKS ABILITY IN SUPERVISION.		A POOR ORGANIZER; WINS LITTLE HELP FROM HIS/HER WORKERS.

CREDITING
WORK OF
SUBORDINATES

N/A for
Officers

<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>
WANTS ALL THE CREDIT FOR GOOD WORK FOR HIMSELF/HERSELF.		ONLY RARELY HAS A WORD OF PRAISE FOR HIS/HER WORKERS.		ONCE IN A WHILE WILL REPORT GOOD WORK OF SUBORDINATES.		GENERALLY REPORTS GOOD PERFORMANCE OF HIS/HER WORKERS.		BELIEVES IN GIVING CREDIT WHERE CREDIT IS DUE; IS FAIR.

Mark below your general opinion of the suitability of this person for their present rank.

GENERAL
SUITABILITY

135

<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
HAS SUPERIOR PERFORMANCE RECORD; EXCEPTIONALLY SUITED.		HAS BETTER THAN AVERAGE PERFORMANCE RECORD; WELL SUITED.		HAS AVERAGE PERFORMANCE RECORD; AVERAGE SUITABILITY.		HAS BELOW AVERAGE PERFORMANCE RECORD. QUESTIONABLE SUITABILITY.		HAS POOR PERFORMANCE RECORD. NOT SUITED FOR HIS/HER WORK

Mark below your general opinion of the suitability of this person for the next higher rank.

GENERAL
SUITABILITY

200

<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
HIGH SUCCESS POTENTIAL; SUPERIOR WORK EXPECTANCY.		EXCELLENT PROSPECTS FOR SUCCESS; BETTER THAN AVERAGE POSSIBILITIES.		WILL DO AN ACCEPTABLE JOB; AVERAGE PERFORMANCE EXPECTANCY.		ONLY FAIR PROSPECTS FOR SUCCESS IN THIS POSITION.		POOR PROSPECTS; NOT SUITED FOR PROMOTION.

DATE OF RATING

5/17/17

SIGNATURE OF RATING OFFICER

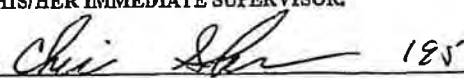
 521

IT IS REQUIRED THAT THIS RATING BE DISCUSSED WITH THE RATED OFFICER BY HIS/HER IMMEDIATE SUPERVISOR.

DATE OF DISCUSSION

5/17/17

SIGNATURE OF RATED OFFICER

 185

**CONSOLIDATED RATING SHEET
FOR
POLICE PERSONNEL PERFORMANCE RATING**

NAME OF RATED OFFICER: Christopher Schurr **DATE:** 6-15-17
RANK: Police Officer

	INDIVIDUAL TRAITS (POINTS)	SUITABILITY PRESENT RANK (POINTS)	SUITABILITY PROMOTION (POINTS)	TOTAL POINTS
NAME OF RATING OFFICER(S):	_____	_____	_____	_____
<u>Sgt. C. Ware</u>	_____	_____	_____	_____
_____	_____	_____	_____	_____
_____	_____	_____	_____	_____
GRAND TOTAL (ALL RATERS)				_____

MAXIMUM POSSIBLE POINTS:

MAXIMUM POSSIBLE NET SCORE:

RATED OFFICER'S POINTS:

RATED OFFICER'S NET SCORE:

(COMPUTATION)

PROBATION EXPIRATION NOTICE
(ORIGINAL APPOINTMENT)

RC: 00

To: 17140_Police-Support Services

The probationary employment period for Christopher Paul Schurr Expires on 06/15/2016

In accordance with Title VII, Section 8, of the City Charter, this employee must be accepted on this date as a permanent employee or must be rejected and discharged before this date.

Date of this notice: 05/01/2016

SIGNED:

Mari B. Jellison
Managing Director - Administrative Services

The Department or Division Head will make either of the two following recommendations:

☒ I (We) hereby certify that the services of the above-named employee have been satisfactory and recommend that he/she be given permanent status.

☐ I (We) hereby recommend that the services of the above-named employee be terminated.
(Notice of Termination advice must accompany recommendation.)

Date:

SIGNED:

Capt. J. E. [Signature] #558
Division Head 5-10-16 Dave Rahunsky
Department Head

To the CIVIL SERVICE BOARD:

- ☐ The services of the above-named employee have been satisfactory. I hereby make permanent this appointment.
- ☐ I hereby terminate the services of the above-named employee.

Date:

SIGNED:

City Manager

If the employee is to be retained in the City service, follow the alternative checked:

- ☒ Employee MUST be granted a step-increase.
- ☐ Employee MAY be granted a step-increase.
- ☐ Employee is NOT eligible for a step-increase.

The current classification and pay status of this employee is:					RECOMMENDED PAY STATUS	
Class Title	Code	Range	Step	Rate	Step	Rate
Police Officer	221	01C	A	21.6789	B	26.4976

If a step-increase is recommended, attach an IN-SERVICE CHANGE employment ADVICE.

