

TIME MANAGEMENT:

Organizes work to use time effectively and efficiently.

Rating: U Comments: Officer Serianni has consistently lacked in assigned performance objectives and he actively opposes any remedies to deficiencies. He has shown he can perform numerous vehicle stops on a particular day but he fails maintain daily consistent traffic enforcement to achieve monthly goals and objectives. He has failed to consistently utilize his time effectively and efficiently. **See attached yearly stats and the monthly goals and objectives for Days A shift.**

INTERACTIONS

INTERACTIONS WITH OTHER UNITS:

Works willingly and agreeably with other units to accomplish the goals of the organization.

Rating: S Comments: Officer Serianni does not consistently foster a team atmosphere in his daily execution of his duties. He needs to be more positive in his daily interactions and should conduct more field interviews to assist the detective division.

INTERACTIONS WITH PEERS:

Creates and maintains good working relationships with peers and supporting the "team" concept.

Rating: S Comments: Officer Serianni needs to improve in this area by readily accepting established goals for the squad and encouraging others to follow these established directives.

INTERACTIONS WITH THE PUBLIC:

Creates a positive and professional impression in dealing with the public.

Rating: FS Comments: Officer Serianni's interactions with the public are acceptable.

INTERACTIONS WITH SUPERVISOR(S):

Works willingly and agreeably with higher level supervisors in support of unit goals and objectives.

Rating: U Comments: Officer Serianni has purposefully not responded to supervisory direction, he strongly opposes his supervisors and he continues to resist enacting or achieving monthly goals. He only speaks with supervisors when spoken to and instead he sends emails making public records requests. He demonstrates a lack of willingness to follow direction and support goals of the squad. **See attached emails and request.**

Date: 28 February 2010

From: Ofc. Demitri Serianni

To: Captain Dave Dunaway

Subject: Public Records Request / Complaint Paperwork

This records request is in reference to our meeting on February 23, 2010. On that date I was called into the station to meet with you and Lt. Mike Rose in reference to a complaint that had been made against me. You stated that a complaint had been made about me to the Chief of Police, Julie Williams. The complaint alleged that I was making untruthful statements and spreading lies and rumors during that morning's shift briefing. These false accusations greatly concern me. As you know, I have spent the past year defending and clearing my name of those same charges. As you also know, those charges do have the potential for disciplinary action up to and including termination.

I would like to make a formal request for the Citizen / Police Complaint Form for this complaint.

Per SOP 112 IV A:

"Receipt of Complaints -- The Department shall accept all complaints made against Department employees and shall investigate all such complaints to the appropriate disposition. Complaints can originate either from an external or internal source...."

Per SOP 112 IV B (1):

B. Acceptance of Complaints -- All complaints will be accepted in the same manner.

1. The supervisor receiving the complaint will complete the *Citizen/Police Complaint Form*.

Per SOP 112 IV B (4):

4. Upon receipt, the Chief of Police/designee will review the complaint to determine the type of investigation and assign investigative responsibility for the case in accordance with this policy. The Chief of Police/designee will furnish the *Citizen/Police Complaint Form* and any other pertinent information to the investigating supervisor.