

Submit four copies to ask for certification.

APPROVED

JAN 6 1980

CITY OF HOUSTON

Date submitted:

1-10-80

REQUEST FOR CERTIFICATION



DEPARTMENT: Civil Service - Div. of Adm. Personnel & Maintenance Svc. DIVISION: Police

1

To Civil Service Commission:

ACCOUNT NUMBER: 1810-A-4 Payroll 1812

Please certify eligibles for the following vacant classified position in the department and division indicated above. The position has been created and compensation therefor established by ordinance. 108.8

Title: Police Trainee Proposed Pay: \$611.90

No. of Positions Created: 210 No. of Positions Filled: 85 No. of Positions Vacant: 125

Salary Range: \$211. - \$690.

Vacancy created by: None - New Position

Duties of position:

Attend the Police Academy in preparation for appointment as Police Officer, Probationary.

George L. Hitchcock

Jim McInerney
Mayor

H.D. Caldwell
Director of Department
H.D. Caldwell, Chief of Police

CERTIFICATION BY CIVIL SERVICE

Date: 1-28-80

The following persons, in order of merit, are certified as being qualified for appointment to the position above stated:

NEW APPOINTMENT:

KNOX, William Michael, [REDACTED]

JAN 31 1980

Albert G. James
Signed: _____
For the Civil Service Commission

Comm

William M. Knox
Mel W. Thal



County of San Diego

CECIL H. STEPPE
CHIEF PROBATION OFFICER
(619) 884-4800

DEPARTMENT OF PROBATION

POST OFFICE BOX 23598, SAN DIEGO, CALIFORNIA 92123-0598

August 28, 1990

Elizabeth Watson
Chief of Police
Houston Police Department
61 Riesnor Street
Houston TX 77002

Dear Chief Watson,

End Station

I wish to take this opportunity to thank you for assistance given myself and my officers by your Department. I particularly wish to thank Officer W.M. "Mike" Knox of your Westside Street Gang Tactical Unit, for his assistance by facilitating our returning some potentially dangerous individuals to California for trial.

Several of our local "CRIP" gang members fled this area and were wanted on a variety of charges. One of these subjects is a suspect in a murder here. They took up residence in your city and subsequently were apprehended by your officers on another charge, and their investigation turned up our Wants.

Because of Officer Knox' efforts and knowledge of your Texas Justice System, he was able to rid your city of these people before they were able to cause further trouble. He made a difficult transportation problem much easier.

End Station

I hope you will convey my appreciation to Officer Knox and his Commanding Officer Captain [redacted]. I'm always pleased and encouraged when I come in contact with a young officer like Mike Knox, who is willing to do whatever is necessary to get the job done. Thanks again.

Sincerely yours,

ROBERT J. MINNIE
Supervising Transportation Officer
San Diego County Probation Department

RJM:dIm

ENTERED BY

**City of Houston
Civil Service Commission**

Prepare in quadruplicate. Original to Civil Service Commission duplicate to member reported on; triplicate to head of department for filing; with fourth copy being retained by the division or grading officer.

REPORT OF EMPLOYEE PERFORMANCE RATING

(Semi-annual period ending August 31, 1992

For (Probationary period ending _____

(Transfer or Termination period ending _____

Knox, W. M. Employee # [REDACTED]
Name of Employee

Supervisory or staff position

Police Officer
Title of Position

Non-supervisory position

Police
Department

Westside Division Shift I
Division - District - Station

FACTOR OR ELEMENT	CHECK APPLICABLE FACTOR DEGREE OF PERFORMANCE				
	UNSATIS-FACTORY	FAIR	SATIS-FACTORY	VERY GOOD	OUT-STANDING
(1) Quality of Work					X
(2) Dependability and Adaptability					X
(3) Initiative and Leadership				X	
(4) Safety Mindedness				X	
(5) Cooperation and Loyalty					X

Suggestions for Improvement by Immediate Superior Officer:

Basis for "Unsatisfactory" or "Outstanding" Rating and Grade (see note below)
 Does work which is consistently excellent as to quality, accuracy, thoroughness and technical excellence; makes unusually fine records and reports which require no review or revision.
 Is very conscientious, dependable, punctual worker; has unusual sense of personal responsibility and interest; is very adaptable to changing and emergency assignments and working conditions.
 Goes out of his way to give and obtain exceptionally fine cooperations with officers and other is an unusually good team worker; offers assistance to officers in developing tactical plans.

(Use other side if necessary)

Rated by [Signature] Sergeant 8-31-92
 (Signature of Immediate Superior Officer) (Title) (Date)

Reviewed by [Signature] Lieutenant 8-31-92
 (Signature of Higher Superior Officer) (Title) (Date)

Approved by [Signature] Department Head Assistant Chief Total Points 28.5 Adjective Rating Outstanding
 Report Furnished to Civil Service Commission Date AUG 31 1992
 Report Furnished to Employee [Signature] Date 8-31-92

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.

Personnel Department

June 12, 1989

This certifies that the following members of the Houston Police Department have completed education, training, and experience requirements as specified by the Texas Commission on Law Enforcement Standards and Education. They are, therefore, eligible for INCENTIVE PAY in the biweekly amounts as shown below, effective June 10, 1989. Salary Range: 911.40 - \$1102.30 Account Number: 1830-A-4

C.S.NO.	NAME	Classification	Present Incentive Pay	Present Base Pay Biweekly	Long.	Assignment Pay	New Incentive Pay	Hezar-dous Pay	Total Salary Biweekly	Pay-roll	Ex.	Compu-tation Date
	Countie, Gregory P	Pol. Off.	\$27.70	\$1102.30	\$18.00	\$-0-	***\$55.40	\$-0-	\$1175.70	1869		01-28-80
	Deason, Paul A.	Pol. Off.	27.70	1102.30	18.00	-0-	*** 55.40	-0-	1175.70	1869		01-28-80
	Heasty, James M.	Pol. Off.	27.70	1102.30	18.00	-0-	*** 55.40	-0-	1175.70	1869		01-28-80
	Knox, William M.	Pol. Off.	27.70	1102.30	18.00	-0-	*** 55.40	-0-	1175.70	1869		01-28-80
	Nunez, Ignacio (nm) Jr.	Pol. Off.	27.70	1102.30	18.00	-0-	*** 55.40	-0-	1175.70	1869		01-28-80
	Rogers, Kurt W.	Pol. Off.	27.70	1102.30	18.00	-0-	*** 55.40	-0-	1175.70	1869		01-28-80
	Rolg, Carlos A.	Pol. Off.	27.70	1102.30	18.00	-0-	*** 55.40	-0-	1175.70	1869		01-28-80
	Schlin, Douglas (nm)	Pol. Off.	27.70	1102.30	18.00	-0-	*** 55.40	-0-	1175.70	1869		01-28-80
	Towne, Gerald W.	Pol. Off.	27.70	1102.30	18.00	-0-	*** 55.40	-0-	1175.70	1869		01-28-80
	Reese, Paul R.	Pol. Off.	-0-	1070.40	12.00	-0-	* 27.70	-0-	1110.10	1871		12-01-82
	Bolton, Richard L.	Pol. Off.	-0-	1070.40	12.00	-0-	* 27.70	-0-	1110.10	1872		02-07-83
	Dargin, Eric M.	Pol. Off.	-0-	1070.40	12.00	-0-	* 27.70	-0-	1110.10	1872		02-07-83
	Duncan, Anthony W.	Pol. Off.	55.40	1070.40	12.00	-0-	***** 69.00	-0-	1151.40	1872		02-07-83
	Echols, Kenneth C.	Pol. Off.	-0-	1070.40	12.00	-0-	* 27.70	-0-	1110.10	1872		02-07-83
	Flores, Ismael F. Jr.	Pol. Off.	-0-	1070.40	12.00	-0-	* 27.70	-0-	1110.10	1872		02-07-83
	Fontenot, Gary L.	Pol. Off.	-0-	1070.40	12.00	-0-	* 27.70	-0-	1110.10	1872		02-07-83

* FIRST LEVEL TRAINING
 ** FIRST LEVEL EDUCATION
 *** SECOND LEVEL TRAINING
 **** SECOND LEVEL EDUCATION
 ***** THIRD LEVEL EDUCATION

I hereby certify that this personnel action has been accomplished in conformity with the Charter and applicable Civil Service Rules and Regulations.

Mr. Joe Weikert, Acting Director, Personnel Department

George Prentiss
 City Controller

Albert Haines
 Director of Finance & Administration
 Lee P. Brown
 Chief of Police

Submit in quadruplicate, keep green copy for tracer.

Payrolls with altered status cannot be processed before this paper is approved.

Date Submitted:

06-08-95

CITY OF HOUSTON

Civil Service Commission

New Appointment-Changes in Status

Use this Form to Report or Request

10 10000 10652 01080

All employee changes must be explained below. The officer submitting form must sign below.

Employee's Name (in full) KNOX: William M.			Present Title of Position: Police Officer 108.0 MS	Position <input type="checkbox"/> Elected <input type="checkbox"/> Appointed <input type="checkbox"/> Executive Civil Service: <input checked="" type="checkbox"/> Permanent <input type="checkbox"/> Temporary <input type="checkbox"/> Emergency (Explain in Remarks Section)	Employee <input checked="" type="checkbox"/> Permanent full-time <input type="checkbox"/> Permanent part-time <input type="checkbox"/> Temporary full-time <input type="checkbox"/> Temporary part-time <input type="checkbox"/> Seasonal (limited to) To Dates
Last Name First Middle Address			If Reclassification Do Not Fill In This Space Dept. & Division (Or Section):		
Employee Number:	Marital Status Etc. W M	Place of Work: Dept. & Division Number: Police		Birth date	

Social security number: C.D. 01-28-80 Number of exemptions:

RESIG	Substantiating Information for Change				
<input type="checkbox"/> 1. Name Change	Change to:				
<input type="checkbox"/> 2. Longevity - Yrs.	Name:	Address:			Phone:
<input type="checkbox"/> 3. Salary Change	Present Base Pay	Amt. Longevity	Present Total Pay	Salary Range	
<input type="checkbox"/> 4. New Appointment	\$1366.60	\$55.40	\$1422.00	\$1044.40-\$1407.6	
<input type="checkbox"/> 5. Re-employment	Proposed Base Pay	Amt. Longevity	Proposed Total Pay		
<input type="checkbox"/> 6. Reinstatement	Last Salary Change Was:		Type of Salary Change: <input type="checkbox"/> Automatic <input type="checkbox"/> Merit		
<input type="checkbox"/> 7. Car on Equipment Allowance	Date: 02-07-94	Amount: \$57.00+			
<input type="checkbox"/> 8. Position Change Within Grade	Car allow. Request - Amount:		Car allow. Discontinue - Amount:		
<input type="checkbox"/> 9. Promotion	Present Title:		Proposed Title:		
<input type="checkbox"/> 10. Demotion	Transfer From: (Dept. & Division)		Transfer To: (Dept. & Division)		
<input type="checkbox"/> 11. Transfer of Budget Centers	give reasons for requested leave below, state whether with or without pay, number of days requested, and have employee sign in space provided. If suspension, give number of days and reasons:				
<input type="checkbox"/> 12. Lv. of abs. (WP-WOP)	Employee's Signature: <i>Res Elaine 8-25-95 at police</i>				
<input type="checkbox"/> 13. Sick lv. (WP-WOP)	Last Day at Work	Plus Accrued Time	Last Day Paid For	Length of Lv. or Sus.	
<input type="checkbox"/> 14. Military lv. abs.	SSD off 6-16-95	17 days v. 2 Days	Ct. 07-14-95	Start	End (c.o.b.)
<input type="checkbox"/> 15. Return from lv. of abs.	In case of separation from payroll or layoff (end of project, etc.), give details of, and/or reason for, the Action below and properly notify the employee. In case of death, state cause, time and place when known; if retirement, give starting date and advise whether given for years in service or disability; if resignation, employee should give the reason for action and sign below.				
<input type="checkbox"/> 16. ___ day ___ indefinite suspension (calendar days)	From 7-17-95 to 8-25-95 over used Vac. for one year. 30 days vac. for one was up 7-12-95. From 7-17-95 to 8-25-95, all the Ac. and fringe ben. will 100 10652 deducted. 1000 10200AA 652 652 9221 Supplement following				
<input type="checkbox"/> 17. Discharge	Last Day at Work	Plus Accrued Time	Employee's Signature:		
<input checked="" type="checkbox"/> 18. Resignation	Recommended Effective Date		Approved:		
<input type="checkbox"/> 19. Death	07-15-95		9-11-95		
<input type="checkbox"/> 20. Layoff	Director of Department		Dir. of Dept. from which transferred		
<input type="checkbox"/> 21. Retirement			Approved:		

RECEIVED

SEP 15 1995

**PERSONNEL DEPT
SELECTION SERVICES**

hereby certify that this personnel action has been accomplished in conformity with the Charter and applicable Civil Service rules and regulations.

Director of Personnel: *[Signature]* 9/20/95

Mayor: *[Signature]*

Effective Date: 9-22-95

Submit in quadruplicate, keep green copy for tracer.

Payrolls with altered status cannot be processed before this paper is approved.

Date Submitted:

09-15-94

Acct. No

CITY OF HOUSTON Civil Service Commission

New Appointment-Changes in Status Use this Form to Report or Request

10 10000 10652 01080

All employee changes must be explained below. The officer submitting form must sign below.