If recommendation is for NO INCREASE, check this box ☐ and explain reason on the attached evaluation or the reverse side of this notice.

SIGNED:

Dave Rahunsky
Department Head

APPROVED:

[Signature]
City Manager

Date:

EFFECTIVE DATE OF RATE CHANGE (if any)

POLICE MERIT PAY EVALUATION NOTICE

Name: Christopher Paul Schurr

Clock #:

Department: 17140_ Police-Support Services

Position Title: Police Officer

Evaluation Date: 12/15/2015

Class: 221

Range: 01C

Step: 1R

Rating Code: 00

The above-named employee should be scheduled for a work performance appraisal. This evaluation must be returned to the Human Resources Office no later than 12/05/2015

The Merit Pay Evaluation is an opportunity to review employee performance during the past year and advise employees of the individual strengths and weaknesses that enhance or detract from their work performance.

The department or division head will indicate action taken from the following listing:



I (We) certify that the work performance of the above-named employee exceeds or meets standards and the employee has been so informed. If the employee is not currently at the "F" step, a merit pay advice should accompany this notice upon return to HRD.



I (We) certify that the work performance of the above-named employee has not "Met Standard" in ALL work performance anchors but he/she has achieved a "Met Standard" rating in enough performance anchors to receive a merit pay increase and the employee has been so informed. The employee has been advised of the actions that must be taken to improve all work performance.



I (We) certify that the work performance of the above-named employee has NOT "Met Standard" in enough performance anchors to achieve a merit pay increase at this time and the employee has been so informed. The employee has been advised of the actions that must be taken to improve work performance. The employee shall be re-evaluated in three (3) months.

COMMENTS:

All training tests up to date
Cert. for solo patrol

Signed:

Lt John Doran #515
(Division Head)

Dave Rahmcke
(Department Head)

Date:

12-7-15

Gregory A. Lundquist
(City Manager)

POLICE MERIT PAY EVALUATION NOTICE

RC: 00

Name: Schurr, Christopher P

Employee ID #:

Dept/Unit: 301 2100

Position Title: POLICE OFFICER

Evaluation Date: 6/15/2019

Title: 221

Subtitle: C

Range: 01C

Step: D

The above-named employee should be scheduled for a work performance appraisal. This evaluation must be returned to the Human Resources Office no later than 6/5/2019

The Merit Pay Evaluation is an opportunity to review employee performance during the past year and advise employees of the individual strengths and weaknesses that enhance or detract from their work performance.

The department or division head will indicate action taken from the following listing:



I (We) certify that the work performance of the above-named employee exceeds or meets standards and the employee has been so informed. If the employee is not currently at the "F" step, a merit pay advice should accompany this notice upon return to HRD.




I (We) certify that the work performance of the above-named employee has not "Met Standard" in ALL work performance anchors but he/she has achieved a "Met Standard" rating in enough performance anchors to receive a merit pay increase and the employee has been so informed. The employee has been advised of the actions that must be taken to improve all work performance.



I (We) certify that the work performance of the above-named employee has NOT "Met Standard" in enough performance anchors to achieve a merit pay increase at this time and the employee has been so informed. The employee has been advised of the actions that must be taken to improve work performance. The employee shall be re-evaluated in three (3) months.

COMMENTS:

Signed:

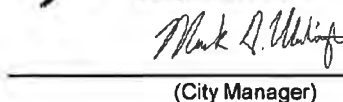

(Division Head)

#558


(Department Head)

Date:

5-6-19


(City Manager)

**Grand Rapids Police Department
Employee Performance Evaluation
- Police Officer -**

Employee <u>SANCER, CHRISTOPHER</u>	Badge <u>195</u>	Date <u>5/2/19</u>	Signature <u>Ch. Sancer</u>	<small>I discussed this evaluation with my supervisor</small>
Supervisor <u>ORT, ALAN</u>	Badge <u>539</u>	Date <u>5/2/19</u>	Signature <u>Alf. Ort</u>	<small>I discussed this evaluation with the employee</small>

****The following anchors and standards are guidelines for determining the level of performance and are not meant to be all-inclusive.**

