

Richmond Police Department
Officer Performance Evaluation Narrative

(Indicate the specific performance categories related to your narrative)

Based on this evaluation, it is my belief that Officer Nehls meets and overall rating of standard, but for the next evaluation period, I encourage Officer Nehls to work on the below listed problems encountered during this evaluation period.

A. Adhering to department rules, policies, and procedures

1. evidence handling
2. class C arrest procedure
3. calling in sick (4 or more hours in advance)
4. following the chain of command

B. Taking counseling personal

1. complains about supervisors radio usage
 - a. then make the same mistake

Officer Nehls has the potential to receive an above standard rating, if he concentrates more on police work and not on who's out to get him.

COR000022

CITY OF RICHMOND
POLICE DEPARTMENT
REPORT OF EMPLOYEE PERFORMANCE RATING

For (Semi-annual period ending August 1996
(Probationary period ending _____
(Transfer or Termination
period ending _____

Troy Nehls Supervisory or staff position (Circle One)
Name of Employee
Patrol Officer Non-Supervisory position
Title of Position
Patrol
Division/Section

FACTOR OR ELEMENT	Unsatisfactory	Fair	Satisfactory	Very Good	Outstanding
(1) Quality of Work				6.5	
(2) Dependability and Adaptability				6.0	
(3) Initiative and Leadership					4.0
(4) Safety Mindedness			4.0		
(5) Cooperation and Loyalty			4.0		

Basis for "Unsatisfactory" or "Outstanding" Rating and Grade (see note below)

Officer Nehls initiative was demonstrated by his outstanding work on the TurnAround Richmond project.
Officer Nehls has shown a strong commitment to the Community Oriented Policing Philosophy.
Officer Nehls has taken a very difficult Beat and has made a very noticeable improvement in the quality of the lives of the residents of his beat. In an area once known for apathy, Officer Nehls has developed a group of Block Captains that I feel will continue to improve not only their neighborhood but the entire city.

Rated by [Signature] Sergeant 09/11/96
(Signature of Immediate Superior Officer) Title Date
Reviewed by [Signature] Captain 9-26-96
(Signature of Higher Superior Officer) Title Date
Approved by [Signature] Adjective
Department Head Total Points 24.5 Rating Very Good

Employee Signature [Signature]
***Note: The basis and reason for each rating of "unsatisfactory" and "outstanding" for any member of the Department will be given for each specific "unsatisfactory" or "outstanding" performance or behavior warranting such rating and grade.

**CITY OF RICHMOND
POLICE DEPARTMENT
REPORT OF EMPLOYEE PERFORMANCE RATING**

For (Semi-annual period ending _____
(Probationary period ending JUNE 1996
(Transfer or Termination
period ending _____

TROY NEHLS
Name of Employee
PATROLMAN
Title of Position
PATROL
Division/Section

Supervisory or staff position

(Circle One)

Non-supervisory position

FACTOR OR ELEMENT	Unsatisfactory	Fair	Satisfactory	Very Good	Outstanding
(1) Quality of Work			6.0		
(2) Dependability and Adaptability			5.0		
(3) Initiative and Leadership			3.0		
(4) Safety Mindedness			4.5		
(5) Cooperation and Loyalty			4.0		

Basis for "Unsatisfactory" or "Outstanding" Rating and Grade (see note below)

Rated by Sgt. Brad L. Brody Sergeant 06-19-96
(Signature of Immediate Superior Officer) Title Date
Reviewed by [Signature] [Signature] 7-24-96
(Signature of Higher Superior Officer) Title Date
Approved by [Signature] Department Head Total Points 22.5 Adjective Rating Satisfactory

Employee Signature [Signature]

***Note: The basis and reason for each rating of "unsatisfactory" and "outstanding" for any member of the Department will be given for each specific "unsatisfactory" or "outstanding" performance or behavior warranting such rating and grade.