Employee's Name (in full) Knox William M.			Present Title of Position: Police Officer 108.0 MS	Position <input type="checkbox"/> Elected <input type="checkbox"/> Appointed <input type="checkbox"/> Executive Civil Service: <input checked="" type="checkbox"/> Permanent <input type="checkbox"/> Temporary <input type="checkbox"/> Emergency (Explain in Remarks Section)	Employee <input checked="" type="checkbox"/> Permanent full-time <input type="checkbox"/> Permanent part-time <input type="checkbox"/> Temporary full-time <input type="checkbox"/> Temporary part-time Seasonal (limited to) _____ To _____ Dates
Last Name	First	Middle	If Reclassification Do Not Fill in This Space		
Address			Dept. & Division (Or Section):		
Employee Number			Place of Work: Police	Dept. & Division Number:	
Marital Status Etc. W M					
			Birth date		

Social security number:

C.D. 01-28-80

Number of exemptions:

CLOTM	Substantiating Information for Change			
<input type="checkbox"/> 1. Name Change	Change to:			
<input type="checkbox"/> 2. Longevity -- Yrs	Name:	Address:	Phone:	
<input type="checkbox"/> 3. Salary Change	Present Base Pay \$55.40	Amt. Longevity Incentive Pay -0-	Present Total Pay -0-	Salary Range \$1044.40-\$1366.60
<input type="checkbox"/> 4. New Appointment	Proposed Base Pay \$1366.60	Amt. Longevity \$28.00	Proposed Total Pay \$1450.00	
<input type="checkbox"/> 5. Re-employment				
<input type="checkbox"/> 6. Reinstatement				
<input checked="" type="checkbox"/> 7. Car on Equipment Allowance CLOTHING ALLOWANCE	Last Salary Change Was:	Type of Salary Change: <input type="checkbox"/> Automatic <input type="checkbox"/> Merit		
	Date:	Amount:	XX-DISCONTINUE CLOTHING ALLOWANCE \$350.00 ANNUALLY	
<input type="checkbox"/> 8. Position Change Within Grade	Car allow. Request -- Amount:		Car allow. Discontinue -- Amount:	
<input type="checkbox"/> 9. Promotion	Present Title:	Proposed Title:		
<input type="checkbox"/> 10. Demotion	Transfer From: (Dept. & Division)		Transfer To: (Dept. & Division)	
<input type="checkbox"/> 11. Transfer of Budget Centers	give reasons for requested leave below. state whether with or without pay, number of days requested, and have employee sign in space provided. If suspension, give number of days and reasons:			
<input type="checkbox"/> 12. Lv. of abs. (WP-WOP)	Employee's Signature:			
<input type="checkbox"/> 13. Sick Lv. (WP-WOP)	Last Day at Work	Plus Accrued Time	Last Day Paid For	Length of Lv. or Sus. Start End (c.o.b.)
<input type="checkbox"/> 14. Military Lv. abs.				
<input type="checkbox"/> 15. Return from Lv. of abs.				
<input type="checkbox"/> 16. ___ day ___ indefinite suspension (calendar days)				
<input type="checkbox"/> 17. Discharge	In case of separation from payroll or layoff (end of project, etc.), give details of, and/or reason for, the Action below and properly notify the employee. In case of death, state cause, time and place when known; if retirement, give starting date and advise whether given for years in service or disability; if resignation, employee should give the reason for action and sign below.			
<input type="checkbox"/> 18. Resignation				
<input type="checkbox"/> 19. Death				
<input type="checkbox"/> 20. Layoff				
<input type="checkbox"/> 21. Retirement				
<input type="checkbox"/> 22.				
Action by Personnel Department	100 10652 1000 10200AA 652 652 9221			
	Last Day at Work	Plus Accrued Time	Employee's Signature:	

Approved:

[Signature]

Director of Department

Recommended Effective Date

08-13-94

Approved:

Dir. of Dept. from which transferred

I hereby certify that this personnel action has been accomplished in conformity with the Charter and applicable Civil Service rules and regulations.

Director of Personnel

[Signature]

Approved:

[Signature]

Mayor

9-26-94
[Signature]

9-22-94

Effective Date

WILLIAM MICHAEL KNOX



STATE OF TEXAS

CERTIFICATE



OF HIGH SCHOOL EQUIVALENCY

is awarded to

WILLIAM MICHAEL KNOX

who has demonstrated satisfactory performance in the General Educational Development Testing Program that meets standards prescribed by the Texas Education Agency.

H. Holman Ford

for the Texas Education Agency

11/29/76

Date Issued

CAUTION: NOT TO BE USED FOR IDENTIFICATION PURPOSES

THIS IS AN IMPORTANT RECORD SAFEGUARD IT

ANY ALTERATIONS IN SHADED AREAS RENDER FORM VOID

DD FORM 214 JUL 79 PREVIOUS EDITIONS OF THIS FORM ARE OBSOLETE. CERTIFICATE OF RELEASE OR DISCHARGE FROM ACTIVE DUTY

1. NAME (Last, first, middle) **KNOX WILLIAM MICHAEL** 2. DEPARTMENT, COMPONENT AND BRANCH **AIR FORCE REGAT**

4a. GRADE, RATE OR RANK **SGT** 4b. PAY GRADE **E-4** 6. PLACE OF ENTRY INTO ACTIVE DUTY **Houston, TX 77001**

7. LAST DUTY ASSIGNMENT AND MAJOR COMMAND **443SS/3AC** 8. STATION WHERE SEPARATED **Billings AFB, SD 57706**

9. COMMAND TO WHICH TRANSFERRED **USAFR** 10. SGU COVERAGE AMOUNT \$ **20,000** NONE

11. PRIMARY SPECIALTY NUMBER, TITLE AND YEARS AND MONTHS IN SPECIALTY (Additional specialty numbers and titles involving periods of one or more years) 31150-SECURITY SPECIALIST 3 YEARS & 9 MONTHS	12. RECORD OF SERVICE			
	YEAR (y)	MON (s)	DAY (s)	
	a. Date Entered AD This Period	1973	DEC	13
	b. Separation Date This Period	1979	DEC	17
	c. Not Active Service This Period	04	00	00
	d. Total Prior Active Service	00	00	00
	e. Total Prior Inactive Service	00	00	14
	f. Foreign Service	00	00	00
g. Sea Service				
h. Effective Date of Pay Grade	1978	NOV	01	
i. Reserve Oblig. Term. Date	2081	DEC	01	

13. DECORATIONS, MEDALS, BADGES, CITATIONS AND CAMPAIGN RIBBONS AWARDED OR AUTHORIZED (All periods of service)
SMALL ARMS EXPERT MARKSMANSHIP RIBBON AIR FORCE OUTSTANDING UNIT AWARD AIR FORCE GOOD CONDUCT MEDAL (18 DEC 75 - 17 DEC 78) AFR 900-43

14. MILITARY EDUCATION (Course Title, number weeks, and month and year completed)
SECURITY SPECIALIST COURSE 150 HOURS MAR 76 DCO ORIENTATION COURSE FEB 73

15. MEMBER CONTRIBUTED TO POST-VIETNAM ERA VETERANS' EDUCATIONAL ASSISTANCE PROGRAM YES NO 16. HIGH SCHOOL GRADUATE OR EQUIVALENT YES NO 17. DAYS ACCRUED LEAVE PAID **1**

18. REMARKS
NOT APPLICABLE

19. MAILING ADDRESS AFTER SEPARATION [Redacted] 20. MEMBER REQUESTS COPY 6 BE SENT TO **TS** DIR. OF VET AFFAIRS YES NO

21. SIGNATURE OF MEMBER BEING SEPARATED *William M. Knox* 22. TYPED NAME, GRADE, TITLE AND SIGNATURE OF OFFICIAL AUTHORIZED TO SIGN **C. C. STEVENSON, 2ND LT, USAF Chief, Quality Exam Section C. C. Stevenson**

SPECIAL ADDITIONAL INFORMATION (For use by authorized agencies only)

23. TYPE OF SEPARATION **RELEASE FROM ACTIVE DUTY** 24. CHARACTER OF SERVICE (Includes upgrades) **HONORABLE**

25. SEPARATION AUTHORITY **AFR 39-10** 26. SEPARATION CODE **REX** 27. REENLISTMENT CODE **RE-11**

28. NARRATIVE REASON FOR SEPARATION **EXPIRATION TERM OF ACTIVE OBLIGATED SERVICE**

29. DATES OF TIME LOST DURING THIS PERIOD **NO TIME LOST** 30. MEMBER REQUESTS COPY 4 **Wmk** INITIALS

CIVIL SERVICE DEPARTMENT
and
HOUSTON POLICE DEPARTMENT
Selection and Recruiting Divisions

CONFIDENTIAL INFORMATION AGREEMENT FORM

In the event you are not selected by the Civil Service and the Houston Police Departments and if an inquiry is made by you concerning your rejection, the following guidelines will be followed:

1. Reasons for rejection will be given only to the applicant or to his representative designated in writing.
2. This information will be given only in person, not by telephone.
3. The source of the information cannot be revealed, with the exception that any information attained through a credit check by the Associated Credit Bureaus of America will be disclosed to you upon your request.

I have read the above and fully understand the guidelines and all conditions of the Confidential Information Agreement Form.

William M. Knox
Signature of Applicant

J. A. H. H. H. H.
Signature of Interviewer

10 Sept 79
Date

Submit four copies to ask for certification.

5/8/80

REQUEST FOR CERTIFICATION

MAY 9 12 24 PM 1980
RECEIVED
TREASURY DEPARTMENT

RECEIVED
MAY 14 1980
CIVIL SERVICE
COMMISSION

DEPARTMENT: Police
DIVISION: Uniform
ACCOUNT NUMBER: 1830-A-4

To Civil Service Commission:

Please certify eligibles for the following vacant classified position in the department and division indicated above. The position has been created and compensation therefor established by ordinance.

Title: Probationary 108.6 Proposed Pay: \$642.80

No. of Positions Created: 357 No. of Positions Filled: 86 No. of Positions Vacant: 271

Salary Range: \$642.80

Vacancy created by:
None - New Position

Duties of position: General Traffic and Patrol Duties

George Z. Nickerson

Jim Malone
Mayor

B. K. Johnson 5118
Director of Department
B. K. Johnson, Chief of Police

CERTIFICATION BY CIVIL SERVICE

Date: 5-31-80

The following persons, in order of merit, are certified as being qualified for appointment to the position above stated:

RECLASSIFICATION:

KNOX, William Michael, presently employed as Police Trainee, Police, at \$611.90 bi-weekly.

JUN 2 1980

Signed: *Albert G. James*
For the Civil Service Commission

TEXAS COMMISSION ON LAW ENFORCEMENT OFFICER STANDARDS AND EDUCATION
 Suite 220-E Twin Towers Office Building Austin, TX 78723 1106 Clayton Lane



F 6

REPORT OF TRAINING

(To be Completed and Submitted to the Commission by the Academy or School upon completion of a training course)

1. Social Security Number [REDACTED]	2. LAST NAME (Include Suffix) KNOX	3. First Name WILLIAM	4. Middle Name or Initial MICHAEL
5. Former Name Reported (Married, Maiden, Legal)		6. Classification <input checked="" type="checkbox"/> Regular <input type="checkbox"/> Reserve <input type="checkbox"/> County Jailer	
7. Department Number 201-209	8. Department Name (Use complete name) HOUSTON POLICE DEPARTMENT	9. Department Address, City, and ZIP Code 61 RIESNER HOUSTON TX. 77002	
10. Course Number	11. Course Title BASIC MUNICIPAL POLICE TRAINING	12. No. of Hours 720	13. Begin Date 1-28-80
			14. End Date 5-29-80
15. Academy Number 20	16. Name of Academy or School HOUSTON POLICE ACADEMY	17. Academy or School Address, City, and ZIP Code SAME AS ABOVE	
18. Signature of School Coordinator (No Stamp) [Signature]		19. Title of School Coordinator Captain	20. Date 5-29-80
I hereby request that upon evaluation by the Commission of my training record and the completion by me of the minimum requirements, that the certificate to which I am entitled be issued to me by the Commission. I request that at such time as I have completed all the requirements for such certificate that the application be placed upon the Expedited Docket for processing of this application.			<input checked="" type="checkbox"/> SWORN <input type="checkbox"/> NON-SWORN
(TO BE SIGNED BY THE ABOVE NAMED PEACE OFFICER) [Signature]			Signature of Officer

NAME KNOX MICHAEL WILLIAM EXAMINATION POLICE CADET CLASS# DATE MAY 27, 1980

CIVIL SERVICE COMMISSION

CITY OF HOUSTON

ANSWER SHEET

75
25
80

EXAMPLES:

- 0. 1 ● 3 4 5
- 00. 1 2 ● 4 5

Test Starts
HERE



1.	● 2 3 4 5	41.	1 ● 3 4 5	81.	1 ● 3 4 5	121.	1 2 3 4 5	161.	1 2 3 4 5
2.	1 ● 3 4 5	42.	1 ● 3 4 5	82.	1 ● 3 4 5	122.	1 2 3 4 5	162.	1 2 3 4 5
3.	1 2 ● 4 5	43.	1 2 3 ● 5	83.	1 ● 3 4 5	123.	1 2 3 4 5	163.	1 2 3 4 5
4.	1 ● 3 4 5	44.	1 ● 3 4 5	84.	1 ● 3 4 5	124.	1 2 3 4 5	164.	1 2 3 4 5
5.	1 2 3 ● 5	45.	● 2 3 4 5	85.	● 2 3 4 5	125.	1 2 3 4 5	165.	1 2 3 4 5
6.	1 2 ● 4 5	46.	1 2 ● 4 5	86.	1 ● 3 4 5	126.	1 2 3 4 5	166.	1 2 3 4 5
7.	● 2 3 4 5	47.	● 2 3 4 5	87.	● 2 3 4 5	127.	1 2 3 4 5	167.	1 2 3 4 5
8.	1 2 ● 4 5	48.	● 2 3 4 5	88.	● 2 3 4 5	128.	1 2 3 4 5	168.	1 2 3 4 5
9.	1 2 3 ● 5	49.	● 2 3 4 5	89.	● 2 3 4 5	129.	1 2 3 4 5	169.	1 2 3 4 5
10.	1 ● 3 4 5	50.	1 2 3 ● 5	90.	1 ● 3 4 5	130.	1 2 3 4 5	170.	1 2 3 4 5
11.	1 ● 3 4 5	51.	● 2 3 4 5	91.	● 2 3 4 5	131.	1 2 3 4 5	171.	1 2 3 4 5
12.	1 2 ● 4 5	52.	1 2 ● 4 5	92.	1 2 ● 4 5	132.	1 2 3 4 5	172.	1 2 3 4 5
13.	1 2 ● 4 5	53.	1 2 ● 4 5	93.	● 2 3 4 5	133.	1 2 3 4 5	173.	1 2 3 4 5
14.	● 2 3 4 5	54.	● 2 3 4 5	94.	1 ● 3 4 5	134.	1 2 3 4 5	174.	1 2 3 4 5
15.	● 2 3 4 5	55.	● 2 3 4 5	95.	1 2 ● 4 5	135.	1 2 3 4 5	175.	1 2 3 4 5
16.	1 2 ● 4 5	56.	1 2 ● 4 5	96.	1 ● 3 4 5	136.	1 2 3 4 5	176.	1 2 3 4 5
17.	1 2 ● 4 5	57.	● 2 3 4 5	97.	● 2 3 4 5	137.	1 2 3 4 5	177.	1 2 3 4 5
18.	1 2 3 ● 5	58.	● 2 3 4 5	98.	● 2 3 4 5	138.	1 2 3 4 5	178.	1 2 3 4 5
19.	● 2 3 4 5	59.	1 2 ● 4 5	99.	1 2 ● 4 5	139.	1 2 3 4 5	179.	1 2 3 4 5
20.	1 2 ● 4 5	60.	1 ● 3 4 5	100.	● 2 3 4 5	140.	1 2 3 4 5	180.	1 2 3 4 5
21.	● 2 3 4 5	61.	● 2 3 4 5	101.	1 2 3 4 5	141.	1 2 3 4 5	181.	1 2 3 4 5
22.	1 2 ● 4 5	62.	1 ● 3 4 5	102.	1 2 3 4 5	142.	1 2 3 4 5	182.	1 2 3 4 5
23.	1 ● 3 4 5	63.	1 ● 3 4 5	103.	1 2 3 4 5	143.	1 2 3 4 5	183.	1 2 3 4 5
24.	● 2 3 4 5	64.	1 2 ● 4 5	104.	1 2 3 4 5	144.	1 2 3 4 5	184.	1 2 3 4 5
25.	● 2 3 4 5	65.	1 2 ● 4 5	105.	1 2 3 4 5	145.	1 2 3 4 5	185.	1 2 3 4 5
26.	1 2 ● 4 5	66.	1 2 3 ● 5	106.	1 2 3 4 5	146.	1 2 3 4 5	186.	1 2 3 4 5
27.	1 ● 3 4 5	67.	1 ● 3 4 5	107.	1 2 3 4 5	147.	1 2 3 4 5	187.	1 2 3 4 5
28.	● 2 3 4 5	68.	1 2 ● 4 5	108.	1 2 3 4 5	148.	1 2 3 4 5	188.	1 2 3 4 5
29.	● 2 3 4 5	69.	1 2 ● 4 5	109.	1 2 3 4 5	149.	1 2 3 4 5	189.	1 2 3 4 5
30.	1 2 ● 4 5	70.	● 2 3 4 5	110.	1 2 3 4 5	150.	1 2 3 4 5	190.	1 2 3 4 5
31.	1 2 ● 4 5	71.	1 2 ● 4 5	111.	1 2 3 4 5	151.	1 2 3 4 5	191.	1 2 3 4 5
32.	1 2 ● 4 5	72.	1 2 ● 4 5	112.	1 2 3 4 5	152.	1 2 3 4 5	192.	1 2 3 4 5
33.	1 2 3 ● 5	73.	● 2 3 4 5	113.	1 2 3 4 5	153.	1 2 3 4 5	193.	1 2 3 4 5
34.	1 2 3 ● 5	74.	1 ● 3 4 5	114.	1 2 3 4 5	154.	1 2 3 4 5	194.	1 2 3 4 5
35.	1 2 ● 4 5	75.	1 2 ● 4 5	115.	1 2 3 4 5	155.	1 2 3 4 5	195.	1 2 3 4 5
36.	1 2 ● 4 5	76.	1 2 3 ● 5	116.	1 2 3 4 5	156.	1 2 3 4 5	196.	1 2 3 4 5
37.	1 ● 3 4 5	77.	1 ● 3 4 5	117.	1 2 3 4 5	157.	1 2 3 4 5	197.	1 2 3 4 5
38.	1 2 3 ● 5	78.	1 2 3 ● 5	118.	1 2 3 4 5	158.	1 2 3 4 5	198.	1 2 3 4 5
39.	1 ● 3 4 5	79.	1 2 ● 4 5	119.	1 2 3 4 5	159.	1 2 3 4 5	199.	1 2 3 4 5
40.	1 2 ● 4 5	80.	1 ● 3 4 5	120.	1 2 3 4 5	160.	1 2 3 4 5	200.	1 2 3 4 5

THE STATE OF TEXAS:

Assumption of Risks

~~COUNTY OF HARRIS:~~

And
Covenant Not To Sue

KNOW ALL MEN BY THESE PRESENTS:

That I, the undersigned William M. Knox for
and in consideration of being extended the opportunity of under-going
physical agility testing for the purpose of establishing my suitability
for the position of Police Cadet with the Houston Police Department, on
the 10th day of Sept., 19 79, have prior to said
date Assumed and hereby do Assume All Risks of injury to my person aris-
ing out of or in any way incident to the above mentioned physical agility
tests; that each of the agility tests has been described and explained to
me and I understand clearly what I will be called upon to do, and with
this knowledge I assume whatever risk such, test or tests may entail to
or accrue to my person; and That I, the undersigned, for the above
mentioned consideration have Covenanted and hereby do Covenant Never To
Sue or bring any legal or equitable action in any court whatsoever against
the City of Houston or any officer or employee of the City of Houston for
any such injury.

Executed this 10th day of Sept, 19 79

William M. Knox
(Signature)

Witnesses:

R. Dingler

CITY OF HOUSTON

INTER OFFICE CORRESPONDENCE

TO

~~B. K. Johnson~~
Chief of Police

FROM

~~I. L. Stewart, Lieutenant~~
Training Division

VIA: L. C. Michna, Captain
Training Division

DATE

April 10, 1980

J. P. Bales, Deputy Chief
Staff Services Bureau

SUBJECT

Praise for certain members of
Cadet Class #90

On Wednesday, April 9, 1980 at about 12 noon a 33 year old Hispanic male climbed a tree in front of the Central Station. His stated intention was to seek death by leaping to the pavement below. A crowd gathered. A patrol unit came to the scene. A uniformed supervisor arrived. An H.F.D. ambulance came. A hook and ladder truck was called. No one had a catch net. The Fire Department doesn't carry them around any more. The Fire Fighters did have a piece of canvas but were not sure this would hold if the man hit it just right.

The officers handling the scene saw that there were a number of Police Cadets in the crowd. They then simply announced in quiet terms that they needed one of the mats from the gym. — At this time, without further instructions the Cadets left the crowd, all of one mind, all headed for the Academy Building, all engaged in a single task with little if any conversation at all. — Then, taking only the time necessary to hurry to the gym, hoist the mat, and walk out the door, they returned.

The large mat was placed under the tree. Stick training mats were placed at the supposed point of impact, an accurate projection, and another small mat placed on this. — The piece of canvas was unfolded and the below listed Cadets of Class #90 along with the Fire Fighters and police officers present, gripped the edges. — No sooner than this was done that the man leaped. His life protected, he was let to the ground and placed in custody.

Such acts are not unusual. The unusual in this case is the marked degree of discipline demonstrated by these Cadets, these police trainees. Almost without being told what was required of them they acted individually but in concert with one another with dispatch, efficiency, and aplomb. They did the job. They were beautiful. I commend them to you.

(R.E.)	Ralph E. Hendricks	(L.)	Luis Garcia
(L.L.)	Larry L. Price	(R.D.)	Ron House
(R.C.)	Russel C. Price	(D.K.)	David Minchew
(W.H.)	William M. Knox	(P.A.)	Paul Giudilli
(L.N.)	Larry Pace	(W.F.)	William Luvin
(J.G.)	James Chism	(R.G. Jr.)	Ronald McClendon
(P.R.)	Paul Vocelka	(K.W.)	Kurt W. Rogers
(G.P.)	Greg Countie	(C.)	Charles Foster
(R.)	Rolando Rodriguez	(D.L.)	David Webber

TO: B. K. Johnson
Chief of Police

SUBJECT: Praise for certain members of
Cadet Class #90

(C.P.) C. P. Gerlich
(K.M) K. M. Crellin
(M.W.) Mark Curtis
(C.A.) Carlos A. Roig
(T.L.) Thomas Edwards

(N.) Nathan Francis
(J.R) J. R. Ray
(E.L. JR.) Elton Blanchard
(D.C.) D. C. Sohlin
(P.A.) P. A. Deason

Respectfully,

I. L. Stewart
I. L. Stewart, Lieutenant
Training Division

ILS/mg

*John
J. Baker*

John

*Garry Price
David Meniker
Thomas L. Edwards
Ron House
Blaine Rodger
Elton S. Blanchard Jr.
Ralph E. Finkbeiner*

*Collin P. Keelick
Kerry M. Crellin
Mark W. Curtis
Jonathan Ray
Gregory P. Countee
Paul J. Jockelka
Charles F. Foster
E. C. Walsh
Paul A. Kraus
Russell C. Price
Luis Garcia*

*Paul A. Giordelli
David Wehler
Kurt W. Rogers
William D. Brown
Ronald McClendon
Larry M. Price
James S. Chesser
Nathan Francis
William M. Knox
Paul A. Deason*

CITY OF HOUSTON

INTER OFFICE CORRESPONDENCE

TO

B. K. Johnson
Chief of Police

FROM

J. P. Bales, Deputy Chief
Staff Services Bureau

DATE

April 15, 1980

SUBJECT

Letter of Commendation
on Several Members of
Cadet Class No.90

Attached is a letter commending several members of Cadet Class No. 90 from Lieutenant I. L. Stewart of the Training Division. Lieutenant Stewart is commending these cadets for their degree of discipline in assisting the incident that occurred in front of the Police Administration Building on April 9, 1980. I recommend that a copy of Lieutenant Stewart's letter be included in each of these cadets' personnel files.

J. P. Bales
J. P. Bales, Deputy Chief
Staff Services Bureau

JPB/bp
attachment



TEXAS COMMISSION ON LAW ENFORCEMENT OFFICER STANDARDS AND EDUCATION

Suite 220-E Twin Towers Office Building

Austin, TX 78723

1106 Clayton Lane



REPORT OF TRAINING

(To be Completed and Submitted to the Commission by the Academy or School upon completion of a training course)

7030-7
F-6

1. Social Security Number	2. LAST NAME (Includes S, Jr., III)	3. First Name	4. Middle Name or Initial
	KNOX	WILLIAM	MICHAEL
5. Former Name Reported (Married, Maiden, Legal)	6. Classification		
	<input checked="" type="checkbox"/> Regular	<input type="checkbox"/> Reserve	<input type="checkbox"/> County Jailer
7. Department Number	8. Department Name (Use complete name)	9. Department Address, City, and ZIP Code	
201-209	HOUSTON POLICE DEPT	61 BIESNER HOUSTON 77002	
10. Course Number	11. Course Title	12. No. of Hours	13. Begin Date
8145	CONVERSATIONAL SPANISH	48	2-27-81
14. End Date	15. Academy Number	16. Name of Academy or School	
3-19-81	20	HOUSTON POLICE DEPT	
17. Academy or School Address, City, and ZIP Code		18. Signature of School Coordinator (No Stamp)	
17000 ALDEN WESTFIELD HOUSTON		19. Title of School Coordinator	
		LEUTENANT	
20. Date		21. Signature of Officer	
3-19-81		William M. Knox	

I hereby request that upon evaluation by the Commission of my training record and the completion by me of the minimum requirements, that the certificate to which I am entitled be issued to me by the Commission. I request that at such time as I have completed all the requirements for such certificate that the application be placed upon the Expedited Docket for processing of this application.

(TO BE SIGNED BY THE ABOVE NAMED PEACE OFFICER)

SWORN
 NON-SWORN

PERSONNEL CHANGES *Yip #OK*

EMPLOYEE'S NAME Knox, William M. Civilian Officer EMPLOYEE # [REDACTED]
Last First M.

HOME ADDRESS [REDACTED] Zip [REDACTED]
Number Street City State Zip

BADGE # [REDACTED] DUTY HOURS: FROM 3:00 ^{AM} PM TO 11:00 ^{AM} PM DAYS OFF Wed. & Thur.

OFFICE PHONE 699-3460 HOME PHONE [REDACTED]

MUNICIPAL COURT ASSIGNMENT: COURT # N/A DAY N/A TIME N/A ^{AM} PM
PRESENT ASSIGNMENT: DIV. Northeast II BUR. Pat. North CMD. Field Operations
NEW ASSIGNMENT: DIV. Dispatcher II BUR. Spec. Svc. CMD. Support
VACATION OR OTHER LEAVE: FROM _____ TO _____
Effective date of change March 6, 1981
Date Submitted March 6, 1981

INSTRUCTIONS: Use Typewriter only. All blanks must be filled in except where indicated.
Detach Personnel (blue) copy immediately and send direct to Personnel Division.
Retain Division copy except in case of transfer.

Note: In case of transfer, supervisor will obtain assignment and court information in advance of change. This information, including shift and hours, will be included above.

REASON FOR CHANGE: (Indicate any that apply)

<input checked="" type="checkbox"/> TRANSFERRED	<input type="checkbox"/> TERMINATED BY:	<input type="checkbox"/> NAME CHANGE	<input type="checkbox"/> REINSTATED DATE _____
<input type="checkbox"/> COURT CHANGE	<input type="checkbox"/> RESIGNATION	<input type="checkbox"/> ADDRESS CHANGE	<input type="checkbox"/> OTHER _____
<input type="checkbox"/> SHIFT CHANGE	<input type="checkbox"/> PENSION	<input type="checkbox"/> PHONE CHANGE	
<input type="checkbox"/> PROMOTION	<input type="checkbox"/> DIED	<input type="checkbox"/> ON DUTY	<input type="checkbox"/> OFF DUTY
	<input type="checkbox"/> SUSPENDED:	DAYS	<input type="checkbox"/> INDEFINITE

I certify the above information is correct. W B McCreally Sgt
Supervisor



Gulf Coast Community Services Association

34

P. O. BOX 14107

6300 BOWLING GREEN HOUSTON, TEXAS 77021 713-748-4410

October 7, 1980

Chief Of Police
B.K. Johnson
61 Riesner St.
Houston, Texas 77002

Chief Johnson:

In our busy every day routine crime it is hoped, will pass us by. But once in our lives we are taken advantage of threw a theft.

Unknown persons or person entered my home and stoled about \$2,850.00 of my private property. As routine for such a thing happening I called the dispatcher and made my report.

Anytime such a unpleasent occurance takes place its very hard to smile or feel good.

Im taking time out to write you to let you know that out of the above problem, I experienced a pleasant surprise.

Two of your officers who came to take prints was most pleasant and understanding. They understood my loss and sorrow and understood what I was feeling, I beleive.

I was taken by surprise that Houston does have in spite of the local media some pleasant officers on the force.

Please express my happeness and good encounter with them at your next staff meeting if that is the way it should be done.

Aguin thanks to:

Officer Floyd Savage
Badge Number - [REDACTED]

Officer W. (Michael) Knox
Badge Number - [REDACTED]

Jimmy L. Lewis
News Editor/Photographer.
Case Number - 4997580

William M. Karp

cc: Officer Savage
Officer Knox

W.B. Miller

Handwritten signatures and notes, including a large signature that appears to be 'B.K. Johnson'.