PERFORMANCE ANCHORS		Met Standard	Below Standard	Notes
CARE AND USE OF EQUIPMENT Extend the Officer: • Takes proper care of department-issued equipment • Wears and maintains the proper uniform • Makes decisions consistent with training, policy, and procedure	DEPENDABILITY, PUNCTUALITY & PREPAREDNESS	<input checked="" type="checkbox"/>	<input type="checkbox"/>	
	Extend the Officer: • Accepts, prepares for and completes assignments in a timely manner • Has necessary equipment ready and in working order • Appears for assignments on time and arranges for replacements when unavailable for commitments • Makes decisions consistent with training, policy, and procedure	• Consistently wore proper, clean, and neat uniforms in compliance with department dress code • Properly maintained equipment • Replaced worn or damaged uniforms and equipment • Consistently appears for duty, court, training and other assignments in a timely manner • Has appropriate equipment for assignment • Completes assignments in a timely and complete manner	• Frequently wore uniform improperly or when in poor condition • Allowed equipment and other gear to become worn or inoperable • Mishandled departmental property or equipment • Occasionally failed to appear on time for duty, court, training and other assignments • Did not complete assignments as directed or in a timely manner • Occasionally appeared for duty without appropriate equipment	
INVESTIGATIVE ABILITY Extend the Officer: • Identifies and locates witnesses, victims, and suspects • Conducts thorough interviews and interrogations • Identifies, collects and preserves evidence • Identifies elements of crime and properly manages crime scenes • Makes decisions consistent with training, policy, and procedure	<input type="checkbox"/> NA	<input checked="" type="checkbox"/>	<input type="checkbox"/>	
	• Routinely made appropriate attempts to identify and locate witnesses, victims, and suspects • Routinely conducted thorough interviews and interrogations • Routinely identified, collected and preserved evidence • Routinely identified all relevant crime elements and properly managed crime scenes	• Did not consistently make appropriate attempts to identify and locate witnesses, victims, suspects • Did not routinely conduct thorough interviews and interrogations • Did not manage crime scenes properly • Failed to identify relevant elements of crime or to collect and preserve evidence		

3/1/17

Grand Rapids Police Department Employee Performance Evaluation – Police Officer

PERFORMANCE ANCHORS		Met Standard	Below Standard	Notes
INTERPERSONAL SKILLS / ORAL COMMUNICATION Extend the Officer: <ul style="list-style-type: none"> Displays tact, courtesy, and good judgment during oral communication Maintains effective, cooperative relationships both within and outside the Department Effectively listens, understands, and responds Verbally presents events, concepts, and ideas in a clear and logical manner Makes decisions consistent with training, policy, and procedure 	<input checked="" type="checkbox"/> <ul style="list-style-type: none"> Consistently displayed tact, courtesy and good judgment during oral communication Maintained effective, cooperative relationships Consistently listened, understood, and responded appropriately Spoke clearly, coherently, and logically 	<input type="checkbox"/> <ul style="list-style-type: none"> Frequently lacked tact, courtesy or good judgment during oral communication Has difficulty maintaining effective, cooperative relationships within and/or outside the Department Frequently failed to listen carefully or was unable to comprehend Frequently did not speak clearly or logically Responded inappropriately or exhibited improper demeanor 		
LEGAL ASPECTS, POLICIES AND PROCEDURES Extend the Officer: <ul style="list-style-type: none"> Demonstrates knowledge of, and adheres to City policies, Department procedures, memorandums and training materials, state statutes and local ordinances Utilizes proper chain of command Makes decisions consistent with training, policy, and procedure 	<input checked="" type="checkbox"/> <ul style="list-style-type: none"> Routinely complied with Department policies, procedures, and memorandums; demonstrated working knowledge of applicable laws and ordinances and training materials Utilized proper chain of command 	<input type="checkbox"/> <ul style="list-style-type: none"> Occasionally acted outside of Department policies, procedures, and memorandums; demonstrated lack of knowledge of applicable laws and ordinances and training materials Did not always utilize the proper chain of command 		
OFFICER SAFETY <input type="checkbox"/> NA	<input checked="" type="checkbox"/> <ul style="list-style-type: none"> Routinely recognized and responded appropriately to dangerous situations and cover Searched suspects using appropriate trained techniques Effectively and appropriately controlled subjects or situations verbally or physically 	<input type="checkbox"/> <ul style="list-style-type: none"> Did not always recognize dangerous situations Occasionally demonstrated poor safety techniques Occasionally disregarded own safety or safety of others 		

Grand Rapids Police Department Employee Performance Evaluation – Police Officer

PERFORMANCE ANCHORS		Met Standard	Below Standard	Notes
TEAMWORK		<input checked="" type="checkbox"/>	<input type="checkbox"/>	
Extend the Officer: • Seeks to help others by providing support, back-up and other assistance • Seeks the contributions of others and demonstrates commitment to common objectives • Makes decisions consistent with training, policy, and procedure		• Consistently sought to help others by providing support, back-up and assistance • Sought the contributions of others and demonstrated commitment to team and/or unit goals	• Failed to consistently provide support, back-up or assistance to others • Did not seek contributions of others or demonstrate commitment to others	
WRITTEN COMMUNICATION	<input type="checkbox"/> NA	<input checked="" type="checkbox"/>	<input type="checkbox"/>	
Extend to which the officer prepares written work which is: • Timely, legible, clear, concise, accurate, complete • In the prescribed format • Free from spelling, punctuation and grammatical errors • Makes decisions consistent with training, policy, and procedure		• Consistently prepared written work which was accurate, timely, legible, clear concise and complete • Submitted written documents that were typically free from spelling, punctuation and grammatical errors	• Submitted written work which was inaccurate, late, illegible or incomplete • Submitted work which was not in the prescribed format or which contained incorrect spelling, grammar or punctuation	