COR000024

**CITY OF RICHMOND
POLICE DEPARTMENT
REPORT OF EMPLOYEE PERFORMANCE RATING**

For (Semi-annual period ending FEBRUARY 1996
(Probationary period ending _____
(Transfer or Termination
period ending _____

TROY NEHLS
Name of Employee
PROBATIONARY POLICE OFFICER
Title of Position
PATROL
Division/Section

Supervisory or staff position
(Circle One)
Non-supervisory position

FACTOR OR ELEMENT	Unsatisfactory	Fair	Satisfactory	Very Good	Outstanding
(1) Quality of Work				7.0	
(2) Dependability and Adaptability			5.3		
(3) Initiative and Leadership			3.3		
(4) Safety Mindedness			4.8		
(5) Cooperation and Loyalty				4.5	

Basis for "Unsatisfactory" or "Outstanding" Rating and Grade (see note below)

Rated by Marc B. Becattis Title SERGEANT Date 02/20/96
(Signature of Immediate Superior Officer)
Reviewed by _____ Title _____ Date _____
(Signature of Higher Superior Officer)
Approved by _____
Department Head A. M. [Signature] Total Points 2490 Adjective Rating Very Good

Employee Signature [Signature]

***Note: The basis and reason for each rating of "unsatisfactory" and "outstanding" for any member of the Department will be given for each specific "unsatisfactory" or "outstanding" performance or behavior warranting such rating and grade.

CARLSON & SMITH
A PROFESSIONAL CORPORATION
ATTORNEYS AT LAW
THREE RIVERWAY SUITE 1850
HOUSTON, TEXAS 77056
(713) 626-1550
FAX (713) 626-1558

NATHAN M. RYMER

February 3, 1998

Facsimile (281) 342-5456 and Certified Mail/RRR

Mr. Glen Gilmore
City Manager
City of Richmond
402 Morton St.
Richmond, Texas 77469

Re: Termination of Officer Troy Nehls

Dear Mr. Welch:

Please allow this correspondence to serve as our Notice of Appeal of Officer Nehls' termination to your office, as well as to the City Council. Mr. Nehl denies that any of the alleged conduct warrants termination. Further, the disciplinary action is selective and arbitrary and results from prejudice, difference of opinion, and envy within the department. Finally, the disciplinary action is unduly harsh and unjustified. Mr. Nehls has committed no acts which justify termination under the policies and procedures of the Richmond Police Department. The termination is also inconsistent with the general practice of the department.

Mr. Nehls is a decorated, respected peace officer and is an asset to the City of Richmond. He has a great deal of support from the citizens of Richmond due to his exemplary service.

COR000026

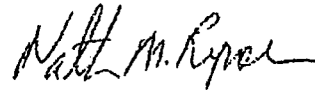
Mr. Glen Gilmore
February 3, 1998
Page 2

We will forward you information that is relevant to our position in the near future. We are requesting that this issue be placed on the agenda for the March meeting of the Richmond City Counsel. We will provide your office with our position and supporting documentation well in advance of that meeting.

Please notify me of the scheduled date for the March meeting. In the meantime, if you have need any additional information, please do not hesitate to contact me.

Sincerely,

CARLSON & SMITH



NATHAN M. RYMER

NMR.lms
Def Nehls:Gilmore-1
50.210

cc: Troy Nehls

COR000027

HILMAR G. MOORE
MAYOR

CITY OF RICHMOND

402 MORTON STREET
RICHMOND, Texas 77469
(281)342-5456



JIM GONZALES
GEORGE B. WINGATE
COMMISSIONERS

February 3, 1998

Mr. Nathan M. Rymer
Carlson & Smith
Three Riverway Suite 1550
Houston, TX 77056

Ref: Termination of Officer Troy Nehls

Dear Mr. Rymer:

This has reference to your letter dated February 3, 1998 regarding the termination of Officer Troy Nehls.

After a review of his file, I concur with Chief Whitworth's decision to terminate Officer Nehls.

The date for the March Commissioner's meeting will be set at the February 9th meeting. You may contact me anytime after February 9th for the March Commission meeting date and time.

Very truly yours,

A handwritten signature in cursive script, appearing to read "R. Gilmore".

R. Gilmore
City Manager

A handwritten signature in cursive script, appearing to read "Bill Whitworth".

Chief W. Whitworth
Police Chief

COR000028

RICHMOND POLICE DEPARTMENT
1601 LIBERTY STREET
RICHMOND, TEXAS 77469
713-342-2849
713-342-0412
AN EQUAL OPPORTUNITY EMPLOYER

APPLICATION FOR EMPLOYMENT
(PLEASE PRINT IN INK OR TYPE)

NAME:

TROY EDWIN NEHLS

POSITION APPLYING FOR:

POLICE OFFICER

DATE:

OCTOBER 18, 1995

RICHMOND POLICE DEPARTMENT
1601 LIBERTY STREET
RICHMOND, TEXAS 77469
713-342-2849

APPLICATION FOR POLICE DEPARTMENT
AN EQUAL EMPLOYMENT OPPORTUNITY

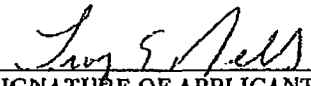
*** THESE ITEMS ARE NECESSARY FOR THE REVIEWING OF THIS APPLICATION ***

1. COPY OF BIRTH CERTIFICATE ✓
2. COPY OF HIGH SCHOOL DIPLOMA OR G.E.D. ✓
3. COPY OF COLLEGE OR UNIVERSITY TRANSCRIPT ✓
4. COPY OF ANY LAW ENFORCEMENT CERTIFICATES ✓
5. COPY OF MILITARY FORM DD-214 (IF APPLICABLE) ✓
6. COPY OF DRIVER LICENSE AND SOCIAL SECURITY CARD ✓
7. PLEASE FILL OUT THIS APPLICATION COMPLETELY, IF A QUESTION DOES NOT APPLY TO YOU, WRITE "N/A" OR "NONE".

****NOTICE****

IF YOU FAIL TO FILL IN ANY SECTION IT WILL RESULT IN YOUR APPLICATION BEING REJECTED.

THIS APPLICATION WILL BE VALID FOR CONSIDERATION FOR EMPLOYMENT FOR A PERIOD OF 180 DAYS. IF YOU WISH TO CONTINUE TO BE CONSIDERED FOR EMPLOYMENT AFTER INITIAL EXPIRATION DATE, PLEASE SEND A LETTER TO THE ABOVE ADDRESS STATING YOUR DESIRE FOR EMPLOYMENT. A LETTER OF DESIRE WILL KEEP THIS APPLICATION UNDER CONSIDERATION FOR UP TO AN ADDITIONAL 180 DAY PERIOD. ALL APPLICATIONS WILL BE DESTROYED AFTER TWO YEARS, UNLESS YOU ARE HIRED. IF YOU ARE HIRED THE APPLICATION WILL BECOME PART OF YOUR PERMANENT PERSONNEL FILE.



SIGNATURE OF APPLICANT

OCT 18, 95
DATE

RICHMOND POLICE DEPARTMENT
1601 LIBERTY STREET
RICHMOND, TEXAS 77469
713-342-2849

REV/9-95

AUTHORIZATION FOR RELEASE OF PERSONAL INFORMATION

I, TROY E NEHL, DO HEREBY REQUEST AND AUTHORIZE A REVIEW OF, AND FULL DISCLOSURE OF, ALL RECORDS CONCERNING MYSELF TO A DULY AUTHORIZED OFFICER OF THE RICHMOND POLICE DEPARTMENT, WHETHER SAID RECORDS ARE PUBLIC, PRIVATE OR CONFIDENTIAL IN NATURE.

THE INTENT OF THIS AUTHORIZATION IS TO GIVE MY CONSENT FOR FULL AND COMPLETE DISCLOSURE OF THE RECORDS OF EDUCATIONAL INSTITUTIONS; FINANCIAL OR CREDIT INSTITUTIONS, INCLUDING RECORDS, CREDIT REPORTS, COMMERCIAL AND/OR CREDIT AGENCIES, AND OTHER FINANCIAL STATEMENTS AND RECORDS WHEREVER FILED; MEDICAL AND PSYCHIATRIC, TREATMENT AND/OR CONSULTATIONS, INCLUDING HOSPITAL, CLINICS, PRIVATE PRACTITIONERS, AND THE U.S. VETERAN'S ADMINISTRATION; EMPLOYMENT AND PRE-EMPLOYMENT RECORDS; RECORDS AND RECOLLECTION OF ATTORNEYS-AT-LAW, OR OTHER COUNSEL REPRESENTING ME OR ANOTHER PERSON IN ANY CASE, EITHER CRIMINAL OR CIVIL, IN WHICH I PRESENTLY HAVE, OR HAVE HAD AN INTEREST.

I CERTIFY THAT ANY PERSON(S) WHO MAY FURNISH SUCH INFORMATION CONCERNING ME SHALL NOT BE HELD ACCOUNTABLE FOR GIVING THIS INFORMATION, AND DO HEREBY RELEASE SAID PERSON(S) FROM ANY AND ALL LIABILITY WHICH MAY BE INCURRED AS A RESULT OF FURNISHING SUCH INFORMATION.

A COPY OF THIS FORM HAS THE SAME VALIDITY AS THE ORIGINAL.