DATED: October 9, 1980

XXX

) CAPTAIN W. S. MALINOWSKI
) North Shepherd Sub-station

CAPTAIN G.E. ROWELL
Northwest Sub-station


CAPTAIN J. M. ALBRIGHT
Northeast Sub-station

RE: COMMENDATION LETTER

Please find attached a letter from Mr. Jimmy L. Lewis, News
Editor/Photographer, Gulf Coast Community Services Assoc.,
P. O. Box 14107, 6300 Bowling Green, Houston, Texas 77021
in which he commend(s) Officers F. Savage, [REDACTED]
and W.M. Knox, [REDACTED] North Shepherd Sub-station

Please have these officer(s) read and sign the letter,
and return to be placed in their personnel file(s).

Please indicate your employee # after your signature.


L. L. Wunsche
Deputy Chief of Police
Patrol Bureau - North

LLW:ozm
Att:

F.O.C.
NS



Gulf Coast Community Services Association

P. O. BOX 14107
6300 BOWLING GREEN HOUSTON, TEXAS 77021 713-748-4410

October 7, 1980

Chief Of Police
B.K. Johnson
61 Riesner St.
Houston, Texas 77002

Chief Johnson:

In our busy every day routine crime it is hoped, will pass us by. But once in our lives we are taken advantage of threw a theft.

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I was taken by surprise that Houston does have in spite of the local media some pleasant officers on the force.

Please express my happeness and good encounter with them at your next staff meeting if that is the way it should be done.

Again thanks to:

[Handwritten signature]

[Handwritten signature]

cc: Officer Savage
Officer Knox

[Handwritten signature: Floyd Savage]

Officer Floyd Savage
Badge Number - *[Redacted]*

Officer W. (Michael) Knox
Badge Number - *[Redacted]*

[Handwritten signature: Jimmy L. Lewis]
Jimmy L. Lewis
News Editor/Photographer
Case Number *[Redacted]*

[Handwritten signatures: B.K. Johnson, and others]

DATED: December 24, 1980

CAPTAIN W. S. MALINOWSKI
North Shepherd Sub-station

CAPTAIN G.E. ROWELL
Northwest Sub-station

CAPTAIN J. M. ALBRIGHT
Northeast Sub-station

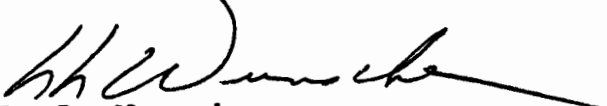
XXX

RE: COMMENDATION LETTER

Please find attached a letter from Mr. Jimmy L. Lewis,
News Editor/Photographer, Gulf Coast Community Services
Assoc., P. O. Box 14107, 6300 Bowling Green, Houston Texas 77021
in which he commend(s) Officer W. M. Knox
Northeast Sub-station

Please have this officer(s) read and sign the letter,
and return to be placed in his personnel file(s).

Please indicate your employee # next to your signature.


L. L. Wunsche
Deputy Chief of Police
Patrol Bureau - North

LLW:ozm
Att:



APPLICATION

FOR EMPLOYMENT WITH THE CITY OF HOUSTON

5'10"
151 lbs

#1
8:29

ANY FALSE STATEMENT knowingly made in the application is good cause for denying right to take examination or removal from eligible register or discharge during or after probation. All statements are verified, so be accurate. Be sure you know what the duties and requirements are for the position for which you are making application.

All original papers, applications, examination papers and questions, certificates and other papers pertaining to the application and examination are the property of the Commission and will be filed in the office of the Commission and kept not less than one year; exceptions are the examination papers of those failing to pass which will be destroyed after sixty days.

Knox William Michael
Last Name First Name Middle Name

Title of position you are applying for:

1. Patrolman

[Redacted Permanent Address]

How long have you lived in the City of Houston? 17 years

Will you accept temporary work? yes

Native born Foreign born Owner Renter

Phone No. [Redacted]

Place of Birth [Redacted]

Neighbor's Phone [Redacted]

Date of Birth [Redacted]

Age [Redacted] Weight [Redacted]

Are you a citizen of the U. S. A. yes
(If naturalized, you must present your naturalization papers)

Height 11"

List your dependents and their ages:
none

Sex Male Female
Social Security [Redacted]

Have you ever been employed by the City of Houston? no If so, what department? —

Position held — Approximate date of termination —

Under what name did you appear on the payroll? —

Were you a member of the municipal pension system? — Did you receive a refund? —

Amount of Refund \$ —

Please list below any relatives, including those by marriage, in the employ of the City:

Name of Relative	Relationship	Department	Position
------------------	--------------	------------	----------

[Redacted relatives table]

What serious physical defects, if any, do you have? none

Have you had any recent serious illness? If so, what? none

EDUCATION:	Name and Location of School	From Year	To Year	Did You Graduate?	Courses Taken
Grade School	<u>Anderson Elementary Fowderson Jr.</u>	<u>1963</u>	<u>1972</u>	<u>yes</u>	
High School	<u>Westbury High School</u>	<u>1973</u>	<u>1975</u>	<u>no</u>	
College or University	<u>University of S. Dakota</u>	<u>1977</u>	<u>1978</u>	<u>no</u>	Major: <u>Criminal Justice</u> Minor:
Correspondence or Business School	<u>—</u>				
Technical School	<u>—</u>				
Armed Service School	<u>Community College of the Air Force</u>	<u>1977</u>	<u>—</u>	<u>no</u>	<u>C.L.E.R. Tests</u>
Subjects of specialization	<u>Criminal Justice</u>				

Summarize any additional education or experience you have had which qualifies you for the position for which you are applying: USAF security Police

Do you have a valid Texas drivers license? yes Type: Operators Commercial Chauffeur

MILITARY SERVICE
(Army, Navy, Marines, National Guard, Military Camp, etc.)

Branch of service USAF Date enlisted or called to active service 17 Dec, 75

Date of Discharge 17 Dec 79 Rank Attained: E-4 SrA Sgt

Type of discharge Honorable

Citations or decorations received: Good conduct medal

Are you now a member of any military or naval organization? yes

If so, what? United States Air Force

Do you draw disability pay? no

If so, what percent? —

marksman_{ship} Expert (M-16, 38), outstanding unit

DO NOT WRITE IN THIS SPACE
Knox, William Michael

Give full and complete information regarding your experience. Where have you worked and what have you done during the past 10 years? If you have not worked for more than two persons during this time, show employment prior to ten years.

Date of Service			Employed by		Wages	Occupation	Reason for Leaving
Date Appointed	Date of Leaving	Total Years	Name	Address			
12-17-75	12-17-79	4 yrs	USAF	Ellsworth AFB	836 ⁰⁰ pm	Sec. Police	Fulfillment of
Prior	12-17-75	-	STUDENT				cont.

Name	Address	Business or Occupation
Garret Brown	11415 Dunlap Houston TX.	Engineer - TRANSCO
Clint Eason	5735 Southminster Houston TX	Self Employed
Guy Savage III	3523 Golden Gate Missouri City	Putter - Swieven

Give your home address for the past five years; give length of time at each location:

[REDACTED]

Number of children: NONE

In case of emergency, notify:

Name:

Address:

Have you ever been convicted of an offense (other than traffic) since you were seventeen years of age? NO When? -

Charge (s): -

Where? -

What disposition was made? -

If we should ask your present employer for reference, would it jeopardize your position? NO

I REPRESENT AND WARRANT the answers I have made to each and all of the foregoing questions are full and true to the best of my knowledge and belief.

AND FURTHER, in order that the officials of the City of Houston may be fully informed as to my personal character and qualifications for employment, I refer to each of my former employers and to any other person who may have information concerning me, agreeing, as this information is furnished at my express request and for my benefit, to hold such persons harmless and I do hereby release them from any and all liability for damage of whatsoever nature on account of furnishing such information.

William M. Knox
Signature of Applicant

Date: 9-9-79

Name of Beneficiary: Helen Elaine Knox Relationship: Wife

DO NOT FILL IN BELOW THIS LINE

Interviewer's comments:

REFERRALS:

Position referred on	Department	Date	Disposition

EXAMINATION RECORD

Examination administered	Score	Qualified	Date

AUTHORIZATION FOR LONGEVITY PAY INCREASE

THE EMPLOYEE LISTED BELOW IS ENTITLED TO LONGEVITY INCREASE IN ACCORDANCE WITH ORDINANCE 73-2469

KNOX WILLIAM M		[REDACTED]		1830 A4	1869	02-07-81
EMPLOYEE NAME	NUMBER	BUDGET ACCOUNT	DEPT. NO.	EFFECTIVE DATE		
LONGEVITY DATE	BASE PAY	LONGEVITY	GROSS PAY			
01-28-80	721.80	2.00	723.80			

CERTIFIED CORRECT
CIVIL SERVICE

AUTHORIZATION FOR LONGEVITY PAY INCREASE

THE EMPLOYEE LISTED BELOW IS ENTITLED TO LONGEVITY INCREASE IN ACCORDANCE WITH ORDINANCE 73-2469

KNOX WILLIAM M	[REDACTED]	1830 A4	1869	02-07-87
EMPLOYEE NAME	NUMBER	BUDGET ACCOUNT	DEPT. NO.	EFFECTIVE DATE

LONGEVITY DATE	BASE PAY	LONGEVITY	GROSS PAY
01-28-80	1038.30	14.00	1060.00

INCENTIVE 27.70

CERTIFIED CORRECT:
CIVIL SERVICE DEPT.

AUTHORIZATION FOR LONGEVITY PAY INCREASE

THE EMPLOYEE LISTED BELOW IS ENTITLED TO LONGEVITY INCREASE IN ACCORDANCE WITH ORDINANCE 73-2469

KNOX WILLIAM M	[REDACTED]	1830 A4	1869	02-06-82
EMPLOYEE NAME	NUMBER	BUDGET ACCOUNT	DEPT. NO.	EFFECTIVE DATE

LONGEVITY DATE	BASE PAY	LONGEVITY	GROSS PAY
01-28-80	834.10	4.00	838.10

CERTIFIED CORRECT:
CIVIL SERVICE DEPT.

AUTHORIZATION FOR LONGEVITY PAY INCREASE

THE EMPLOYEE LISTED BELOW IS ENTITLED TO LONGEVITY INCREASE IN ACCORDANCE WITH ORDINANCE 73-2469

KNOX WILLIAM M	[REDACTED]	1630 A4	1669	02-01-86
EMPLOYEE NAME	NUMBER	BUDGET ACCOUNT	DEPT. NO.	EFFECTIVE DATE

LONGEVITY DATE	BASE PAY	LONGEVITY	GROSS PAY
01-26-80	1039.20	12.00	1074.90

INCENTIVE 27.70

CERTIFIED CORRECT:
CIVIL SERVICE DEPT:

AUTHORIZATION FOR LONGEVITY PAY INCREASE

THE EMPLOYEE LISTED BELOW IS ENTITLED TO LONGEVITY INCREASE IN ACCORDANCE WITH ORDINANCE 73-2469

KNOX WILLIAM M	[REDACTED]	1630 A4	1669	02-01-86
EMPLOYEE NAME	NUMBER	BUDGET ACCOUNT	DEPT. NO.	EFFECTIVE DATE

LONGEVITY DATE	BASE PAY	LONGEVITY	GROSS PAY
01-26-80	879.90	6.00	885.90

CERTIFIED CORRECT
CIVIL SERVICE DEPT

AUTHORIZATION FOR LONGEVITY PAY INCREASE

THE EMPLOYEE LISTED BELOW IS ENTITLED TO LONGEVITY INCREASE IN ACCORDANCE WITH ORDINANCE 73-2469

KNOX WILLIAM M	[REDACTED]	1830 A4	1869	02-02-85
EMPLOYEE NAME	NUMBER	BUDGET ACCOUNT	DEPT. NO.	EFFECTIVE DATE

LONGEVITY DATE	BASE PAY	LONGEVITY	GROSS PAY
01-28-80	985.10	10.00	1022.80

INCENTIVE 27.70

CERTIFIED CORRECT:
CIVIL SERVICE DEPT:

AUTHORIZATION FOR LONGEVITY PAY INCREASE

THE EMPLOYEE LISTED BELOW IS ENTITLED TO LONGEVITY INCREASE IN ACCORDANCE WITH ORDINANCE 73-2469

KNOX WILLIAM M	[REDACTED]	1830 A4	1869	02-04-84
EMPLOYEE NAME	NUMBER	BUDGET ACCOUNT	DEPT. NO.	EFFECTIVE DATE

LONGEVITY DATE	BASE PAY	LONGEVITY	GROSS PAY
01-28-80	928.50	8.00	936.50

CERTIFIED CORRECT:
CIVIL SERVICE DEPT:

PERSONNEL CHANGES

EMPLOYEE'S NAME KNOX WILLIAM M. [REDACTED] Civilian Officer EMPLOYEE [REDACTED]

HOME ADDRESS [REDACTED] [REDACTED] [REDACTED] [REDACTED] City [REDACTED] Zip [REDACTED]

BADGE # [REDACTED] DUTY HOURS: FROM 7:00 AM [REDACTED] TO 3:00 PM [REDACTED] WORK DAYS FRI. & SAT.

OFFICE PHONE 222-3881 HOME PHONE [REDACTED]

MUNICIPAL COURT ASSIGNMENT: COURT # [REDACTED] DAY [REDACTED] TIME [REDACTED] AM [REDACTED] PM [REDACTED]

PRESENT ASSIGNMENT: DIV. JUVENILE BUR. SP. INV. CMD. INV. OPERATIONS

NEW ASSIGNMENT: DIV. [REDACTED] BUR. [REDACTED] CMD. [REDACTED]

VACATION OR OTHER LEAVE: FROM [REDACTED] TO [REDACTED]

Effective date of change APRIL 29, 1985 (Shift Change)

Date Submitted APRIL 30, 1985

EMPLOYEE'S SIGNATURE: William M. Knox DATE: 4-19-85

INSTRUCTIONS: Use Typewriter only. All blanks must be filled in except where indicated. Detach Personnel (blue) copy immediately and send direct to Personnel Division. Retain Division copy except in case of transfer.

Note: In case of transfer, supervisor will obtain assignment and court information in advance of change. This information, including shift and hours, will be included above.