3/1/17

Grand Rapids Police Department Employee Performance Evaluation – Police Officer

Corrective Action Steps (required for "Below Standard" ratings):	
Other Rating Period Comments:	

Employee's Comments (not required):			
Reviewing Supervisor: <u>Alfred G. Smith</u> <small>Signature</small>	Date: <u>5/2/19</u>	Unit Commander: <u>Capt. S. E. Reed</u> <small>Signature</small>	Date: <u>5-6-19</u> <small># 593</small>

POLICE MERIT PAY EVALUATION NOTICE

RC: 00

Name: **Schurr, Christopher P**

Employee ID #:

Dept/Unit: **301 2100**

Position Title: **POLICE OFFICER**

Evaluation Date: **6/15/2020**

Title: **221**

Subtitle: **C**

Range: **01C**

Step: **E**

The above-named employee should be scheduled for a work performance appraisal. This evaluation must be returned to the Human Resources Office no later than 6/5/2020

The Merit Pay Evaluation is an opportunity to review employee performance during the past year and advise employees of the individual strengths and weaknesses that enhance or detract from their work performance.

The department or division head will indicate action taken from the following listing:



I (We) certify that the work performance of the above-named employee exceeds or meets standards and the employee has been so informed. If the employee is not currently at the "F" step, a merit pay advice should accompany this notice upon return to HRD.



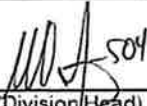
I (We) certify that the work performance of the above-named employee has not "Met Standard" in ALL work performance anchors but he/she has achieved a "Met Standard" rating in enough performance anchors to receive a merit pay increase and the employee has been so informed. The employee has been advised of the actions that must be taken to improve all work performance.



I (We) certify that the work performance of the above-named employee has NOT "Met Standard" in enough performance anchors to achieve a merit pay increase at this time and the employee has been so informed. The employee has been advised of the actions that must be taken to improve work performance. The employee shall be re-evaluated in three (3) months.

COMMENTS:

Signed: _____

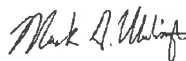

(Division Head)

Date: _____

5/24/20



(Department Head)



(City Manager)

Grand Rapids Police Department Employee Performance Evaluation - Police Officer -

Employee <u>Chris Schuur</u>	Badge <u>145</u>	Date <u>5/10/30</u>	Signature <u>[Signature]</u>	I discussed this evaluation with my supervisor
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**The following anchors and standards are guidelines for determining the level of performance and are not meant to be all-inclusive.

PERFORMANCE ANCHORS		Met Standard	Below Standard	Notes
CARE AND USE OF EQUIPMENT Extend the Officer: • Takes proper care of department-issued equipment • Wears and maintains the proper uniform • Makes decisions consistent with training, policy, and procedure	<input checked="" type="checkbox"/> <ul style="list-style-type: none"> Consistently wore proper, clean, and neat uniforms in compliance with department dress code Properly maintained equipment Replaced worn or damaged uniforms and equipment 	<input type="checkbox"/> <ul style="list-style-type: none"> Frequently wore uniform improperly or when in poor condition Allowed equipment and other gear to become worn or inoperable Mishandled departmental property or equipment 		
DEPENDABILITY, PUNCTUALITY & PREPAREDNESS Extend the Officer: • Accepts, prepares for and completes assignments in a timely manner • Has necessary equipment ready and in working order • Appears for assignments on time and arranges for replacements when unavailable for commitments • Makes decisions consistent with training, policy, and procedure	<input checked="" type="checkbox"/> <ul style="list-style-type: none"> Consistently appears for duty, court, training and other assignments in a timely manner Has appropriate equipment for assignment Completes assignments in a timely and complete manner 	<input type="checkbox"/> <ul style="list-style-type: none"> Occasionally failed to appear on time for duty, court, training and other assignments Did not complete assignments as directed or in a timely manner Occasionally appeared for duty without appropriate equipment 		
INVESTIGATIVE ABILITY <input type="checkbox"/> NA Extend the Officer: • Identifies and locates witnesses, victims, and suspects • Conducts thorough interviews and interrogations • Identifies, collects and preserves evidence • Identifies elements of crime and properly manages crime scenes • Makes decisions consistent with training, policy, and procedure	<input checked="" type="checkbox"/> <ul style="list-style-type: none"> Routinely made appropriate attempts to identify and locate witnesses, victims, and suspects Routinely conducted thorough interviews and interrogations Routinely identified, collected and preserved evidence Routinely identified all relevant crime elements and properly managed crime scenes 	<input type="checkbox"/> <ul style="list-style-type: none"> Did not consistently make appropriate attempts to identify and locate witnesses, victims, suspects Did not routinely conduct thorough interviews and interrogations Did not manage crime scenes properly Failed to identify relevant elements of crime or to collect and preserve evidence 		