APPLICANT SIGNATURE: Troy E Nehl

ADDRESS: 1822 PLANTATION DR CITY: RICHMOND STATE: TX ZIP: 77469

DATE: OCTOBER 18, 1995 DATE OF BIRTH: 04-07-68

SOCIAL SECURITY: [REDACTED]

REV/9-95

COR000031

RICHMOND POLICE DEPARTMENT
1601 LIBERTY STREET
RICHMOND, TEXAS 77469
AN EQUAL OPPORTUNITY EMPLOYER

APPLICATION FOR EMPLOYMENT
(PLEASE PRINT IN INK OR TYPE)

POSITION APPLYING FOR: POLICE OFFICER DATE: OCT 18, 1995

ARE YOU TELEPHONE CERTIFIED AS A OFFICER? YES NO
TYPE CERTIFICATE HELD: BASIC

ARE YOU TELECOMMUNICATIONS CERTIFIED? YES NO

NAME: NEHLS TROY EDWIN
LAST FIRST MIDDLE

1822 PLANTATION DR RICHMOND TX 77469
STREET ADDRESS CITY STATE ZIP CODE

04-07-68 [REDACTED]
DATE OF BIRTH SOCIAL SECURITY #

N/A
NICKNAME(S), MAIDEN NAME, OR OTHER NAMES BY WHICH YOU HAVE BEEN KNOWN

TELEPHONE NUMBER: 713 342-8917 562-9181
AREA CODE NUMBER

PLACE OF BIRTH: BEAVER DAM DODGE WI.
CITY COUNTY STATE

HEIGHT: 5'08 WEIGHT: 175 COLOR OF EYES: BLU COLOR OF HAIR: BLND

DRIVER LICENSE NUMBER: [REDACTED] TX CLASS C
NUMBER STATE TYPE

SCARS, TATTOOS OR OTHER DISTINGUISHING MARKS: N/A

ARE YOU? SINGLE MARRIED SEPARATED DIVORCED

N/A -
IF MARRIED, SPOUSE'S NAME DATE OF BIRTH

LIST ANY PERSON(S) RELATED TO YOU EMPLOYED BY THE CITY OF RICHMOND OR WHO IS A MEMBER OF CITY COMMISSION: N/A

WHO REFERRED YOU TO THE RICHMOND POLICE DEPARTMENT? NEWS PAPER

RICHMOND POLICE DEPARTMENT
1601 LIBERTY STREET
RICHMOND, TEXAS 77469
AN EQUAL OPPORTUNITY EMPLOYER

RESIDENCE HISTORY:

LIST ALL LOCATIONS WHERE YOU ACTUALLY RESIDED IN THE PAST TEN YEARS, REGARDLESS OF LENGTH OF TIME YOU RESIDED THERE, BEGINNING WITH YOUR PRESENT RESIDENCE

FROM		TO		STREET ADDRESS & APT. #	CITY	STATE	ZIP
MO.	YR.	MO.	YR.				
08	94	PRESENT		1822 PLANTATION DR	RICHMOND	TX	77469
12	93	08	94	N10134 CTH "A"	FOX LAKE	WI	53933
08	93	12	93	425 HOUSTON ST	RIPON	WI	54971
05	93	08	93	A TRP. 2-16 CAV	FT KNOX	KY	40121
02	93	04	93	1822 PLANTATION DR	RICHMOND	TX	77469
01	92	01	93	600 E. PIONEER RD #12	FOND DU LAC	WI	54935
07	91	01	92	110 HARRISON ST	NORTH FOND DU LAC	WI	54935
04	89	07	91	126 N BERGER PKWY #D-15	FOND DU LAC	WI	54935
11	88	03	89	SANDHILL CO D 2-54 INF	FT. BENNING	GA	31905

PERSONAL REFERENCES:

LIST BELOW THE NAMES, ADDRESSES AND TELEPHONE NUMBERS OF FIVE PERSONS YOU HAVE KNOWN FOR AT LEAST FIVE YEARS. THESE PERSONS MUST NOT BE RELATIVES, PRESENT OR FORMER EMPLOYERS, PRESENT OR FORMER SUPERVISORS.