REASON FOR CHANGE: (Indicate any that apply)

TRANSFERRED TERMINATED BY: NAME CHANGE REINSTATED DATE

COURT CHANGE RESIGNATION ADDRESS CHANGE OTHER

SHIFT CHANGE PENSION PHONE CHANGE

PROMOTION DIED ON DUTY OFF DUTY SUSPENDED: DAYS INDEFINITE

I certify the above information is correct. Sgt. M. L. Thomas Supervisor [REDACTED] Employee # [REDACTED]

FORM NO. PER - 0029 CIVIL SERVICE

PERSONNEL CHANGES

EMPLOYEE'S NAME KNOX WILLIAM M. Civilian Officer EMPLOYEE # [REDACTED]
Last First M. Number Street City State Zip
HOME ADDRESS [REDACTED]

BADGE # [REDACTED] DUTY HOURS: FROM 3:00 PM TO 11:00 PM DAYS OFF SUN/MON
OFFICE PHONE 222-3881 HOME PHONE [REDACTED]

MUNICIPAL COURT ASSIGNMENT: COURT # _____ DAY _____ TIME _____ AM _____ PM _____
PRESENT ASSIGNMENT: DIV. JUVENILE BUR. SP. INV. CMD. INV. OPERATIONS
NEW ASSIGNMENT: DIV. _____ BUR. _____ CMD. _____
VACATION OR OTHER LEAVE: FROM _____ TO _____ Days Off Change
Effective date of change OCTOBER 30, 1984
Date Submitted OCTOBER 31, 1984

EMPLOYEE'S SIGNATURE: William M. Knox
DATE NOTIFIED: 10-30-84

INSTRUCTIONS: Use Typewriter only. All blanks must be filled in except where indicated.
Detach Personnel (blue) copy immediately and send direct to Personnel Division.
Retain Division copy except in case of transfer.

Note: In case of transfer, supervisor will obtain assignment and court information in advance of change. This information, including shift and hours, will be included above.

REASON FOR CHANGE: (Indicate any that apply)

<input type="checkbox"/> TRANSFERRED	<input type="checkbox"/> TERMINATED BY:	<input type="checkbox"/> NAME CHANGE	<input type="checkbox"/> REINSTATED DATE
<input type="checkbox"/> COURT CHANGE	<input type="checkbox"/> RESIGNATION	<input type="checkbox"/> ADDRESS CHANGE	<input checked="" type="checkbox"/> OTHER
<input type="checkbox"/> SHIFT CHANGE	<input type="checkbox"/> PENSION	<input type="checkbox"/> PHONE CHANGE	<u>Days Off Change</u>
<input type="checkbox"/> PROMOTION	<input type="checkbox"/> DIED	<input type="checkbox"/> ON DUTY	<input type="checkbox"/> SUSPENDED: DAYS <input type="checkbox"/> INDEFINITE

I certify the above information is correct. Sgt. R. Woodhull Supervisor
FORM NO. PER - 0029 CIVIL SERVICE

PERSONNEL CHANGES

EMPLOYEE'S NAME KNOX William M. Civilian Officer EMPLOYEE # [REDACTED]

HOME ADDRESS [REDACTED] [REDACTED] [REDACTED] City Zip [REDACTED]

BADGE # OR RANK [REDACTED] DUTY HOURS: FROM 2:00 PM TO 10:00 PM DAYS OFF Tues/Wed

OFFICE PHONE 699-3460 HOME PHONE [REDACTED]

MUNICIPAL COURT ASSIGNMENT: COURT # 5 DAY Mon. TIME 3:00 AM

PRESENT ASSIGNMENT: DIV. Northeast BUR. Pat. North CMD Field Operations

NEW ASSIGNMENT: DIV. _____ BUR. _____ CMD. _____

VACATION OR OTHER LEAVE: FROM 4-12-83 TO _____

Effective date of change 4-12-83

Date Submitted 4-12-83

INSTRUCTIONS: Use Typewriter only. All blanks must be filled in except where indicated. Detach Personnel (blue) copy immediately and send direct to Personnel Division. Retain Division copy except in case of transfer.

Note: In case of transfer, supervisor will obtain assignment and court information in advance of change. This information, including shift and hours, will be included above.

REASON FOR CHANGE: (Indicate any that apply)

- TRANSFERRED
- COURT CHANGE
- SHIFT CHANGE
- PROMOTION
- TERMINATED BY:
- RESIGNATION
- PENSION
- ON DUTY
- OFF DUTY
- SUSPENDED:
- NAME CHANGE
- ADDRESS CHANGE
- PHONE CHANGE
- REINSTATED DATE
- OTHER Name (Middle)
- DAYS
- INDEFINITE

I certify the above information is correct.

[Signature]
Supervisor

Employee # [REDACTED]

PERSONNEL CHANGES

EMPLOYEE'S NAME KNOX WILLIAM W. M. Civilian Officer EMPLOYEE # [REDACTED]

HOME ADDRESS [REDACTED]

BADGE # OR RANK 2374 DUTY HOURS: FROM 2:00 PM TO 10:00 PM DAYS OFF TUE & WED

OFFICE PHONE 699-3450 HOME PHONE [REDACTED]

MUNICIPAL COURT ASSIGNMENT: COURT # 6 DAY MON TIME 4:00 PM JAN-

PRESENT ASSIGNMENT: DIV. DISPATCHERS DIV. BUR. SEPC SVCS CMD. SUPPORT

NEW ASSIGNMENT: DIV. NORTHEAST PATROL BUR. PATROL CMD. FIELD OPERATIONS

VACATION OR OTHER LEAVE: FROM TO
Effective date of change MARCH 6, 1982
Date Submitted MARCH 8, 1982

[Signature]

INSTRUCTIONS: Use Typewriter only. All blanks must be filled in except where indicated. Detach Personnel (blue) copy immediately and send direct to Personnel Division. Retain Division copy except in case of transfer.

Note: In case of transfer, supervisor will obtain assignment and court information in advance of change. This information, including shift and hours, will be included above.

20 21 22 23 24 25 26 27 28 29 30 31 32 33 34 35 36 37 38 39 40 41 42 43 44 45 46 47 48 49 50 51 52 53 54 55 56 57 58 59 60 61 62 63 64 65 66 67 68 69 70 71 72 73 74 75 76 77 78 79 80 81 82 83 84 85 86 87 88 89 90 91 92 93 94 95 96 97 98 99 100

REASON FOR CHANGE: (Indicate any that apply)
 TRANSFERRED TERMINATED BY: NAME CHANGE REINSTATED/DATE
 COURT CHANGE RESIGNATION ADDRESS CHANGE OTHER
 SHIFT CHANGE PENSION PHONE CHANGE
 PROMOTION DIED ON DUTY OFF DUTY SUSPENDED: DAYS INDEFINITE

[Signature] Supervisor [REDACTED] Employee # [REDACTED]

I certify the above information is correct.

PERSONNEL CHANGES

EMPLOYEE'S NAME KNOX William M. Civilian Officer EMPLOYEE # [REDACTED]

HOME ADDRESS [REDACTED]

BADGE # [REDACTED] DUTY HOURS: FROM 2 AM TO 10 PM DAYS OFF Tues/Wed

OFFICE PHONE 699-3460 HOME PHONE [REDACTED]

MUNICIPAL COURT ASSIGNMENT: COURT # 6 DAY MON TIME 4 AM PM

PRESENT ASSIGNMENT: DIV. Northeast BUR. Pat North CMD. Field Operations

NEW ASSIGNMENT: DIV. [REDACTED] BUR. [REDACTED] CMD. [REDACTED]

VACATION OR OTHER LEAVE: FROM [REDACTED] TO [REDACTED]

Effective date of change 3-6-82

Date Submitted 3-8-82

INSTRUCTIONS: Use Typewriter only. All blanks must be filled in except where indicated. Detach Personnel (blue) copy immediately and send direct to Personnel Division. Retain Division copy except in case of transfer.

Note: In case of transfer, supervisor will obtain assignment and court information in advance of change. This information, including shift and hours, will be included above.

REASON FOR CHANGE: (Indicate any that apply)

- TRANSFERRED
- COURT CHANGE
- SHIFT CHANGE
- PROMOTION
- TERMINATED BY:
- RESIGNATION
- PENSION
- DIED
- NAME CHANGE
- ADDRESS CHANGE
- PHONE CHANGE
- ON DUTY
- OFF DUTY
- SUSPENDED:
- REINSTATED DATE
- OTHER
- INDEFINITE

I certify the above information is correct.

[Signature]
Supervisor

Employee

PERSONNEL CHANGES

*copying memo
eff. 7-7-84*

EMPLOYEE'S NAME Knox, William M. Civilian Officer EMPLOYER [REDACTED]

HOME ADDRESS [REDACTED] Zip [REDACTED]

BADGE # [REDACTED] DUTY HOURS: FROM 3PM AM TO 11PM PM DAYS OFF Friday-Saturday

OFFICE PHONE 222-3881 HOME PHONE [REDACTED]

MUNICIPAL COURT ASSIGNMENT: COURT # 7 DAY Monday TIME 6PM AM PM

PRESENT ASSIGNMENT: DIV. Northeast Division BUR. Patrol East CMD. Field Operations Command

NEW ASSIGNMENT: DIV. Juvenile - BUR. Special Inv. CMD. Invest. Operations

VACATION OR OTHER LEAVE: FROM [REDACTED] TO [REDACTED]

Effective date of change 6-25-84

Date Submitted 6-27-84

INSTRUCTIONS: Use Typewriter only. All blanks must be filled in except where indicated. Detach Personnel (blue) copy immediately and send direct to Personnel Division. Retain Division copy except in case of transfer.

Note: In case of transfer, supervisor will obtain assignment and court information in advance of change. This information, including shift and hours, will be included above.

REASON FOR CHANGE: (Indicate any that apply)

TRANSFERRED TERMINATED BY: NAME CHANGE REINSTATED DATE

COURT CHANGE RESIGNATION ADDRESS CHANGE OTHER

SHIFT CHANGE PENSION PHONE CHANGE

PROMOTION DIED ON DUTY OFF DUTY SUSPENDED: DAYS INDEFINITE

POD Officers Signature [Signature] date 6-25-84 Supervisor [Signature]

I certify the above information is correct.

PERSONNEL CHANGES

EMPLOYEE'S NAME Knox William M M Civilian Officer EMPLOYEE # [REDACTED]

HOME ADDRESS [REDACTED] Number [REDACTED] Street [REDACTED] City [REDACTED] ZIP [REDACTED]

BADGE # [REDACTED] DUTY HOURS: FROM 07:00 AM XXXX TO 15:00 PM XXXX DAYS Fri. & Sat.

OFFICE PHONE 222-3881 HOME PHONE [REDACTED]

MUNICIPAL COURT ASSIGNMENT: COURT # _____ DAY _____ TIME _____ AM _____ PM _____

PRESENT ASSIGNMENT: DIV. Juvenile BUR. Sp. Inv. CMD. Inv. Comm. _____

NEW ASSIGNMENT: DIV. _____ BUR. _____ CMD. _____

VACATION OR OTHER LEAVE: FROM August 4 TO August 15

Effective date of change _____
Date Submitted 6-18-85

Employee Signature William M. Knox Date 6-18-85

INSTRUCTIONS: Use Typewriter only. All blanks must be filled in except where indicated.
Detach Personnel (blue) copy immediately and send direct to Personnel Division.
Retain Division copy except in case of transfer.

Note: In case of transfer, supervisor will obtain assignment and court information in advance of change. This information, including shift and hours, will be included above.

REASON FOR CHANGE: (Indicate any that apply)

- TRANSFERRED
- TERMINATED BY:
- COURT CHANGE
- SHIFT CHANGE
- PROMOTION
- NAME CHANGE
- ADDRESS CHANGE
- PHONE CHANGE
- SUSPENDED:
- REINSTATED DATE
- OTHER VACATION
10 DAYS

I certify the above information is correct. Sgt. M. J. Thomas Supervisor

PERSONNEL CHANGES

INSTRUCTIONS: Use Typewriter only. All blanks must be filled in except where indicated.
Detach Personnel (blue) copy immediately and send direct to Personnel Division.
Retain Division copy except in case of transfer.

EMPLOYEE'S NAME Knox, William Michael Officer Civilian

HOME ADDRESS _____
Number _____ Street _____ Zip _____

BADGE # _____ DUTY _____
OR RANK _____ HOURS: FROM 3:00 ^{XXXX} PM TO 11:00 ^{XXXX} PM OFF WED. & THUR.

OFFICE PHONE 699-3460 HOME PHONE _____

MUNICIPAL COURT ASSIGNMENT COURT # 7 DAY FRIDAY TIME 6:00 ^{XXXX} PM EMPLOYEE # _____

PRESENT ASSIGNMENT: DIV. Northeast IT BUR. Patrol North CMD. Field Operations

NEW ASSIGNMENT: DIV. _____ BUR. _____ CMD. _____

VACATION OR OTHER LEAVE: FROM _____ TO _____

Effective date of change September 30, 1980

Date Submitted October 1, 1980

- REASON FOR CHANGE: (Indicate any that apply)
- | | | | |
|--|--|---|---|
| <input type="checkbox"/> TRANSFERRED | <input type="checkbox"/> TERMINATED BY: | <input type="checkbox"/> NAME CHANGE | <input type="checkbox"/> REINSTATED DATE _____ |
| <input checked="" type="checkbox"/> COURT CHANGE | <input type="checkbox"/> RESIGNATION | <input type="checkbox"/> ADDRESS CHANGE | |
| <input type="checkbox"/> SHIFT CHANGE | <input type="checkbox"/> PENSION | <input type="checkbox"/> PHONE CHANGE | <input checked="" type="checkbox"/> OTHER
DAYS OFF CHANGED _____ |
| <input type="checkbox"/> PROMOTION | <input type="checkbox"/> DIED <input type="checkbox"/> ON DUTY <input type="checkbox"/> OFF DUTY | <input type="checkbox"/> SUSPENDED: | DAYS <input type="checkbox"/> INDEFINITE |

Note: In case of transfer, supervisor will obtain assignment and court information in advance of change. This information, including shift and hours, will be included above.

I certify the above information is correct.

Sgt. J.E. Robert
Supervisor

Employee #

PERSONNEL CHANGES

INSTRUCTIONS: Use Typewriter only. All blanks must be filled in except where indicated.

Detach Personnel (blue) copy immediately and send direct to Personnel Division.
Retain Division copy except in case of transfer.