Grand Rapids Police Department Employee Performance Evaluation – Police Officer

PERFORMANCE ANCHORS		Met Standard	Below Standard	Notes
INTERPERSONAL SKILLS / ORAL COMMUNICATION Extend the Officer: • Displays tact, courtesy, and good judgment during oral communication • Maintains effective, cooperative relationships both within and outside the Department • Effectively listens, understands, and responds • Verbally presents events, concepts, and ideas in a clear and logical manner • Makes decisions consistent with training, policy, and procedure	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<ul style="list-style-type: none"> Frequently lacked tact, courtesy or good judgment during oral communication Has difficulty maintaining effective, cooperative relationships within and/or outside the Department Frequently failed to listen carefully or was unable to comprehend Frequently did not speak clearly or logically Responded inappropriately or exhibited improper demeanor 	
LEGAL ASPECTS, POLICIES AND PROCEDURES Extend the Officer: • Demonstrates knowledge of, and adheres to City policies, Department procedures, memorandums and training materials, state statutes and local ordinances • Utilizes proper chain of command • Makes decisions consistent with training, policy, and procedure	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<ul style="list-style-type: none"> Occasionally acted outside of Department policies, procedures, and memorandums; demonstrated lack of knowledge of applicable laws and ordinances and training materials Did not always utilize the proper chain of command 	
OFFICER SAFETY <input type="checkbox"/> NA Extend the Officer: • Recognizes and responds to potential threat situations • Uses proper contact and cover • Uses appropriate and trained field techniques • Makes decisions consistent with training, policy, and procedure	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<ul style="list-style-type: none"> Did not always recognize dangerous situations Occasionally demonstrated poor safety techniques Occasionally disregarded own safety or safety of others 	

Grand Rapids Police Department Employee Performance Evaluation – Police Officer

PERFORMANCE ANCHORS		Met Standard	Below Standard	Notes
TEAMWORK		<input checked="" type="checkbox"/>	<input type="checkbox"/>	
Extend the Officer: • Seeks to help others by providing support, back-up and other assistance • Seeks the contributions of others and demonstrates commitment to common objectives • Makes decisions consistent with training, policy, and procedure		• Consistently sought to help others by providing support, back-up and assistance • Sought the contributions of others and demonstrated commitment to team and/or unit goals	• Failed to consistently provide support, back-up or assistance to others • Did not seek contributions of others or demonstrate commitment to others	
WRITTEN COMMUNICATION	<input type="checkbox"/> NA	<input checked="" type="checkbox"/>	<input type="checkbox"/>	
Extend to which the officer prepares written work which is: • Timely, legible, clear, concise, accurate, complete • In the prescribed format • Free from spelling, punctuation and grammatical errors • Makes decisions consistent with training, policy, and procedure		• Consistently prepared written work which was accurate, timely, legible, clear concise and complete • Submitted written documents that were typically free from spelling, punctuation and grammatical errors	• Submitted written work which was inaccurate, late, illegible or incomplete • Submitted work which was not in the prescribed format or which contained incorrect spelling, grammar or punctuation	

These performance anchors apply *only* to officers assigned to the Special Response Team and are to be completed in addition to those listed on the first 3 pages.

SRT SPECIFIC PERFORMANCE ANCHORS		Met Standard	Below Standard	Notes
FIREARMS/EQUIP. PROFICIENCY Extend the Officer: <ul style="list-style-type: none"> Demonstrates overall firearms proficiency during the evaluation period Demonstrates firearms safety, shooting accuracy, weapons manipulation and tactical deployments with various equipment used by the SRT Makes decisions consistent with training, policy, and procedure 		<input type="checkbox"/>	<input type="checkbox"/>	
		<ul style="list-style-type: none"> Successfully passed SRT proficiency tests Routinely displayed a high degree of firearm safety and firearms skills Demonstrated sound tactics and judgment concerning weapon deployment 	<ul style="list-style-type: none"> Occasionally displayed unsafe weapon handling Displayed poor weapons manipulation skills and/or poor tactics with weapons or equipment 	
TACTICAL SKILLS AND KNOWLEDGE Extend the Officer: <ul style="list-style-type: none"> Possesses the knowledge to complete the tasks required during training and tactical assignments Uses the skills needed to complete those tasks Makes decisions consistent with training, policy, and procedure 		<input type="checkbox"/>	<input type="checkbox"/>	
		<ul style="list-style-type: none"> Consistently demonstrated tactical skills Accepted criticism and improved technique Responded well to all types of SRT training 	<ul style="list-style-type: none"> Demonstrated a lack of tactical knowledge or poor use of tactical skills Did not seek ways to improve and did not respond to instruction Made frequent mistakes in SRT assignments or training exercises 	

These performance anchors apply *only* to officers assigned as Community Police Officers and are to be completed in addition to those listed on the first 3 pages.

