

June 28, 2011 to June 13, 2012: Reserve Police Officer for Miami Dade Police Department, Doral, Florida.

A field visit was conducted to Miami Dade Police Department for file review with Grisel Parodi (Human Resources). The following documents were obtained from the personnel file as follows:

- **Personnel Record Summary:** Job title, dates of employment and reason for leaving (Resigned) was verified. This record indicates Mr. Conroy's employment start date as 06/28/2011 and his resignation date as 07/13/2012. It should be noted, however, that ATMS has Mr. Conroy's separation date as 06/13/2012.
- **Officer Daily Evaluation Reports:**
 - Rating period 05/20/2012 received an overall daily rating of Acceptable.
 - Rating period 05/31/2012 received an overall daily rating of Acceptable.
- **Miami Dade Investigative Summary:** June 17, 2011 summary indicates that Mr. Conroy was recommended for employment by Investigation Specialist, Barbara V. Erched.

February 12, 2001 to November 16, 2007: Police Officer for Davie Police Department, Davie, Florida.

A field visit was conducted to Davie Police Department for file review with Carol Startman (Human Resources). The following documents were obtained from the personnel file as follows:

- **Employee History Log:** The log verifies job title, dates of employment and reason for leaving as, resigned.
- **Resignation Documentation/Memo:** Mr. Conroy's reason for leaving is documented as a resignation. The applicant indicated the following; "At this time in my life I have chosen to pursue other income earning opportunities that better fulfill the needs of my family."
- **Performance Appraisals:** (Rating scale ranges from 1 as Substantially Below Expectations to 5 Substantially Exceeds Expectations)
 - Rating period 02/12/2006 to 02/12/2007 received an overall total of 4.03 Exceeds Expectations.
 - Rating period 02/12/2004 to 02/12/2005 received an overall total of 4.02 Exceeds Expectations.
 - Rating period 02/12/2003 to 02/12/2004 received an overall total of 3.72 Meets Expectations.
- **Internal Affairs:** Internal Affairs Report indicates on September 29, 2004, Case 06-01-01 Battery /Excessive Force and Unbecoming Conduct. Both charges were unfounded. Case 2006-PCU-0051 Conduct Unbecoming; Not Sustained.
- **Commendations:** Several letters of commendations were located in Mr. Conroy's file.

June 25, 1997 to February 11, 2001: Police Officer for Miami Dade Police Department, Miami, Florida.

A field visit was conducted to Davie Police Department for file review with Eliel Florez (Personnel Office). It should be noted; however, that Miami Dade PD has Mr. Conroy's date of hire as 01/06/1997 and ATMS has Mr. Conroy's separation date as 06/13/2012.

The following documents were obtained from the personnel file as follows:

- **Personnel Change Document:** The document verified job title, end date, and indicates that Mr. Conroy is eligible for re-hire.
- **Summary of Investigation Addendum:** December 16, 1996 summary indicates that Mr. Conroy was recommended for employment by Investigation Specialist, Barbara V. Erched.
- **FDLE Affidavit of Separation:** The affidavit verified job title, dates of employment, and reason for leaving as; voluntary separation not involving misconduct.
- **Performance Evaluations:** (Rating scale ranges from Unsatisfactory to Outstanding)
 - Rating period 02/22/1999 to 02/20/2000 received an overall rating of satisfactory.
 - Rating period 02/23/1998 to 02/21/1999 received an overall rating of above satisfactory.
 - Rating period 08/25/1997 to 08/23/1998 received an overall rating of satisfactory.
- **Internal Affairs:** Mr. Conroy received two (2) complaints, IA-1998-0332 Criminal Misc. (Battery) Not Sustained and IA-1998-0542 Unauthorized Force (Injury) Not Sustained. Mr. Conroy received two (2) Disciplines of Written Reprimands for not appearing for scheduled depositions and court (See attached).
- **Disciplinary Action Reports and Records of Counseling:**
 - 08/03/2000 Written Reprimand for failing to follow established procedures regarding Court Activities (See attached).
 - 07/14/2000 Record of Counseling for unscheduled absences.
 - 05/04/2000 Written Reprimand for failing to appear for court appointments.
 - 12/16/1999 Record of Counseling for failing to contact the State Attorney's Office to schedule a pre-filing conference within 12 hours of an arrest.
 - 07/02/1999 Record of Counseling for his involvement in a Vehicle County Crash.
 - 02/02/1998 Record of Counseling for failing to follow proper procedure in not contacting a supervisor for a Control Number.

SELECTIVE SERVICE

Mr. Conroy's Registration date is September 13, 1990.

MILITARY SERVICE

Mr. Conroy served as a PFC in the Army with an Honorable Discharge. The reason for separation is listed as Hardship. This information was obtained from Mr. Conroy's DD 214. An official request for military records was made and remains pending.

CREDIT

An inquiry through Equifax revealed Bryan Conroy has public record debt as follows:

- Cavalry for HSBC Bank Nevada; Balance \$578.00.
- Medical; Balance \$93.00.
- Medical; Balance \$71.00.
- Creditport for Comcast; Balance \$426.00.
- Enhancedre for Dish Network; Balance \$263.00.
- Medical; Balance \$71.00.

Mr. Conroy provided an addendum pertaining to his public record debt (See attached).

FLORIDA CRIMINAL JUSTICE EMPLOYMENT/CERTIFICATION

This inquiry documented Bryan Conroy's certification date as June 25, 1997 with a Mandatory Retraining Due Date of June 30, 2017.