EMPLOYEE'S NAME KNOX, WILLIAM M. Officer Civilian

HOME ADDRESS [REDACTED] Number _____ Street _____ Zip _____

BADGE # [REDACTED] DUTY HOURS: FROM rotate AM TO _____ AM DAYS OFF rotate

OFFICE PHONE 699-1913 HOME PHONE [REDACTED]

MUNICIPAL COURT ASSIGNMENT COURT # _____ DAY _____ TIME _____ AM PM EMPLOYEE # [REDACTED]

PRESENT ASSIGNMENT: DIV. North Shepherd BUR. Patrol No CMD. Fld. Operations

NEW ASSIGNMENT: DIV. _____ BUR. _____ CMD. _____

VACATION OR OTHER LEAVE: FROM _____ TO _____

Effective date of change 7/11/80

Date Submitted 7/11/80

REASON FOR CHANGE: (Indicate any that apply)

- TRANSFERRED
- COURT CHANGE
- SHIFT CHANGE
- PROMOTION
- TERMINATED BY:
- RESIGNATION
- PENSION
- DIED ON DUTY OFF DUTY
- NAME CHANGE
- ADDRESS CHANGE
- PHONE CHANGE
- SUSPENDED:
- REINSTATED DATE _____
- OTHER assignment
- DAYS INDEFINITE

Note: In case of transfer, supervisor will obtain assignment and court information in advance of change. This information, including shift and hours, will be included above.

I certify the above information is correct. [Signature] Supervisor [REDACTED] Employee

SALARY CHANGE EFF **11/15/80** AUTHORIZED BY **ORD 2766, 2767, 2805**

KNOX WILLIAM M

EMP NO. **[REDACTED]**

DEPT NO. 1869

POSTED
INDEX

BASE INCEN LONG GROSS

PREVIOUS 697.40 .00 .00 697.40

NEW RATE 721.80 .00 .00 721.80

SALARY CHANGE (F 1/19/85 AUTHORIZED BY OR 85-83,84,85,156

POSTED
INDEX

KNOX, WILLIAM

EMP NO. **[REDACTED]**

DEPT NO. 1869

BASE INCEN LONG GROSS

PREVIOUS 956.40 27.70 8.00 992.10

NEW RATE 985.10 27.70 8.00 1020.80

SALARY CHANGE EFFECTIVE 10/27/90 AUTHORIZED BY ORD. 90-1288, OR 90-1289

KNOX, WILLIAM M

EMP NO. [REDACTED]

DEPT NO. 1869

	BASE	INCEN	LONG	GROSS
PREVIOUS	1102.30	55.40	20.00	1177.70
NEW RATE	1168.40	55.40	20.00	1243.80

SALARY CHANGE EFFECTIVE 04/29/89 AUTHORIZED BY ORD. 89-461

KNOX, WILLIAM M

EMP NO. [REDACTED]

DEPT NO. 1869

	BASE	INCEN	LONG	GROSS
PREVIOUS	1069.30	27.70	18.00	1115.00
NEW RATE	1102.30	27.70	18.00	1148.00

SALARY CHANGE EFFECTIVE 11/28/81 AUTHORIZED BY ORD. 81-2294, 2295, 2296

KNOX, WILLIAM M

EMP NO. [REDACTED]

DEPT NO. 1869

	BASE	INCEN	LONG	GROSS
PREVIOUS	761.70	.00	2.00	763.70
NEW RATE	834.10	.00	2.00	836.10

POSTED
INDEX



CITY OF HOUSTON

Houston Police Department

61 Riesner Street Houston, Texas 77002 713/247-1000

Kathryn J. Whitmire, Mayor

CITY COUNCIL MEMBERS: Larry McKaskle Ernest McGowan, Sr. Vince Ryan Alfred J. Calloway Frank O. Mancuso John G. Goodner Christin Hartung
Dale M. Gorczyński Ben T. Reyes Beverley Clark Eleanor Tinsley Jim Greenwood Sheila Jackson Lee Judson Robinson, Jr. CITY CONTROLLER: George Greerias



Elizabeth M. Watson
Chief of Police

October 10, 1990

Mr. Ron Regan
Ms. Judy Overton
KPRC Television
P. O. Box 2222
Houston, TX 77252

Dear Mr. Regan/Ms. Overton:

Thank you for your letter of October 2, 1990, commending the efforts of Sergeants A. T. Hermann, G. L. Dollins, W. O. Allen, W. C. Wendel, R. D. Gonzalez and Captain W. G. Edison along with Officers M. L. Howard and W. M. Knox. I am pleased when citizens take the time to inform me of their appreciation for an officer's commitment to the community.

Your consideration in bringing this matter to my attention is sincerely appreciated and I am inviting you to contact my office when the Houston Police Department may be of further assistance to you.

Sincerely,

Elizabeth M. Watson
Chief of Police

EMW:jp

cc: Centralized Investigative Services
Homicide Division
Neighborhood Services
Command Station Operations Division
Public Information Office
Community Services Division

ENTERED
BY D. Jackson

10-06-C



OCT 31 1990

KPRC Television
Post Office Box 2222
Houston, Texas 77252
(713) 771-1631

2 KPRCTV HOUSTON

October 2, 1990

Elizabeth Watson
Chief of Police
61 Riesner
Houston, TX

Dear Chief Watson:

I would personally like to extend my gratitude for the outstanding example of professionalism and courtesy by the Houston Police Department extended to both myself and photographer Judy Overton while preparing our documentary entitled "Murder--The Emotional Cost".

Specifically, I would like to underscore the great contributions made by members of the Houston Police Department's Homicide Division.

^{Homicide Sgt.} ~~Det. [redacted]~~ ^{G.L.} ~~Det. [redacted]~~ are excellent examples of the finest investigators any department could have on staff. ~~Det. [redacted]~~ ^{Allen} and ~~Det. [redacted]~~ ^{Mendel} are further evidence of the high caliber of police officers serving the citizens of Houston. ~~Cap. [redacted]~~ ^{Johnson} is an extremely effective administrator with a firm grasp on the underlying causes of violence in our community.

There are others who deserve recognition. ^{Confidential} ~~Officer [redacted]~~ ^{Allen} ~~and [redacted]~~ are making great contributions in breaking new ground as members of Westside's Gang Task Force.

Finally, ^{And} ~~Sgt. [redacted]~~ ^{Compton} with the Department's Public Information Office was responsible for seeing that our request was handled quickly and efficiently.

Above all, KPRC-TV is convinced that our involvement with the department has been a positive experience, allowing us to see first-hand the dedicated, intelligent and deeply motivated police officers who serve this city.

Sincerely,

Ron Regan
Reporter

Judy Overton
Producer/Photographer

^{H6} ~~[redacted]~~
²² ~~[redacted]~~
^{H.S.} ~~[redacted]~~
~~[redacted]~~
~~[redacted]~~

~~[redacted]~~
~~[redacted]~~
~~[redacted]~~

September 27, 1990

Mr. Ron Regan
KPRC-TV
Post Office Box 2222
Houston, Texas 77252

Dear Mr. Regan,

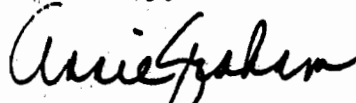
It was with great interest that I watched your news special, Murder - The Emotional Cost, Thursday evening. As a member of Parents of Murdered Children, I and my family know all too well the "costs".

Your special did more to educate Houstonians about the time and efforts given to a murder investigation than any previous special that I have seen. I know how much time you devoted to this story and it really paid off. Now, hopefully, we will all have more respect for our law enforcement officials.

Each month, I attend our meetings of P.O.M.C. and really know most of the families that were there the night you joined us. I have to tell you that I saw them in a totally different light during the broadcast. Thank you for a most poignant portrayal of these very special people.

With crime on the increase here and around our state, there seems to be many news broadcasts devoted to that subject these days. Your special was by far one of the best that I have watched and I thank you for giving that to the citizens of this city.

Sincerely,


Annie Graham

Date: October 11, 1990

X

Captain W. G. Edison
Homicide Division

Captain D. W. Schumann
Narcotics Division

Captain D. N. Richards
Auto Theft Division

Captain J. R. Goudy
Criminal Intelligence Division

Captain H. A. Contreras
Major Offenders Division

Peter Christian, Administrator
Police Crime Laboratory

RE: Correspondence from Mr. Ron Regan commending Captain W. G. Edison and Sergeants A. T. Hermann, G. L. Dollins, W. O. Allen, and W. C. Wendel of the Homicide Division.

Please have the concerned employee(s) sign the attached commendation letter and forward to the Personnel Division to be placed in his/her permanent personnel folder, in accordance with General Order 300-20.


D. J. Storemski, Assistant Chief
Centralized Investigative Services

DJS:dar
Atts.



CITY OF HOUSTON

Telephone 713/247-4000

61 Riesner Street • Houston, Texas 77002

Kathryn J. Whitmire, Mayor

CITY COUNCIL MEMBERS: Larry McKeith • Ernest McGowan, Sr. • Vince Ryan • Sheila J. Lee • Frank Q. Manouse • John G. Goodner • Christi Hartung
Dale M. Gorenzfeld • Ben T. Reyes • Beverly Clark • Eleanor Trukey • Jim Greenwood • Albed J. Calloway • Judson Robinson, Jr. • **CITY CONTROLLER:** George Greanias

March 27, 1990

HOUSTON POLICE DEPARTMENT
Elizabeth M. Watson
Chief of Police



Sergeant Bill Weatherly
City of Arlington Texas
Arlington Police Department
Box 231
Arlington, TX 76004-0231

Dear Sergeant Weatherly:

Thank you for your kind letter dated March 12, 1990 in which you expressed your appreciation and commended Captain M. W. Thaler, Lieutenant L. L. Bujhech, Sergeant R. M. Zumwalt, Officers A. N. Lotz, M. L. Howard, W. M. Knox and B. A. Piel. I am always appreciative when other law enforcement agencies take the time to compliment our officers on a fine job.

I am pleased that the performance of each individual merited your endorsement.

Your consideration in bringing this matter to my attention is sincerely appreciated and I am inviting you to contact my office when the Houston Police Department may be of further assistance to you.

Sincerely,

Elizabeth M. Watson
Chief of Police

J. Bujhech I.A.P.D.
E. N. Lotz
M. L. Howard
W. M. Knox R.M. Zumwalt
EMW:jp

cc: Field Operations Command
Command Station Operations Division
Community Services Division

ENTERED BY

3-22-C



mm

Cmd Station



OFFICE OF THE
 CHIEF OF POLICE
 1990 MAR 19 AM 11:15
[Signature]

Box 231
 Zip Code 76004-0231
 Arlington Phone
 (817) 275-3271
 Dallas Phone
 Metro (817) 285-3311

March 12, 1990

Chief E.M. Watson
 Houston Police Department

Dear Chief Watson:

I would like to take this opportunity to express my gratitude for the help of the West Side Command Station during our stay in Houston. A group of our officers visited your department with hopes of learning more about the "gang" detail and ways of assessing whether or not Arlington needs to be aware of the problems.

I wish to thank Captain ^{MM}Thayer, Lt. ^{LH}Bujhoch, Sgt. ^{PM}Zumwalt and Officers ^{AN}Lotz, ^{DA}Howard, Knox, and Piel for the time they spent with us showing us how your department works the street gangs. With the insight we acquired, we were able to come back to Arlington and begin an assessment on our particular problems. We did, in fact, gain great insight, and I personally would like to commend the officers for their professionalism and courtesy shown to us during our stay. These are the type of officers you can be very proud of and I do hope that if our department can be of any assistance to any of your officers, you will not hesitate to call on us.

Sincerely,

David M. Kunkle
 Chief of Police

Billy C Weatherly

Sergeant Bill Weatherly
 South Patrol Division
 Arlington Police Department

BW/pl653



CITY OF HOUSTON

Telephone 713/222-3011 • Teletype 1-713-571-1012

61 Rlesner Street • Houston, Texas 77002

Kathryn J. Whitmire, Mayor

CITY COUNCIL MEMBERS: Larry McKaske • Ernest McGowan, Sr. • George Greentas • Anthony W. Hall, Jr. • Frank O. Mancuso • John G. Goodner • Christin Hartung
Dale M. Gorczynski • Ben T. Reyes • Jim Westmoreland • Eleanor Tinsley • Jim Greenwood • Rodney Ellis • Jackson Robinson, Jr. • **CITY CONTROLLER:** Lance Lator

HOUSTON POLICE DEPARTMENT
Lee P. Brown, Chief of Police



July 28, 1986

Kristen E. Moore
Assistant District Attorney Chief
315th District Court
District Attorney's Building
201 Fannin, Suite 200
Houston, TX 77002

Dear District Attorney Moore:

Thank you for your kind letter in which you express your appreciation and commend Officer William M. Knox. I am always appreciative when citizens take the time to compliment our officers on a fine job.

I am pleased that the performance of Officer Knox merited your endorsement. Your commendation, along with a copy of this letter, will be made part of his permanent personnel file.

Your consideration in bringing this matter to my attention is sincerely appreciated and I am inviting you to contact my office when the Houston Police Department may be of further assistance to you.

Sincerely,


Lee P. Brown
Chief of Police

LPB:dh

cc: ✓ Personnel Division Records Section

Juvenile Division

Community Service Division
Public Information Office



TED BUSCH
FIRST ASSISTANT



DISTRICT ATTORNEY'S BUILDING
201 FANNIN, SUITE 200
HOUSTON, TEXAS 77002

John B. Holmes, Jr.

DISTRICT ATTORNEY
HARRIS COUNTY, TEXAS

April 7, 1986

Chief Lee Brown
Houston Police Department
61 Reisner Street
Houston, Texas 77002

RE: Officer W.M. Knox
HPD Case # [REDACTED]

Dear Chief Brown:

This letter is to commend officer W.M. Knox for his assistance with a case I tried recently in the 315th District Court. As you know, the 315th is a juvenile court, and on this particular case we had a number of juvenile witnesses. Officer Knox went out of his way to be helpful to the young (and scared!) witnesses and their parents. I really appreciated his keeping track of my witnesses and explaining the court proceedings for them.

His efforts were truly "above and beyond the call of duty" and I am very grateful.

Yours very truly,

Kristen E. Moore

Kristen E. Moore
Assistant District Attorney
Chief, -315th District Court

KEM:dr

HOUSTON POLICE DEPARTMENT

On this date 7-22-85, I received a copy of the
Houston Police Department General Orders Manual,
number 500-7.

William M. Knox
Name Employee Number

William, Knox

I certify on this date 7-22-85, I have read the
Houston Police Department General Orders Manual and understand its provisions.

William M. Knox
Name Employee Number

Kropf

HOUSTON POLICE DEPARTMENT

On this date 10-2-84, I received a copy of Houston Police Department General Order 100-4

W.M. Kropf [REDACTED]
Name Employee Number

I certify on this date 10-2-84, I have read Houston Police Department General Order 100-4 and understand its provisions.

W.M. Kropf [REDACTED]
Name Employee Number

WILLIAM M. KNOX
ENTERED BY

BRAEBURN VALLEY WEST
10502 PLAINFIELD
4-14-90 7:30pm

April 20, 1990

Dear Mike,

We really appreciated your coming out to do our program on gangs last night. It was very informative. We are all concerned about the problem and appreciate all that you are doing to combat it.