CPO SPECIFIC PERFORMANCE ANCHORS		Met Standard	Below Standard	Notes
COMMUNITY COLLABORATION	<p>Extent to which officer:</p> <ul style="list-style-type: none"> Confers with local business people and business associations to exchange information and address problems Interacts with community associations, crime prevention organizers and private citizens to address issues Makes decisions consistent with training, policy, and procedure 	<input type="checkbox"/> <ul style="list-style-type: none"> Worked with local businesses on issues in the business district Maintained relationship with crime prevention organizer to exchange information Sought and maintained contact with local landlords to address tenant problems Sought and maintained contact with local, state and federal criminal justice agencies 	<input type="checkbox"/> <ul style="list-style-type: none"> Failed to maintain a working relationship with crime prevention organizer Failed to attend business association meetings or respond to business concerns Failed to establish or maintain landlord contact as a means of addressing tenant problems Failed to establish or maintain contact with criminal justice agencies 	
COMMUNITY KNOWLEDGE	<p>Extent to which officer:</p> <ul style="list-style-type: none"> Displays knowledge of the current issues in assigned neighborhood Displays knowledge of criminal suspects and activities within the neighborhood Makes decisions consistent with training, policy, and procedure 	<input type="checkbox"/> <ul style="list-style-type: none"> Has knowledge of issues in the neighborhood Has knowledge of criminal suspects in neighborhood 	<input type="checkbox"/> <ul style="list-style-type: none"> Displays little knowledge of issues in the neighborhood Exhibits little knowledge of suspects or criminal activity in neighborhood 	
PREVENTION ACTIVITIES	<p>Extent to which officer:</p> <ul style="list-style-type: none"> Participates in community safety and crime prevention activities Participates in neighborhood block meetings Participates in school functions and programs Makes decisions consistent with training, policy, and procedure 	<input type="checkbox"/> <ul style="list-style-type: none"> Participates in safety and prevention activities in the neighborhood Attends neighborhood block meetings as requested Participates in school activities 	<input type="checkbox"/> <ul style="list-style-type: none"> Did not actively participate in community functions Did not attend neighborhood block meetings Did not regularly participate in school functions or programs 	

These performance anchors apply *only* to officers assigned to the Detective Unit, Vice Unit or other investigative unit and are to be completed in addition to those listed on the first 3 pages.

INVESTIGATIONS SPECIFIC PERFORMANCE ANCHORS		Met Standard	Below Standard	Notes
ARREST AND SEARCH WARRANTS	<input type="checkbox"/> NA		<input type="checkbox"/>	
	<p>Extent the Investigator:</p> <ul style="list-style-type: none"> Demonstrates the ability to write affidavits Knows and demonstrates understanding, preparation and execution of arrest and/or search warrants Follows proper procedures for the return of warrant and disposition of evidence Makes decisions consistent with training, policy, and procedure 	<ul style="list-style-type: none"> Knew and demonstrated understanding, preparation and execution of arrest and/or search warrants Followed proper procedure for the return of warrants and disposition of evidence 	<ul style="list-style-type: none"> Failed to demonstrate the ability or willingness to obtain or execute arrest and/or search warrants when legally required Failed to properly seek, prepare, obtain, execute, or follow-up on warrants 	
CASE MANAGEMENT	<input type="checkbox"/> NA		<input type="checkbox"/>	
	<p>Extent the Investigator:</p> <ul style="list-style-type: none"> Documents and makes use of supporting units, agencies and computer (information) systems Submits appropriate laboratory service requests Reviews lab results and conducts appropriate follow-up to enhance case Makes decisions consistent with training, policy, and procedure 	<ul style="list-style-type: none"> Documented and made use of supporting units, agencies and computer (information) systems Submitted appropriate laboratory service requests, reviewed lab results and conducted appropriate follow-up to enhance case 	<ul style="list-style-type: none"> Failed to demonstrate effective skills at Enhancing cases by developing partnerships with support units and outside agencies Utilizing computer or other information systems Submitting appropriate lab service request, reviewing lab results and conducting appropriate follow-ups 	
CASELOAD MANAGEMENT	<input type="checkbox"/> NA		<input type="checkbox"/>	
	<p>Extent the Investigator:</p> <ul style="list-style-type: none"> Evaluates and prioritizes workload appropriately, based on exigent circumstances, leads, issuing guidelines, and community concerns Maintains accurate and accessible case logs Engages in timely disposition of case and property tags Reviews inactive cases Makes decisions consistent with training, policy, and procedure 	<ul style="list-style-type: none"> Evaluated and prioritized workload appropriately based on exigent circumstances, leads, issuing guidelines and community concerns Maintained accurate and accessible case logs Engaged in timely disposition of cases and property dispositions Reviewed inactive cases 	<ul style="list-style-type: none"> Failed to evaluate and prioritize assigned cases appropriately Failed to maintain an accurate and accessible case log Routinely failed to make timely disposition of cases and property tags 	

