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To: Sergeant R. Dunn, Field Training Coordinator
From: Field Training Officer R. Loftin #778
Date: 11/04/2022
Ref: D. Allen End of Field Training

To All,

This memorandum is an overview and summary of the final 4 shifts of Officer Allen's Field Training (Ghost Phase). During the Ghost phase Officer Allen showed up for shift on time, with a clean, serviceable uniform with all required equipment to perform her patrol duties. Officer Allen comes to the Sanger Police Department with limited experience in law enforcement serving as a constable with Harris County Constable Office for 9 months from 9/16/2010 to 6/14/2011. Officer Allen then served with the Willis Police Department in a true patrol duty for only 5 months from 06/05/2011 to 11/14/2011. Officer Allen left law enforcement completely for almost 9 months before returning to Harris County Constable from 07/19/2012 to 08/09/2013. Total Officer time equaling 2 years and 3 months with a month as a reserve with Harris County Constable. Before working with the Sanger Police Department Officer Allen had a gap of time of service of 8 years and 11 months. The lack of recent knowledge of the current job description and intricacies involved with current patrol duties was apparent from the first shift I was assigned to observe Officer Allen. Officer Allen was advised the first day by Sergeant Thompson as well as FTO Loftin that she would be required and expected to handle 100% of the call load solely on her own and that FTO Loftin would not assist her with answering questions or direct her in any way. Officer Allen I believe completely understood this and except on 1 or 2 occasions did not ask assistance from FTO Loftin. Officer Allen did however call or speak with Sergeant Dunn to ask him for direction on nearly every single dispatched call during the entire 4 shifts.

During the 4 shift of ghost phase the calls for service were incredibly low, this is not in anyway able to be controlled by Officer Allen. Officer Allen did not have a single arrest during the 4 shifts of ghost phase, call load was low and no priority calls were dispatched. Officer Allen stays mobile through most of the shift, although Officer Allen stays mobile she seems reluctant to engage in any police activity that may require her to be in contact or come in contact with the general public or in a situation critical thinking or decision making will be more likely. Officer Allen initiated very few traffic stops during the 4 shifts of ghost phase. During every traffic stop Officer Allen showed poor officer safety by not utilizing the lighting on her patrol car properly. Officer Allen also approached every vehicle with something in her weapon hand, failing to leave it free in case of exigent circumstances she could possibly be put into a deadly force situation.

Officer Allen showed further officer safety issues by parking directly in front of residences on calls for service, Officer Allen also showed poor officer safety by standing directly in front of the doorway (fatal funnel) when attempting to make contact with subjects at a residence. These officer safety issues are unacceptable for an officer who has been in Field Training since July of 2022.

Officer Allen shows difficulty communicating with citizens and other people in general when it involves answering calls for service or taking calls for service by phone. She seems uncomfortable, nervous or just not confident when speaking with the public in reference to most calls for service. When Officer Allen is met with a call for service even if it may be a simple call requiring little to no critical thinking or decision making Officer Allen seems to have great difficulty if it is not exactly the same or very similar to a call she has recently handled.

During Ghost Phase Officer Allen responded to a reckless driver that was broadcast in the area she was located. The broadcast was by radio, Officer Allen showed difficulties comprehending the radio traffic and being able to understand what actor vehicle she was needing to locate, Officer Allen located a vehicle in the area the caller stated the actor vehicle was in. Officer Allen failed to double check through CAD or via radio to dispatch what the actor vehicle was (a large white box truck with writing on the door). Officer Allen made the decision to stop the first vehicle she located. Officer Allen not only made a non justified and illegal stop on the vehicle with no probable cause. She also stopped the completely wrong vehicle. After stopping the vehicle and FTO advised her she stopped the caller vehicle and did not have PC to stop the vehicle Officer Allen sat in the patrol car until FTO advised her to go make contact with the driver of the vehicle.

