

Sweetman, Felix (WSP)

From: Sweetman, Felix (WSP)
Sent: Saturday, July 16, 2016 12:35 PM
To: Ballard, Jacob (WSP)
Subject: 1st half of 2016
Attachments: tzt 2016 1st half summary report.pdf

Importance: High

Attached is the summary report for the 1st half of 2016. The District goal is 1.5 for TZT, as you can see you are well above that. You need to start making more of an effort towards contributing to this detachment, if you can't do that then we need to have a serious discussion about your future in TZT.

If going back to a line crew has crossed your mind please let me know and we can try to make it happen. You're asked to do one thing here, so do it.

Felix

Sweetman, Felix (WSP)

From: Sweetman, Felix (WSP)
Sent: Sunday, July 10, 2016 3:51 PM
To: Ballard, Jacob (WSP)
Subject: This week
Attachments: 1121 time card.pdf

Jake,

You need to explain what you did this week? You need to go through each day and explain to me what you were doing? You weren't doing paper as I sent you several requests for old cases, one being a suspended third, that you have still failed to turn in. I think you can understand my disappointment when a Sergeant, on OT, is answering collisions while your simply answering your hourly status. It's embarrassing and not appreciated. The Captain has made it clear that TZT is a luxury to have especially with these vacancies. We have to support the line crews. Everyone in this detachment has had to assist different areas with coverage, you are NO different.

We can't continue to do this anymore. We are going to meet once a week until there is major improvement. You're going to explain to me what you did during your shift. You're going to turn in your TAR **everyday** like you already should be doing but again have fallen off track (reference the 095 from February). **YOU WILL CODE YOUR OFF DUTY CORRECTLY!!!** I am tired of being called every time they do the off duty audit and you forget to put it on your TAR.

I need you to think deep down if this position is still for you? The flexibility is going away, you are going to be expected to contribute like the other members of this detachment. If this is something you cannot do then it's time to make a change.

You have to be at #2 for that PST testing on Thursday the 7th, no excuse (reference the Email I sent you on July 7th, and requested a response, which I'm still waiting for). I noticed you've been calling in sick and using Holiday Credits through radio. You will call me when you want to use a leave day.

We will meet at #2 on Thursday at 1800 hours and discuss what you've been doing lately. I'm still awaiting your actual tars from last pay period as you had to submit 2100 TARS because you were going to miss closing. The days of me texting you when I'm off duty to remind you to turn in your TARS are over. If you miss closing it will result in counseling.

I'm available for a call anytime if we need to discuss this further.

Felix

Sweetman, Felix (WSP)

From: Sweetman, Felix (WSP)
Sent: Thursday, April 28, 2016 8:09 PM
To: Noland, Ken (WSP)
Subject: RE: Ballard

Lt.,

He has shown improvement in his DUI enforcement. He isn't where he needs to be yet but it's a work in progress.

He had the automatic upload installed on his car when they put the new camera in. Obviously it's not working. I have his hard drive and it will be in the drop box tonight at District.

He is going to have to start coming directly to the district office at the start of his shift. I'll put together more of a detailed plan to iron out these issues. Basically he will have to check in with me, turn in his tar, respond to my Emails, complete his reports, and make sure he takes care of all these things. I think this week at the academy helped him with the detachment. They had a lot more face time with each other and I'm hopeful it will help him want to get on track. We'll keep working on it.

Felix

D2

From: Noland, Ken (WSP)
Sent: Wednesday, April 27, 2016 1:39 PM
To: Sweetman, Felix (WSP)
Subject: Ballard

Felix,

What is the status of Ballard and his work efforts? I know you were going to do some additional follow up and looking into a few items.

Also make sure your 80 hour audit is done in detail and matched up with his in car video/cad and TAR.

Ken

Lieutenant Ken Noland
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INTEROFFICE COMMUNICATION

WASHINGTON STATE PATROL



TO: Trooper Jacob Ballard, Bellevue
FROM: Sergeant Arthur R. Nelson, Bellevue
SUBJECT: Target Zero Team
DATE: March 12, 2015 **FILE:**

This IOC is to memorialize the topics discussed on March 12, 2015. While the direction of your involvement with the District 2 Target Zero Team has not changed there are additional expectations placed upon you as to guide in your efforts to reduce serious injury and fatality collisions. These changes are administered in the spirit of progressing forward and increasing the effectiveness of your efforts. Your individual efforts will be monitored much closer than during previous reporting periods. While the ultimate success is to eliminate impaired drivers from our roadways we are far from that at this point. Below are the topics discussed and changes implemented immediately.

- 1) Each night (Wednesday through Saturday) there will be a short meeting in the upstairs conference room at 2100 hours. The meeting will be brief in nature. Your attendance is mandatory. If not able to contact due to an extended traffic stop, traffic congestion, assisting a disabled motorist, etc. a call to myself or appropriate trooper in charge will need to be made. In lieu of a call you can notify communications via radio and request they advise of your absence and expected ETA. Tardiness will not be acceptable. Prior to each "TZT Roll Call" you will be up to date in your daily TARS. They will be looked at and if questions as to efforts and/or effectiveness warranted they will be discussed at that time.
- 2) WSP Regulation Manual policy 15.02.040 "Mobile Computer Aided Dispatch Operation" will be strictly adhered to with period checks to verify the system being utilized as per policy. The policy is attached to this IOC for your review.
- 3) As a Team we will continue to focus upon the Targeted Enforcement Areas (TEA's) on the States Routes and Interstates. During the brief Roll Call meeting the areas to be worked that night will be determined and your supervisor will direct the participants into each. Your input as to specific events within the different APA's will be necessitated and considered prior to direction being administered. You will be directed to work with different members of your detachment and in different areas of the APA's.
- 4) While success is being measured in collision reduction it can also be correlated with the number of impaired drivers removed from the roadways and violators contacted. It is expected that you focus your time and efforts towards collision causing violations and violations consistent with impaired drivers on both the State Routes and Interstates.

When you became interested in being on a Target Zero Team I am confident you relayed a passion for locating and arresting impaired drivers and to its importance to the safety and welfare of our communities. Your continued involvement on the team will be determined on that passion and desire being demonstrated each work day. Should you have any questions please do not hesitate to inquire.

ARN:arn

Handwritten signature and date:
1121
3/13/2015

