

Jan. 12, 2002

Rf: 7 month evaluation on Officer Mark Colker

On Jan. 10, 2002 myself and Lt. Frost met with Officer Mark Colker. The purpose of this meeting was to advise Colker that his probation was being extended for an additional 90 days. He was further advised that there have been several incidents that are a concern to us including a couple of incidents of insubordination. Colker was advised that incidents of insubordination would not be tolerated in the future.

Colker was talked to about officer safety issues which he seems to have many concerns about. He advised that while he's been working, he has seen officers handcuff people in the front and that that had given him some major concern. When asked who this was, he would not respond but stated instead that there are a lot of new people and that there has been a lack of supervision on the 2nd shift. He was advised that when he sees things that bring him concern that he has a responsibility to report that to his supervisor immediately. He advised that he would in the future.

Colker also said that he has noticed some positive progress in his attitude toward individuals that he has contact with while on the street. He said that he knows that when he was first on his own on the road he would be extremely hard and in a defensive mode as that is how things were for him in his prior position. He said that he has become more relaxed without giving up officer safety issues.

We talked about paperwork issues. He was advised to use the format that was given out earlier in the week via e-mail by myself.

Mark said that he enjoys his job very much and that doing this job is his life. He said that his divorce is in progress and that that should be settling down soon. Colker said that his interest lies in doing good police work and that he does not want to participate in the small talk that goes on inside of the Police Dept. He thinks that people wag their tongues too much. He doesn't want to be a part of that.

Mark was told that Officer Young will be meeting with him shortly to complete the testing process.

Lt. Mindy Hendricks