	NAME	ADDRESS	CITY	ST.	ZIP	PHONE
1	HELEN HARTMAN	110 INDUSTRIAL DRIVE	BEAVER DAM	WI	53916	414-887 1733
2	PATRICK LYNCH	136 W. STROUD STREET	RANDOLPH	WI	53956	414-326 3323
3	DANIEL KROMM	1415 ARMORY PLACE	OSHKOSH	WI	54901	414-424 1321
4	LENDA FEHRMAN	N10512 CHIEF KUND TRAIL	FOX LAKE	WI	53933	414-928 2627
5.	DANIEL KOSHUTE	223 E. 13 TH STREET	FOND DU LAC	WI	54935	414-921 1734

RESIDENCE HISTORY: (CONT.)

FOR: TROY E NEHLS

<u>FROM</u>	<u>TO</u>					
07-87	10-88	415 WEST NORTH ST	JUNEAU	WI	53039	
01-87	07-87	8650 MAPLECREST	HOUSTON	TX	77099	
06-86	01-87	12710 BRANT ROCK	HOUSTON	TX	77077	
04-68	06-86	415 WEST NORTH ST	JUNEAU	WI	53039	

RICHMOND POLICE DEPARTMENT
 1601 LIBERTY STREET
 RICHMOND, TEXAS 77469
 AN EQUAL OPPORTUNITY EMPLOYER

EDUCATION OR VOCATIONAL TRAINING:

BEGINNING WITH HIGH SCHOOL

TYPE OF SCHOOL	NAME AND LOCATION OF SCHOOL	NUMBER OF SEM. HRS.	GRADUATED YES OR NO	TYPE OF DIPLOMA, DEGREE OR CERTIFICATE	MAJOR, OR TYPE OF TRAINING
PUBLIC HIGH SCHOOL	DODGELAND H.S. JUNEAU WI 53039	4 YRS.	YES	DIPLOMA	GENERAL ED.
JUNIOR COLLEGE	U.W. CENTER FOND DU LAC WI 54935	6 HRS	NO	6 CREDITS	GENERAL ED.
TECHNICAL COLLEGE	M.P.T.C FOND DU LAC WI 54935	2 YRS	YES	ASSOCIATE DEGREE	POLICE SCIENCE

Military Service:

Branch of Service	Service Dates		Rank at Discharge	Duty Station
	From	To		
WI. ARMY GUARD	10/88	08/95	-	WAUPUN, WI
TX. ARMY GUARD	08/95	PRESENT	-	ROSENBERG, TX

DID YOU EVER RECEIVE ANY DISCIPLINARY ACTION WHILE IN THE SERVICE? [] YES [X] NO
 (Include Article 15's; Office Hours; Captain's Mast; Etc.)

Action Taken? N/A

Disposition? N/A

TYPE OF DISCHARGE? [X] HONORABLE [] DISHONORABLE
 [] OTHER:

I RECEIVED AN HONORABLE DISCHARGE AS AN ENLISTED SOLDIER, AND CURRENTLY HOLD THE RANK OF 2ND LIEUTENANT.

RICHMOND POLICE DEPARTMENT
1601 LIBERTY STREET
RICHMOND, TEXAS 77469
AN EQUAL OPPORTUNITY EMPLOYER

EMPLOYMENT HISTORY:

LIST ALL EMPLOYMENT'S HELD DURING THE PAST TEN YEARS, REGARDLESS OF LENGTH OF TIME EMPLOYED, BEGINNING WITH YOUR PRESENT EMPLOYMENT.

DATE FROM	DATE TO	COMPANY NAME	ADDRESS	CITY	STATE	ZIP	REASON FOR LEAVING	SUPERVISOR	PHONE
02/95	PRESENT	FT. BEND I.S.D. POLICE DEPT.	602 DOLLES AVE	SUGAR LAND	TX	77478	N/A	Sgt MIKE DELHAM	713-634-5500
10/91	08/94	FOX LAKE POLICE DEPT	P.O. BOX 105	FOX LAKE	WI	53933	MOVED TO TEXAS TO SEEK LAW-ENFORCEMENT CAREER	CHIEF MARK MESSER	414-928-2105
01/90	08/90	COMBINED INSURANCE	483 NORTH STREET	GREEN LAKE	WI	54941	STARTED SCHOOL AT M.P.T.C.	BRETT FREDRICK	414-294-6648
05/89	09/89	MICHELS PIPELINE	817 W. MAEN STREET	BROWNSVILLE	WI	53006	LOCATION OF WORK (OUT-OF-STATE)	PAT MICHELS	414-583-3132
08/88	10/88	MICHELS PIPELINE	817 W. MAEN STREET	BROWNSVILLE	WI	53006	ORDERED TO BASIC TRAINING/AIT	PAT MICHELS	414-583-3132
08/87	08/88	NEHLS AUCTION SERVICE	N 10184 CT# "A"	FOX LAKE	WI	53933	FINANCIAL	TROY NEHLS	414-928-2548
07/86	07/87	TERRYTOWNE MEMORIAL	1815 ENCLAVE PARKWAY	HOUSTON	TX	77077	MOVED BACK TO WISCONSIN	ELLIS LEATHERWOOD	713-531902