Grand Rapids Police Department Employee Performance Evaluation – Police Officer

INVESTIGATIONS SPECIFIC PERFORMANCE ANCHORS		Met Standard	Below Standard	Notes
INFORMATION SOURCES <input type="checkbox"/> NA Extend the Investigator: <ul style="list-style-type: none"> • Cultivates and documents criminal and/or citizen sources • Adheres to established department procedures in developing, maintaining, and documenting detective/informant relationships • Gathers basic criminal intelligence and forwards the information to their supervisor and appropriate unit(s) • Identifies pattern crimes • Makes decisions consistent with training, policy, and procedure 	<input type="checkbox"/> <ul style="list-style-type: none"> • Cultivated and documented criminal and/or citizen sources • Adhered to established department procedures in developing, maintaining, and documenting detective/informant relationships • Gathered basic criminal intelligence and forwarded the information to their supervisor and appropriate unit(s) • Identified patterns of crime 	<input type="checkbox"/> <ul style="list-style-type: none"> • Failed to cultivate and/or document criminal and/or citizen sources • Did not adhere to established department procedure in developing, maintaining and/or documenting detective/informant relationships • Failed to gather or forward information to their supervisor and appropriate unit(s) • Failed to consistently identify patterns of crime 		
INTERVIEW AND INTERROGATION <input type="checkbox"/> NA Extend the Investigator: <ul style="list-style-type: none"> • Conducts interviews and interrogations with suspects, witnesses, and victims • Obtains quality statements • Writes reports which accurately reflect interview and interrogation statements • Uses audio and/or video equipment when available and appropriate • Makes decisions consistent with training, policy, and procedure 	<input type="checkbox"/> <ul style="list-style-type: none"> • Conducted interviews and interrogations with suspects, witnesses and victims • Obtained quality statements • Wrote reports which accurately reflected interview statements • Used audio/video equipment when available and appropriate 	<input type="checkbox"/> <ul style="list-style-type: none"> • Failed to conduct thorough and effective interviews/interrogations of witnesses, victims, and/or suspects • Did not properly use available techniques for documenting interviews • Did not accurately reflect statements 		

Grand Rapids Police Department Employee Performance Evaluation – Police Officer

Corrective Action Steps (required for "Below Standard" ratings):
Other Rating Period Comments:
Employee's Comments (not required):
Reviewing Supervisor: <u>[Signature]</u> Unit Commander: <u>[Signature]</u> Signature Signature #539 5/17/20 3/24/20 Date Date

Grand Rapids Police Department Employee Performance Evaluation - Police Officer -

Employee Info:	Employee Name Schurr, Christopher #195	Review Date 9/21/2020	Signature _____	I discussed this evaluation with my supervisor
Performance Anchors		N/A	Met Standard	Below Standard
Police Officer		<input type="checkbox"/> N/A	<input checked="" type="checkbox"/> Met Standard	<input type="checkbox"/> Below Standard

CARE AND USE OF EQUIPMENT

Extent the Officer:

Takes proper care of department-issued equipment.
Wears and maintains the proper uniform.
Makes decisions consistent with training, policy, and procedure.

Consistently wore proper, clean, and neat uniforms in compliance with department dress code.
Properly maintained equipment.
Replaced worn or damaged uniforms and equipment.

Frequently wore uniform improperly or when in poor condition.
Allowed equipment and other gear to become worn or inoperable.
Mishandled departmental property or equipment.

Police Officer	<input type="checkbox"/> N/A	<input checked="" type="checkbox"/> Met Standard	<input type="checkbox"/> Below Standard
DEPENDABILITY, PUNCTUALITY & PREPAREDNESS			

Extent the Officer:

Accepts, prepares for and completes assignments in a timely manner.
Has necessary equipment ready and in working order.
Appears for assignments on time and arranges for replacements when unavailable for commitments.
Makes decisions consistent with training, policy, and procedure.

Consistently appears for duty, court, training and other assignments in a timely manner.
Has appropriate equipment for assignment.
Completes assignments in a timely and complete manner.

Occasionally failed to appear on time for duty, court, training and other assignments.
Did not complete assignments as directed or in a timely manner.
Occasionally appeared for duty without appropriate equipment.

Performance Anchors	N/A	Met Standard	Below Standard
Police Officer	<input type="checkbox"/> N/A	<input checked="" type="checkbox"/> Met Standard	<input type="checkbox"/> Below Standard
INVESTIGATIVE ABILITY			

Extent the Officer:

Identifies and locates witnesses, victims, and suspects.
 Conducts thorough interviews and interrogations.
 Identifies, collects and preserves evidence.
 Identifies elements of crime and properly manages crime scenes.
 Makes decisions consistent with training, policy, and procedure.