Officer Allen was graded at a higher level during Ghost Phase than any other phase due to Officer Allen being responsible for 100% of the work load. Officer Allen was graded fairly and was advised of what was expected of her and the level she was expected to be at during the 4 shifts with FTO Loftin. I went over the first Daily Observation Report with Officer Allen and advised her of the concerns and issues I observed. I made it very clear that Officer Allen did not appear to be at the level of competence or ability she should be at at this point in training. During the following shift after going over the concerns Officer Allen still showed Officer Safety issues on a single traffic stop she initiated during the shift by sitting in her vehicle for over 20 seconds waiting to give a plate of the vehicle over the radio, before approaching the vehicle and making contact with the driver. This is unacceptable and places her as an officer in a very bad position during the traffic stop. Officer Allen also placed items in her gun hand while approaching the vehicle again after being aware of that issue from the previous Daily

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Observation. Given the issues and concerns expressed to Officer Allen from the previous shift I expected Officer Allen to rectify those issues and make every attempt to show she can and will correct them. Instead Officer Allen not only did not correct some of them she also made the decision to go above her FTO and go directly to Sergeant Dunn and request to leave 2 hours early from shift. This showed very little commitment to the profession, the Sanger Police Department or the partners on her shift.

Officer Allen continues to show poor decision making involving simple patrol tasks that someone who has been in training since July and has previous law enforcement experience should not make. Although not observed due to call volume and non self initiated activity I am concerned with Officer Allen's officer presence, demeanor, and assertiveness if she is faced with even the slightest verbal or physical conflict. Officer Allen has shown when faced with the slightest bit of stress during a call for service she will "freeze" up and make a simple call much more difficult than it should be.

Officer Allen scored not acceptable by department standards the entire ghost phase on Officer Safety or Decision making. All categories of scoring are important but I believe Officer Safety and Decision making are the 2 most important in my professional opinion. Someone who shows Poor decision making and poor Officer Safety while on duty is not only a liability to the department, a safety concern for themselves, but also a safety concern for other officers and ultimately the citizens of Sanger. I believe IF Officer Allen and in no way am I stating she for sure can be, it is a big unknown as to IF she is to be simply a capable officer she would need not only extensive and extended field training but I believe she would need to complete a current TCOLE Police Academy. The small amount of law enforcement experience along with the extended break in service is very apparent when working with Officer Allen in the way she is unable to complete simple patrol tasks without complete direction and help from supervisors or other officers.

Officer Allen did not meet the requirements during the 4 shifts of Ghost Phase to be released to full active duty. It is my professional opinion and recommendation that Officer Allen not only be terminated from the field training program due to lack of response to training, but is also recommend separation from Officer Allen and the Sanger Police Department. I am **Not Recommending or Approving** Officer Allen to be released to full and active duty to patrol on her own. All concerns have been expressed to Chief Rhodes and documentation is evident and clear from every Daily Observation I completed during the 4 shift Ghost Phase with Officer Allen. My observations of decision making, critical thinking, general law enforcement knowledge, mental comprehension, and officer safety are all also expressed concerns from

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Sergeant Thompson, Sergeant Dunn, and Officer Stamps who all completed phases of training with Officer Allen. All concerns, issues, and recommendation for separation were presented to Chief Rhodes face to face during a meeting involving myself, the above listed, Assistant Chief Perkins and Chief Rhodes. Ultimately Chief Rhodes has the authority to over ride every field training officer and make the decision to release Officer Allen, which as of 11/4/2022 that has been the decision he has made. This memo is to make it very clear I Officer Loftin #778 in no way support or agree with Chief Rhodes decision to over rule myself and the other field training officers and release Officer Allen from training. I believe this shows a very drastic lack of judgment from Chief Rhodes and shows very little trust, support or belief in not only 2 field training officers with combined 20 years of experience in law enforcement but also 2 sergeants working directly under him with the Sanger Police Department. Officer Allen in no way showed me she is capable of safely, or efficiently or effectively handling the duties of a patrol officer on her own without constant supervision or redirection.

I **Do Not Recommend or Approve** Officer Allen to be released to full and active duty to patrol on her own.

Respectfully,

Field Training Officer
R. Loftin #778

R. Loftin #778 Date: 11/4/22