Thanks so much for an excellent program.

William M. Knox
J. Brown

CITY OF HOUSTON


INTER OFFICE CORRESPONDENCE

TO: L. W. Henderson, Sergeant
Central Division

FROM: Lee P. Brown
Chief of Police

DATE: 10/30/86

SUBJECT: COMMENDATIONS


This is to acknowledge receipt of your memorandum in which you commend Sergeant C. A. Barber and Officer W. M. Knox.

Please be assured proper recognition will be given and your commendation will be made part of their permanent personnel file.

Thank you for bringing this matter to my attention.


Lee P. Brown
Chief of Police

LPB:rnd

cc: Personnel Records Section ✓
(with original commendation letter)
Juvenile Division
Community Services Division
Public Information Office

CITY OF HOUSTON

INTER OFFICE CORRESPONDENCE

OFFICE OF THE
CHIEF OF POLICE

1986 SEP 26 AM 7:10
[Signature]

TO: Lee P. Brown
Chief of Police

VIA: F. W. Daigle, Deputy Chief
Special Investigations Bureau

D. J. Storemski, Assistant Chief
Investigative Operations Command

FROM: S. A. Hutto, Captain
Juvenile Division

DATE: September 23, 1986

SUBJECT: Commendation Letter

Attached is a letter of commendation written by Sergeant L. W. Henderson who commends Officer W. M. Knox, employee [REDACTED], and Sergeant C. A. Barber, employee [REDACTED] of the Juvenile Division for their professionalism, expertise, and assistance in setting up a "Truancy Squad" for Central Patrol.

I respectfully request that this letter be forwarded to the Personnel Division and placed in these Officers' personnel file.

[Signature]
S. A. Hutto, Captain
Juvenile Division

SAH/dm

[Signature]
[Signature]

CITY OF HOUSTON

INTER OFFICE CORRESPONDENCE

TO: S. A. Hutto, Captain
Juvenile Division

FROM: L. W. Henderson, Sergeant
Central Division

DATE: August 6, 1986

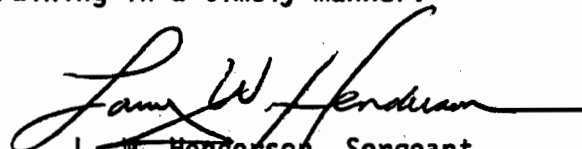
SUBJECT: Recognition for Professional
Training Received.

The Central Patrol Division recently authorized the organization of a "Truancy Squad". As the supervisor assigned to set up the squad, I made the arrangements for the required training with Sergeant C. A. Barber.

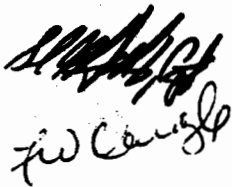
During the time period of July 29, through July 31, Sergeant Barber and Officer W. M. Knox provided detailed instructions on laws, regulations, policies and rules of operation that apply to truancy and other associated juvenile problems. Hands on computer processing of juvenile cases were demonstrated to the officers.

Later the Central Division officers worked through some actual cases under the expertise of Officer Knox.

I would like to recognize the professional training my squad received and express my thanks for completing the training in a timely manner.


L. W. Henderson, Sergeant
Central Division

LWH:ceg



CITY OF HOUSTON

INTER OFFICE CORRESPONDENCE

TO: B. F. Adams, Captain
Homicide Division

FROM: Lee P. Brown
Chief of Police

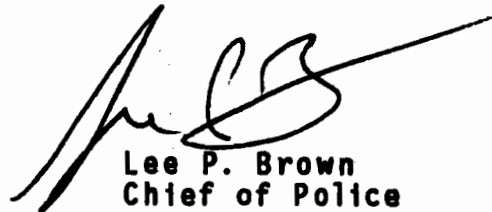
DATE: August 18, 1987

SUBJECT: COMMENDATION
OFFICER W. M. KNOX 

This is to acknowledge receipt of your memorandum in which Sergeants J. M. Cain-Crocker and J. R. Boy commend Officer W. M. Knox. I regret the delay in acknowledging said memorandum.

Please be assured proper recognition will be given and the commendation will be made part of Officer Knox's permanent personnel file.

Thank you for bringing this matter to my attention.



Lee P. Brown
Chief of Police

LPB/mm

cc: ~~Personnel~~ Division
Juvenile Division
Community Services Division
Public Information Office

CITY OF HOUSTON

INTER OFFICE CORRESPONDENCE

OFFICE OF THE
CHIEF OF POLICE
JUN 22 11:25 AM '87

TO: Lee P. Brown
Chief of Police

FROM: B. F. Adams, Captain
Homicide Division

VIA: P. Michna, Deputy Chief
Major Investigations Bureau

DATE: June 16, 1987 1:25 am

D.J. Storemski, Assistant Chief
Investigative Operations Command


SUBJECT: Letter of Commendation
Officer W.M. Knox, PR# [REDACTED]
Juvenile Division
Incident #32825587

Sergeant J.M. Cain-Crocker and Sergeant J.R. Boy of the Homicide Division have brought to my attention the commendable actions of Officer W.M. Knox of the Juvenile Division.

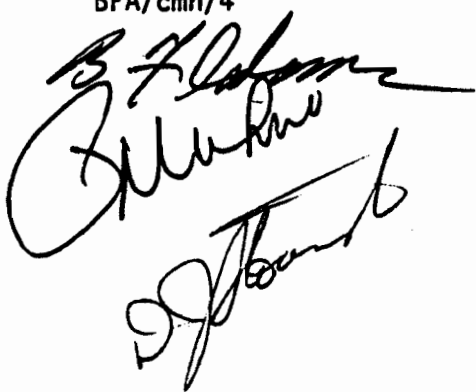
On Sunday, May 10, 1987, Sergeant Cain-Crocker and Sergeant Boy of the Homicide Division received an assignment to conduct a murder investigation at 9555 Crofton #1007. Sergeants learned that this murder involved a ten year old juvenile suspect and therefore a Juvenile Division unit was requested to assist in this investigation. Officer W.M. Knox of the Juvenile Division made the scene and began to assist sergeants.

Sergeant Cain-Crocker and Sergeant Boy would like to commend Officer Knox for his persistence in this case. Officer Knox stayed with the case from start to finish, not only assisting at the scene but also staying with the juvenile suspect upon his arrest and processing him into the juvenile system. Sergeants noted Officer Knox' professional demeanor which reflected not only on the Juvenile Division but the Police Department as a whole. It was a pleasure to work with Officer Knox and refreshing to know that separate specialized divisions can combine resources and knowledge to reach the desired goal of a complete investigation.

The juvenile suspect, Michael Lamont Simon, age 10, has been charged with the murder of his father, and attempted murder of his mother, in the 315th Juvenile District Court, cause [REDACTED]


B.F. Adams, Captain
Homicide Division

BFA/cmn/4





CITY OF HOUSTON

Telephone 713/222-3011 • Teletype 1-713-571-1012

61 Riesner Street • Houston, Texas 77002

Kathryn J. Whitmire, Mayor

CITY COUNCIL MEMBERS: Larry McKelde • Ernest McGowan, Sr. • George Greer • Anthony W. Hall, Jr. • Frank G. Mancuso • John G. Goodner • Christin Hartung
Dale M. Gorczynski • Ben I. Reyes • Jim Westmoreland • Eleanor Tinsley • Jim Greenwood • Rodney Ellis • Judson Robinson, Jr. • CITY CONTROLLER: Lance Lator



HOUSTON POLICE DEPARTMENT
Lee P. Brown, Chief of Police

January 30, 1987

Mr. Randall L. Blaum
Director of Marketing and Promotions
AMC Theaters/Houston District
2627 North Loop West, Suite 120
Houston, Texas 77008

Dear Mr. Blaum:

Thank you for your kind letter dated January 6, 1987, in which you express your appreciation and commend Sergeant Don E. Cook and Officers W. M. Knox, R. Montalvo, and J. K. McGowen. I am always appreciative when citizens take the time to compliment our officers on a fine job.

I am pleased that the performance of these officers merited your endorsement. Your commendation along with a copy of this letter will be made part of their permanent personnel file.

Your consideration in bringing this matter to my attention is sincerely appreciated and I am inviting you to contact my office when the Houston Police Department may be of further assistance to you.

Sincerely,

Lee P. Brown
Chief of Police

LPB/mm

- cc: Personnel Division
- Juvenile Division
- Special Operations Division
- Community Services Division
- Public Information Office



1987 JAN -8 AM 10:31

January 6, 1987

Lee P. Brown
Police Chief
Houston Police Department
61 Riesner Street
Houston, Texas 77002

RE: AMC/HPD Public Service Announcement

Dear Chief Brown:

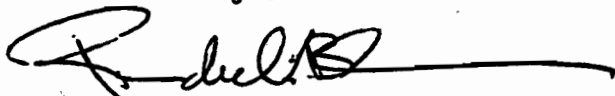
AMC Theatres would like to express its appreciation for the fine work the Houston Police Department is doing. Recently AMC desired to initiate a public service announcement campaign for the Houston Police Department. This program would not have been possible without the assistance of Officer W.M. Knox who assisted me in obtaining the necessary materials required for this project. Officer Knox was able to obtain the appropriate clearance and personally coordinated the efforts of the police officers and AMC personnel involved. His assistance was greatly appreciated.

I was informed, by Officer Knox, that several other officers also deserve recognition for their participation in this program. These officers are; Sgt. Don Cook, Officer R. Montalvo, and Officer J.K. McGowen of the Special Operations Division.

Sgt. Cook assisted Officer Knox in obtaining the services of Officers Montalvo and McGowen and providing them with a computer equipped police car to be photographed. Officer Montalvo provided a fine example of the professional Houston Police Officer for the pictures. Officer McGowen controlled the traffic at the photography location, which ensured the safety of all personnel present.

I would also like to commend the two HPD photography personnel whose professionalism is evident in the quality of photographs they took.

All of these officers are clearly examples of the devotion to public service that distinguishes the Houston Police Department. Please relay to them my sincerest thanks.



Randall L. Blaum
Director of Marketing and Promotions
AMC Theatres

CITY OF HOUSTON

INTER OFFICE CORRESPONDENCE

to: O.A. Malaer, Latent Print Examiner
Identification Division

FROM: Lee P. Brown
Chief of Police

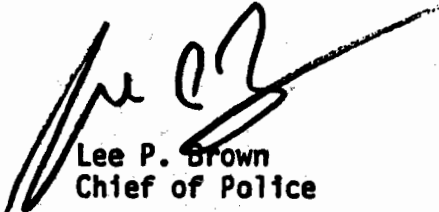
DATE: January 30, 1987

SUBJECT: COMMENDATION
OFFICER W.M. KNOX

This is to acknowledge receipt of your memorandum dated December 10, 1986, in which you commend Officer W.M. Knox.

Please be assured proper recognition will be given and your commendation will be made part of Officer Knox's permanent personnel file.

Thank you for bringing this matter to my attention.



Lee P. Brown
Chief of Police

LPB/rmd

cc: Personnel Division
 Juvenile Division
 Community Services Division
 Public Information Office

CITY OF HOUSTON

INTER OFFICE CORRESPONDENCE

OFFICE OF THE
CHIEF OF POLICE
1986 DEC 19 AM 10:58 *SW*

TO: Lee P. Brown,
Chief of Police

FROM: S. A. Hutto, Captain
Juvenile Division

VIA: F. W. Daigle, Deputy Chief
Special Investigations Bureau

DATE: December 16, 1986

D. J. Storemski, Assistant Chief
Investigative Operations Command

SUBJECT: Letter of Commendation On
Officer W. M. Knox, Employee
[REDACTED]

Attached is a letter from O. A. Malaer, Latent Print Examiner, of our
Identification Division, who commends Officer W. M. Knox, employee
[REDACTED]

I respectfully request that this letter be forwarded to the Personnel
Division and placed in Officer Knox's permanent personnel file.

S. A. Hutto, Capt

S. A. Hutto, Captain
Juvenile Division

SAH/dm

FW Daigle by [Signature]

CITY OF HOUSTON

INTER OFFICE CORRESPONDENCE

~~TO: Officer W.M. Knox~~
Juvenile Division
Incident

~~FROM: O.A. Malaer, Latent Print Examiner~~
Identification Division

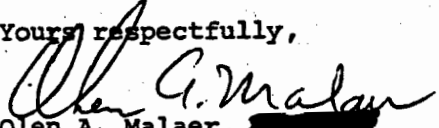
DATE: December 10, 1986

SUBJECT: Commendation

This letter is written to commend you on your efforts in obtaining latent prints in this case. Attached you will find our supplement identifying the suspect. Your persistent efforts deserve recognition for a job well done.

Please see that your supervisor is provided a copy of this commendation, and again, we extend our appreciation.

Yours respectfully,


Olen A. Malaer,
Latent Print Examiner



CITY OF HOUSTON

Post Office Box 1562 Houston, Texas 77251 713/247-2200

OFFICE OF THE MAYOR

Bob Lanier, Mayor

August 11, 1994

~~Officer William M. Knox~~
Houston Police Department
61 Riesner
Houston, Texas 77002

Dear Officer Knox:

Please accept my personal congratulations for your good work in making a presentation to members of the Drug Enforcement Administration in Galveston. I was pleased to read in Agent Ruben Monzon's letter of your dedication and excellence as a member of the Houston Police Department.

Delivering quality service is extremely important to me, and I am very pleased you are helping us meet that goal. I am proud of the care and professionalism you have displayed in your work, and I commend you for the extra effort you give.

Sincerely,

A handwritten signature in cursive script that reads "Bob Lanier".

Bob Lanier
Mayor

BL:sel

cc: Police Chief Sam Nuchia
Houston Police Department

Raul Castillo, Director
Personnel Department

Ruben Monzon
Special Agent in Charge
Drug Enforcement Administration



U.S. Department of Justice
Drug Enforcement Administration

8/11
SL

OFFICE OF THE
CHIEF OF POLICE

8/11/94 - 9:23

Houston Field Office
333 West Loop North, Suite 300
Houston, Texas 77024

August 3, 1994

Chief Sam Nuchia
Houston Police Department
61 Reisner
Houston, Texas 77002

Dear Chief Nuchia:

The Houston Division of the Drug Enforcement Administration (DEA) conducted a training seminar for Supervisory personnel in Galveston, Texas during the week of July 25, 1994.