This inquiry also documented his current employment as a full time Police Officer with the Hollywood Police Department with a start date of July 16, 2012.

Mr. Conroy's previous employment with Miami Dade Police Department and Davie Police Department are documented as follows:

- Miami Dade Police Department (full time Police Officer) has a start date of 6/25/1997 and a separation date of 2/11/2001. The separation reason indicates Voluntary Separation (Not involving misconduct).
- Davie Police Department (full time Police Officer) has a start date of 2/12/2001 and a separation date of 11/16/2007. The separation reason indicates Voluntary Separation (Not involving misconduct).
- Miami Dade Police Department (part time Police Officer) has a start date of 6/28/2011 and a separation date of 6/13/2012. The separation reason indicates Voluntary Separation (Not involving misconduct).

CRIMINAL HISTORY CHECKS

Mr. Conroy was clear of any criminal history through **EAGENT (NCIC/FCIC), BSO Warrants, National Sex Offenders, Odyssey, CAD, BSO Records, and JJIS.**

- **CCIS:**
 - 03/21/1992 Driving While License Revoked; Disposition Dropped/Abandoned.
 - 03/21/1992 Speeding on Highways; Disposition Dropped/Abandoned.

TRAFFIC SEARCH

Mr. Conroy holds a valid Class E Florida Driver's License expiring on March 16, 2017. No Traffic Infractions listed.

LOCAL LAW ENFORCEMENT CHECKS

Local law enforcement checks with Miami Dade PD, Palm Beach Sheriff's Office, Fort Lauderdale PD, Doral PD, Riverside Township PD, Davie PD, New Jersey State Police, and Burlington County Sheriff's Office (NJ) indicates no criminal history.

- Fort Lauderdale Police Department: Mr. Conroy is listed as a witness in an accident.

Responses from the following law enforcement agencies are pending:

- Miami (FL) Police Department - *Rec'd NO Record*
- Coral Springs (FL) Police Department - *Rec'd NO Record.*
- Martin County (FL) Sheriff's Office - *Rec'd NO Record.*

INTERPOL: No record

PERSONAL REFERENCES

Three (3) personal references were contacted, all responded favorably.

NEIGHBOR REFERENCES

Two (2) neighbor references were contacted, all responded favorably.

MUTUAL APPLICANT SUMMARY

- Pembroke Pines Police Department

Bethaney Scalf CCN 12354, Administrative Assistant, contacted Officer Cuba with the Pembroke Pines Police Department on 4/10/2013. Officer Cuba advised the applicant applied with their agency on 12/13/2011 but was not hired due to not passing the command review. The applicant's status is "not hired" per Officer Cuba.

- Fort Lauderdale Police Department

Bethaney Scalf CCN 12354, Administrative Assistant, contacted Detective Beauregard with the Fort Lauderdale Police Department on 4/11/2013. Detective Beauregard advised the applicant applied with their agency in 2011 but was not hired. The applicant passed the oral board, but did not make it into the top 5%. The applicant's status is "not hired" per Detective Beauregard.

RECOMMENDATION

This file is forwarded to continue in the selection process.



BACKGROUND INVESTIGATIONS CURRENT EMPLOYER VERIFICATION

Applicant: Conroy, Bryan, James **Date:** April 19, 2013
Social Security # ██████████
Position: Deputy Sheriff Certified
Submitted By: Detective Paul Szabunka **CCN:** 11584 *PS 11584*

CURRENT WORK HISTORY:

July 16, 2012 to Current: Police Officer for the city of Hollywood Police Department, Hollywood, Florida.

On April 19, 2013, Investigator Carmen Garcia CCN 13775 and I conducted a field visit to the Hollywood Police Department, located in Hollywood, Florida. At this time, we met with Police Officer Phil Rodriguez (Background Investigator) and Faith Pinnock-Lee (Personnel Manager). Ms. Pinnock-Lee verified job title, start date of employment and indicated the applicant is a current employee.

The following documents were provided by the Hollywood Police Department as follows:

Hollywood Police Department Background Investigation:

Lawrence Taddeo (Background Investigator) completed the Pre-Employment Background Report on Bryan Conroy, July 12, 2012. Investigator Taddeo did not note any derogatory information. See attached report.

Employee Performance Evaluation Reports:

- Evaluation Period: January 1, 2013 to January 31, 2013 was completed by Sergeant Derik Alexander # 2238. Bryan Conroy received an overall performance rating of Acceptable.
- Evaluation Period: February 1, 2013 to February 28, 2013 was completed by Sergeant Derik Alexander #2238. Bryan Conroy received an overall rating of Acceptable.
- Evaluation Period: March 1, 2013 to March 31, 2013 was completed by Sergeant Derik Alexander # 2238. Bryan Conroy received an overall rating of Acceptable.

Internal Affairs/Letters of Reprimand:

Ms. Pinnock-Lee provided a Concise Officer History report for Bryan Conroy which was provided to her by Internal Investigations secretary Lorna McLeod on April 19, 2013 which advised the following;

- Internal Investigations: External – 0 received
- Internal Investigations: Internal – 0 received
- Referral: External – 0 received
- Referral: Internal – 0 received

Florida Department of Law Enforcement Employment Background Investigative Report CJSTC 77:

On July 12, 2012, Investigator Taddeo completed the above aforementioned form in which he noted a rating of Satisfactory on his background checks. Investigator Taddeo noted the applicant's use of steroids in 1988.

Recommendation:

This file is forwarded to continue in the selection process.