RICHMOND POLICE DEPARTMENT
1601 LIBERTY STREET
RICHMOND, TEXAS 77469
AN EQUAL OPPORTUNITY EMPLOYER

FINANCIAL CONDITION:

TYPE OF LOAN	NAME OF CREDITORS	ADDRESSES OF CREDITORS	ACCOUNT #	TOTAL BAL.	MONTHLY PYMTS.
CREDIT CARD	U.S.A.A.	P.O. BOX 2972 OMAHA NE 68103	[REDACTED]	\$1,200. ⁰²	\$50. ⁰²
STUDENT LOAN	GREAT LAKES HIGHER EDUCATION	P.O. Box 3059 MILWAUKEE WI 53201	[REDACTED]	\$700. ⁰²	\$50. ⁰²
STUDENT LOAN	FARMERS STATE BANK	314 W. STATE ST. FOX LAKE WI 53938	[REDACTED]	\$1,100. ⁰²	\$121. ⁰²
STUDENT LOAN	VALLEY BANK	146 S. MAIN ST JUNEAU WI 53039	[REDACTED]	\$4,000. ⁰²	\$275. ⁰²
CAR LOAN	PENTAGON FEDERAL CREDIT UNION.	P.O. Box 247009 OMAHA, NE 68124	[REDACTED]	\$26,000. ⁰²	\$543. ⁰²

WHEN WE GET YOUR CREDIT REPORT FROM THE CREDIT BUREAU, HOW DO YOU THINK THE REPORT WILL RATE YOUR CREDIT? GOOD FAIR POOR

WHY? N/A

MEMBERSHIP ORGANIZATIONS:

NAME & ADDRESS	TYPE	FROM	TO
THE UNITED STATES ARMOR ASSOCIATION	MILITARY	05/93	PRESENT
NATIONAL GUARD ASSOCIATION	MILITARY	08/92	PRESENT
BIG BROTHERS/SISTERS OF WISCONSIN	VOLUNTEER SERVICES	91	92

RICHMOND POLICE DEPARTMENT
 1601 LIBERTY STREET
 RICHMOND, TEXAS 77469
 AN EQUAL OPPORTUNITY EMPLOYER

PERSONAL DECLARATIONS:

DESCRIBE IN YOUR OWN WORDS THE FREQUENCY AND EXTENT OF YOUR USE OF INTOXICATING LIQUORS.

HEAVY MEDIUM SOCIABLE

I AM A CASUAL USER OF INTOXICATING LIQUORS. I WOULD SAY THAT I HAVE 1 OR 2 BEERS A WEEK AND SOME WEEKS I MAY NOT HAVE ANY ALCOHOLIC BEVERAGES

HAVE YOU EVER USED CONTROLLED SUBSTANCES NOT PRESCRIBED BY YOUR PHYSICIAN?

YES NO

IF YES, WHAT WERE THE CIRCUMSTANCES?

I HAVE SMOKED MARIJUANA BEFORE WHILE I WAS IN HIGH SCHOOL. I DID EXPERIMENT WITH MARIJUANA AND DID NOT ENJOY IT.

HAVE YOU EVER BEEN CONVICTED OF A FELONY OFFENSE? YES NO

HOW YOU EVER BEEN ARRESTED, DETAINED BY POLICE, OR SUMMONED INTO COURT?

YES NO

IF YES, GIVE DETAILS:

JUVENILE ALCOHOL CITATION, 07/1988, HORTON, WI

I WAS DRINKING A CAN OF BEER AT A PICNIC, AND A POLICE OFFICER ASKED ME MY AGE, AND I TOLD HIM I WAS OVER 21 YRS OLD, BUT I WAS ONLY 20 YRS OLD.