Routinely made appropriate attempts to identify and locate witnesses, victims, and suspects.
 Routinely conducted thorough interviews and interrogations.
 Routinely identified, collected and preserved evidence.
 Routinely identified all relevant crime elements and properly managed crime scenes.

Did not consistently make appropriate attempts to identify and locate witnesses, victims, suspects.
 Did not routinely conduct thorough interviews and interrogations.
 Did not manage crime scenes properly.
 Failed to identify relevant elements of crime or to collect and preserve evidence.

Police Officer	<input type="checkbox"/> N/A	<input checked="" type="checkbox"/> Met Standard	<input type="checkbox"/> Below Standard
INTERPERSONAL SKILLS / ORAL COMMUNICATION			

Extent the Officer:

Displays tact, courtesy, and good judgment during oral communication.
 Maintains effective, cooperative relationships both within and outside the Department.
 Effectively listens, understands, and responds.
 Verbally presents events, concepts, and ideas in a clear and logical manner.
 Makes decisions consistent with training, policy, and procedure.

Consistently displayed tact, courtesy and good judgment during oral communication.
 Maintained effective, cooperative relationships.
 Consistently listened, understood, and responded appropriately.
 Spoke clearly, coherently, and logically.

Frequently lacked tact, courtesy or good judgment during oral communication.
 Has difficulty maintaining effective, cooperative relationships within and/or outside the Department.
 Frequently failed to listen carefully or was unable to comprehend.
 Frequently did not speak clearly or logically.
 Responded inappropriately or exhibited improper demeanor.

Police Officer	<input type="checkbox"/> N/A	<input checked="" type="checkbox"/> Met Standard	<input type="checkbox"/> Below Standard
LEGAL ASPECTS, POLICIES AND PROCEDURES			

Extent the Officer:

Demonstrates knowledge of, and adheres to City policies, Department procedures, memorandums and training materials, state statutes and local ordinances.
 Utilizes proper chain of command.
 Makes decisions consistent with training, policy, and procedure.

Routinely complied with Department policies, procedures, and memorandums; demonstrated working knowledge of applicable laws and local ordinances and training materials.
 Utilized proper chain of command.

Occasionally acted outside of Department policies, procedures, and memorandums; demonstrated lack of knowledge of applicable laws and ordinances and training materials.
 Did not always utilize the proper chain of command.

Performance Anchors	N/A	Met Standard	Below Standard
Police Officer	<input type="checkbox"/> N/A	<input checked="" type="checkbox"/> Met Standard	<input type="checkbox"/> Below Standard
OFFICER SAFETY			

Extent the Officer:

Recognizes and responds to potential threat situations.
 Uses proper contact and cover.
 Uses appropriate and trained field techniques.
 Makes decisions consistent with training, policy, and procedure.

Routinely recognized and responded appropriately to dangerous situations.
 Demonstrated knowledge of contact and cover.
 Searched suspects using appropriate trained techniques
 Effectively and appropriately controlled subjects or situations verbally or physically.

Did not always recognize dangerous situations.
 Occasionally demonstrated poor safety techniques.
 Occasionally disregarded own safety or safety of others.

Police Officer	<input type="checkbox"/> N/A	<input checked="" type="checkbox"/> Met Standard	<input type="checkbox"/> Below Standard
TEAMWORK			

Extent the Officer:

Seeks to help others by providing support, back-up and other assistance.
 Seeks the contributions of others and demonstrates commitment to common objectives.
 Makes decisions consistent with training, policy, and procedure.

Consistently sought to help others by providing support, back-up and assistance.
 Sought the contributions of others and demonstrated commitment to team and/or unit goals.

Failed to consistently provide support, back-up or assistance to others.
 Did not seek contributions of others or demonstrate commitment to others.

Police Officer	<input type="checkbox"/> N/A	<input checked="" type="checkbox"/> Met Standard	<input type="checkbox"/> Below Standard
WRITTEN COMMUNICATION			

Extent to which the officer prepares written work which is:

Timely, legible, clear, concise, accurate, complete
 In the prescribed format
 Free from spelling, punctuation and grammatical errors
 Makes decisions consistent with training, policy, and procedure

Consistently prepared written work which was accurate, timely, legible, clear concise and complete
 Submitted written documents that were typically free from spelling, punctuation and grammatical errors

Submitted written work which was inaccurate, late, illegible or incomplete
 Submitted work which was not in the prescribed format or which contained incorrect spelling, grammar or punctuation

Performance Anchors	N/A	Met Standard	Below Standard
Corrective Action Steps (required for "Below Standard" ratings):			
Other Rating Period Comments:			
Employee's Comments (not required)			
<div> <div> Reviewing Supervisor Dionne, Jeffrey #503 Unit Commander Ostapowicz, Mark #504 </div> <div> Review Date 9/21/2020 Review Date 9/22/2020 </div> <div> Signature _____ Signature _____ </div> </div>			

**GRAND RAPIDS
FULL TIME**



02197308

Schurr

Christopher

Post Employment