DISPOSITION OF CASE: FORFEITURE

HAS YOUR DRIVER'S LICENSE EVER BEEN SUSPENDED OR REVOKED? YES NO

IF YES, GIVE DATE, LOCATION AND REASON: N/A

LIST TO THE BEST OF YOUR MEMORY ALL TRAFFIC CITATIONS YOU HAVE RECEIVED:

MONTH & YEAR	CHARGE	CITY & STATE	DISPOSITION
01/90	SPEEDING	WASHINGTON COUNTY	FORFEITURE
08/89	SPEEDING	FOND DU LAC COUNTY	FORFEITURE

RICHMOND POLICE DEPARTMENT
 1601 LIBERTY STREET
 RICHMOND, TEXAS 77469
 AN EQUAL OPPORTUNITY EMPLOYER

DESCRIBE IN A BRIEF NARRATIVE ANY TRAFFIC ACCIDENTS IN THE LAST FIVE YEARS IN WHICH YOU HAVE BEEN INVOLVED, GIVING APPROXIMATE DATES AND LOCATION:

10/93 WHILE ON PATROL FOR THE CITY OF FOX LAKE POLICE DEPARTMENT I STRUCK A DEER WITH THE PATROL CAR.

IS THERE ANYTHING YOU WISH TO DECLARE WHICH WOULD PREVENT YOU FROM FULLY PERFORMING THE DUTIES OF A RICHMOND POLICE OFFICER, INCLUDING WORKING WEEKENDS, HOLIDAY, EVENINGS OR NIGHT SHIFTS? YES NO
 IF YES, EXPLAIN:

N/A

PLEASE READ THE FOLLOWING STATEMENT CAREFULLY AND INDICATE YOUR UNDERSTANDING AND ACCEPTANCE BY SIGNING YOUR NAME IN THE SPACE INDICATED:

1. I certify that answers given herein are true and complete to the best of my knowledge.
2. I agree that any written or oral misrepresentations or omissions made in this application is just cause for dismissal.
3. I understand that a criminal background check will be conducted for the employment with the Richmond Police Department.
4. I understand that I will be required to authorize release of financial information, including credit history information if I apply for the Richmond Police Department.
5. I hereby authorize all former employers and their employees as well as other references listed on this application to answer any questions, and to furnish any information from their records concerning me, and I hereby release such companies and persons from any liability for such action.
6. I understand that upon an offer of employment I will be required to pass a physical, a psychological, plus a drug and alcohol screening as a condition of employment.

APPLICATION MUST BE SIGNED	 _____ APPLICANT SIGNATURE	<u>NOV 18, 1995</u> DATE
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APPLICANT'S SIGNATURE MUST BE WITNESSED	 _____ WITNESS SIGNATURE	<u>10-18-95</u> DATE
--	---	-------------------------

LAW OFFICE

DOEPKE, HANNAN, ELBERT & PFITZINGER, CHARTERED

Hillcrest Center
110 Monroe Street
P.O. Box 698
BEAVER DAM, WISCONSIN 53916
Phone (414) 885-2888
Fax (414) 885-2894

Ervin L. Doepke
Stephen J. Hannan
Bruce W. Elbert
Brian A. Pfitzinger

JUNEAU OFFICE
156 E. Oak Street
P.O. Box 203
Juneau, Wisconsin 53039
Phone (414) 386-2505
Fax (414) 386-5665

December 29, 1994

To Whom It May Concern:

It is my understanding that Troy Nehls is seeking a position in law enforcement. I am the City Attorney for Fox Lake, Wisconsin, and have been for the past fifteen years.

Troy Nehls was employed by the City of Fox Lake as a police officer for three years from approximately 1991 to 1994. During his tenure as a police officer in Fox Lake I had the opportunity to work closely with him. Officer Nehls' duties included everything from felony investigations to traffic patrol. I had the privilege of prosecuting the traffic regulation cases as well as the municipal ordinance violations Officer Nehls investigated. I found Officer Nehls' work to be highly professional in every respect. His police reports were accurate, thorough, and complete. As a prosecutor, that made my job not only easier, but much more effective. I do not believe Officer Nehls and I lost one case that went to trial.


I also found Officer Nehls to be very easy to work with and he was very responsive to any directions I may have given him and also very respectful of his superiors. In addition to his abilities as a police officer, Officer Nehls dealt with the public in a very effective manner. It was my opinion that Officer Nehls was able to deal with the public in a friendly but firm manner.

I believe Officer Nehls would be an outstanding addition to any police department or law enforcement agency.

Should you have any questions in regard to this, please contact me.

Very truly yours,

DOEPKE, HANNAN, ELBERT & PFITZINGER,
CHARTERED


Bruce W. Elbert
Attorney at Law

BWE:gae
cc: Mr. Troy Nehls

COR000040



CITY OF FOX LAKE

MARK A. MESSER
Chief of Police

POLICE DEPARTMENT
Fox Lake, Wisconsin 53933

TO WHOM IT MAY CONCERN:

I have had the opportunity to work with, and oversee the Police services that Officer Troy Nehls provides for the City of Fox Lake Police Department. He is an excellent and outstanding member of the police department and grasps policing concepts easily. Officer Nehls assisted in preparing the police department for the arrival of a new chief, and is willing to give extra of himself without request. He possesses the ability to work well on his own without supervision and strives to get the job done.

Officer Nehls would be an asset to any police department, and he would be missed by the City of Fox Lake P.D. I wish him well as he attempts to grow professionally in the law enforcement field, and feel free to contact me at any time if I can be of assistance or answer any questions you may have.

Sincerely,

A handwritten signature in cursive script that reads "Chief Mark A. Messer". The signature is written in dark ink and is positioned above the typed name.

Mark A. Messer
Chief of Police

COR000041



CITY OF FOX LAKE

MARK A. MESSER
Chief of Police

POLICE DEPARTMENT
Fox Lake, Wisconsin 53933

January 19, 1994

Troy Nehls
Fox Lake Police Department

Dear Troy:

I would like to take this opportunity to personally thank you for the time you spent during the first two weeks of my employment to assist me in familiarizing myself with the Fox Lake Police Department.

The Police Department can see and recognize the time you spent just prior to and after my arrival to clear out open complaints, investigations, and prepare the Police Department for new personnel. The complaints and investigations were thorough and in depth, and you should be commended for a job well done.

Thank you for your assistance and I look forward to working with all the members of the Fox Lake Police Department to provide professional police services to the community.

Respectfully Submitted:

A handwritten signature in cursive script that reads "Chief Mark A. Messer". The signature is written in black ink and is followed by a horizontal line.

Chief Mark A. Messer

cc: City Council
Personnel File

COR000042



Randolph Police Department
136 W. Stroud Street
Randolph, Wisconsin 53956
Non Emergency Police Phone No. (414) 326-3323
Emergency 911
Fax (414) 326-3056

P.J. Lynch
Chief of Police

Troy E. Nehls
N10184 Cty Hwy A
Fox Lake, Wis 53933

TO WHOM IT MAY CONCERN:

I have known Troy for about 3 years. Troy has been working as a police officer for the City of Fox Lake. There has been many occasions that Troy has assisted our dept with calls. We had a shooting in December of 1993 and also a stabbing in December of 1993 where Troy came and assisted our dept in locating the suspect and also in arresting these subjects. He has also assisted in family fights and automobile accidents. Troy has done an excellent job and has always gone above and beyond the call of duty to assist us in any way. Before Troy started working in Fox Lake, the Fox Lake police dept really did nothing other than take the reports and file the paperwork. Since Troy had been there the crime rate had decreased and past and present crimes have been solved. Troy digs in and does an excellent job. When Troy is working you know that the calls are going to be handled and that the guilty party is going to be arrested. Troy has brought the police dept a long way from where it was at. I wish that I had an opening for a young aggressive officer like Troy, because I could use a good officer like Troy. I feel that the Fox Lake Police Dept is going to be at a loss when another dept hires Troy.

A handwritten signature in black ink, appearing to read "Patrick J. Lynch".

Patrick J. Lynch
Chief of Police

COR000043



"Wild Goose Center of Wisconsin"



CITY of WAUPUN

WAUPUN, WISCONSIN 53963

POLICE DEPARTMENT

Thomas R. Winscher
Chief

John Belsma
Captain.

March 18, 1994

Ref: Troy E. Nehls
N10184 County Highway A
Fox Lake, Wi. 53933

To Whom It May Concern:

I, Captain John Belsma, of the Waupun Police Department do hereby support Troy E. Nehls.

I have worked with Troy Nehls on several occasions, involving Mutual Aid and various investigations. I feel he is very competent, well trained and a motivated Law Enforcement Officer.

I feel that Troy Nehls would be an asset to any department that he has an opportunity to work for. He is a self starter and works easily with others.

Sincerely,

John Belsma
Captain
Waupun Police Dept.

JB/sah

COR000044