One of the highlights of the training conference was a presentation on Gangs and Gang Activity presented on Wednesday afternoon by Officer Mike Knox and Officer Mike Howard of the West Side Gang Unit. The presentation was very informative and professionally delivered.

I would like to take this opportunity to commend Officers Knox and Howard for an outstanding presentation and thank you and your Department for your continuing support and cooperation.

Sincerely,

Ruben Monzon
Special Agent in Charge

cc: Officer Mike Knox
Officer Mike Howard



CITY OF HOUSTON

Post Office Box 1562 Houston, Texas 77251 713/247-2200

OFFICE OF THE MAYOR

Bob Lanier, Mayor

May 23, 1994

~~Officer William M. Knox~~
c/o Capt. R. B. Chandler
Personnel Division
Houston Police Department
61 Riesner
Houston, Texas 77002

Dear Officer Knox:

Please accept my personal congratulations for your good work in conducting training for employees of SETEC Protection Service. I was pleased to read in Mr. Floyd Sharp's letter of your dedication and excellence as a member of the Houston Police Department.

Delivering quality service is extremely important to me, and I am very pleased you are helping us meet that goal. I am proud of the care and professionalism you have displayed in your work, and I commend you for the extra effort you give.

Sincerely,

Bob Lanier
Mayor

BL:sel

cc: Police Chief Sam Nuchia
Houston Police Department

Raul Castillo, Director
Personnel Department

Floyd O. Sharp, Director of Security
SETEC Protection Service, Inc.



Protection Service, Inc.

OFFICE OF THE
CHIEF OF POLICE
FEB 25 AM 10:44

February 17, 1994

Sam Nuchia
Chief of Police
61 Riesner
Houston, Texas 77002

Dear Chief Nuchia:

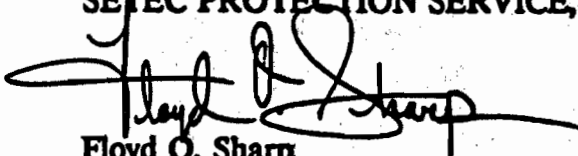
I feel it is necessary to commend two police officers in the Gang Task Force department. On February 3, 1994, Mike Howard and Mike Knotts spent four hours training my supervisors on gangs in the Houston and Galleria area. On February 4, 1994, Mike and Mike spent five hours on the Galleria complex walking around with my staff and I reinforcing the training conducted the day before.

They covered a lot a information in a short period of time, while raising the confidence level of my supervisory staffs, and their ability to deal with our gang problem.

Thank you for implementing such a division on your police force, and for having such qualified, knowledgeable individuals.

Sincerely,

SETEC PROTECTION SERVICE, INC.



Floyd O. Sharp
Director of Security

FOS/dbt F9412



W.S.

W.M. Knox



CITY OF HOUSTON

Houston Police Department

61 Riesner Street Houston, Texas 77002 713/247-1000

Bob Lanier, Mayor

CITY COUNCIL MEMBERS: Helen Huey Michael J. Yarbrough Martha J. Wong Alfred J. Callaway Joe Roach Ray F. Driscoll John Kelley Felix Fraga
Ben T. Reyes Gracie Guzman Saenz Eleanor Tinsley Lloyd Kelley Sheila Jackson Lee Judson W. Robinson III CITY CONTROLLER: George Greanias

May 19, 1994

Sam Nuchia
Chief of Police



Mr. Floyd O. Sharp, Director of Security
SETEC Protection Service, Inc.
5075 Westheimer, Suite 680
Houston, Texas 77056

Dear Mr. Sharp:

Thank you for your letter commending the efforts of Officers M. L. Howard and W. M. Knox. I am pleased to know that they enlightened your supervisors with information on gangs in the Galleria area. We are fortunate to have individuals like Officers Howard and Knox who unselfishly give of their time to help others. Your commendation, along with a copy of this letter, will be placed in their permanent personnel files.

Your consideration in bringing this matter to my attention is sincerely appreciated. Please contact my office if the Houston Police Department may be of further assistance.

Sincerely,

Sam Nuchia
Chief of Police

DORIS MCKINLEY

sn/ger

cc: West Command

WEST COMMAND
MAY 19 PM 2:11



SETEC Protection Service, Inc.

1994
MAR 25 AM 10:44
OFFICE OF THE
CHIEF OF POLICE

February 17, 1994

Sam Nuchia
Chief of Police
61 Riesner
Houston, Texas 77002

Dear Chief Nuchia:

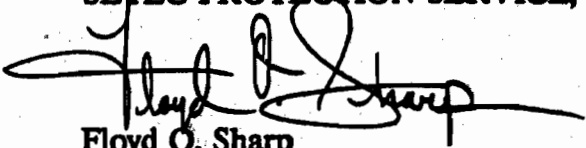
I feel it is necessary to commend two police officers in the Gang Task Force department. On February 3, 1994, Mike Howard and Mike Knott spent four hours training my supervisors on gangs in the Houston and Galleria area. On February 4, 1994, Mike and Mike spent five hours on the Galleria complex walking around with my staff and I reinforcing the training conducted the day before.

They covered a lot a information in a short period of time, while raising the confidence level of my supervisory staffs, and their ability to deal with our gang problem.

Thank you for implementing such a division on your police force, and for having such qualified, knowledgeable individuals.

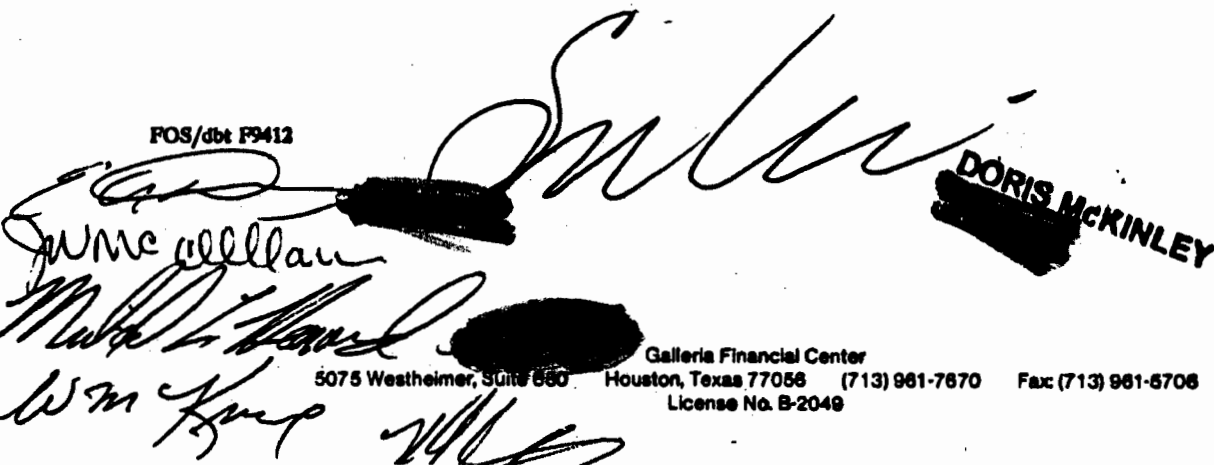
Sincerely,

SETEC PROTECTION SERVICE, INC.



Floyd O. Sharp
Director of Security

FOS/dbt F9412



DORIS MCKINLEY

FEB 08 1991

**ALIEF
INDEPENDENT
SCHOOL
DISTRICT**

P.O. Box 68
Alief, Texas 77411
(713) 498-8110
Extension 2000

Wayne Blevins, Ed. D.
Superintendent

January 17, 1991

Captain M.W. Thaler
Westside Command Station
3203 S. Dairy Ashford
Houston, Texas 77082

Dear Captain Thaler:

The HPD Westside Command Station and the Alief Independent School District have enjoyed a close, cooperative relationship over the past years. Recently, this relationship has been strengthened and enhanced by the efforts of officers of the Houston Police Department and AISD security personnel. I would like to take this opportunity to offer my commendation to police officers Mike Howard and Mike Knox for their assistance in helping us address youth gang activity in Alief. The performance of these officers has been indeed meritorious and they have represented the Houston Police Department with distinction. I am convinced that because of their expertise and commitment to public service, that we are beginning to successfully address those issues related to youth gang activity in our community.

The Alief Independent School District is committed to ensuring a safe, drug-free learning and teaching environment on each of our campuses. The Houston Police Department has made a significant contribution to the development of our strategic plan for security. The frequent meetings held between HPD and the AISD have provided a framework for a model collaborative effort.

The AISD is presenting two gang forums on the nights of January 24, and January 31, 1991. The main purpose of these community meetings is to make the community aware of youth gang activity in our area. Further, we will be using these community awareness sessions to interact with the participants about what they can do as individuals to reduce criminal activity in Alief. I would respectfully request that Officer Mike Howard and Officer Mike Knox be permitted to participate in these two important community events. Certainly, I would extend a personal invitation to you and Lieutenant Lisa Bujnoch and we would also be pleased to welcome any other representatives of the Houston Police Department or the City of Houston who may wish to attend.

**ENTERED
BY D. Jackson**

Please accept my deep appreciation for the role that you play to ensure the cooperative and collaborative relationship that exists between the HPD and the AISD. The AISD is committed to maintaining and nurturing this community partnership and I am confident that working in concert, we can continue to improve the quality of life in Alief.

I hope that you will be able to join us at our community meetings. In the meantime, if additional information is required, do not hesitate to call.

Respectfully,

Wayne Blevins

Wayne Blevins
Superintendent

WB:lk

Enc. Flyer

cc. R. Reaves
J. Wells
A. Spears

M.L. Howard [Redacted]

W.M. Knox [Redacted]

S. Byrd [Redacted]
mm

July 25, 1990



**ALIEF
INDEPENDENT
SCHOOL
DISTRICT**

P.O. Box 68
Alief, Texas 77411

**Business & Support
Services**
12302 High Star
Houston, Texas 77072
(713) 498-8110
Extension 2100

JOHN H. WELLS
Assistant Superintendent

Captain M. W. Thaler
Westside Command Station
3202 S. Dairy Ashford
Houston, Texas 77082

Dear Captain Thaler,

I would like to take this opportunity to commend the members of your police department and, at the same time, thank all of the officers for the support each give to the Alief Independent School District. I cannot begin to tell you how much your department and its officers assist the Alief Police Department in making our schools a safe place for the students. I know that police departments are subject to a great deal of criticism for only a few situations that might not go as planned. What the public fails to realize is that for each incident to be criticized, there are hundreds of good things that the officers do to provide safety to the city of Houston, Texas and to the students of all schools.

At the closing of this past school year on June 3, 1990, the administration of the Alief School District was concerned about potential gang problems and fights between students. The Alief Police Department contacted officers Mike Howard and Mike Knox and these gentlemen coordinated an effort to provide the additional security needed to ensure a smooth dismissal. I understand that several officers were on patrol while others worked overtime to provide this support. I do not have the names of all the men and women who supported this effort, but I want to thank all of them for being so loyal and dedicated when it comes to serving and assisting the public schools.

Also, I would like to thank the police department for the coordination of the Westside Gang Task Force. The gentlemen that support this effort are Officers Howard and Knox. These two officers are always responsive to our district's needs and many times make excellent suggestions regarding the supervision of youths involved in gang activities. Overall, they are very supportive of public schools and there is no doubt in my mind that they keep gang activity to a minimum. We hope that you will continue to have officers work in this capacity as it cannot be replaced by any school official. I apologize for taking so long to write and say thank you, but I've felt that all of the officers at the Westside Command Station need to know that we do support them and appreciate them very much.

Sincerely,

John H. Wells
John H. Wells
Asst. Superintendent for Support Services

ENTERED
BY D. Jackson

W.M. Knox
M.L. Howard
J.D. Howard
R.A. Breding
J.C. Mall

cac

FEB 05 1991

J.C. McCord
R. Nash
J. NORWOOD
R. BRIDING



R. GEORGE MOLINA

**Sheriff
FORT BEND COUNTY**

September 22, 1993

Lt. Eddie Day
 Investigators:
 ✓ Mark Enax
 ✓ Mike Knox
 ✓ Mike Howard
 ✓ Mike Provost
 ✓ Mike Wright
 ✓ Al Lotz
 ✓ Charlie Cash
 Houston Police Department
 Westside Command Station
 3203 S. Dairy Ashford
 Houston, Texas 77082

Dear Sirs:

On behalf of the Fort Bend County Gang Unit, I would like to thank you for the privilege of working with the Westside Gang Investigators. We appreciate your willingness to share your knowledge and offer your assistance in the formation of our Gang Unit.

We highly commend you for your time and effort, and we value the working relationship between our agencies. If we can be of assistance at any time please do not hesitate to contact us.

Sincerely,

Deputy J. Lancaster
Fort Bend County Gang Unit

Handwritten notes and signatures:
 To: [Redacted]
 Charles R. Cash
 Michael Provost
 W.M. [Redacted]
 Al Lotz
 Michael [Redacted]



R. GEORGE MOLINA
Sheriff
FORT BEND COUNTY

September 22, 1993

Assistant Chief Dobson
Houston Police Department
Westside Command Station
3203 S. Dairy Ashford
Houston, Texas 77082

Dear Sir:

On behalf of the Fort Bend County Gang Unit, I would like to thank you for allowing us the privilege of working with the Westside Gang Investigators. We appreciate your willingness to share your knowledge and offer your assistance in the formation of our Gang Unit.

We highly commend Lt. Eddie Day, and his Gang Investigators for their time and effort, and we value the fine working relationship between our agencies. If we can be of assistance at any time please do not hesitate to contact us.

Sincerely,

Deputy J. Lancaster
Fort Bend County Gang Unit

WEST. COMMAND
93 OCT -1 PM 2:41

1410 RANSOM ROAD RICHMOND, TEXAS 77469

Administration: 341-4615 • Criminal Investigations: 341-4686 • Patrol: 341-4606 • Jail: 341-4635



CITY OF HOUSTON

L. Dymoch

Houston Police Department

61 Riesner Street Houston, Texas 77002 713/247-1000

Bob Lanier, Mayor

CITY COUNCIL MEMBERS: Helen Huey Ernest McGowen, Sr. Vince Ryan Judson W. Robinson, III Frank O. Mancuso Dale M. Gorczynski Christin Hartung
John G. Goodner Ben T. Reyes Gracie Guzman Soenz Eleanor Tinsley Jim Greenwood Sheila Jackson Lee Alfred J. Calloway CITY CONTROLLER: George Greerias



Elizabeth M. Watson
Chief of Police

February 17, 1992

Don Perry, DEA Training Officer
Houston Field Division
U.S. Department of Justice
333 West Loop North, Suite 300
Houston, Texas 77024

Dear Officer Perry:

Thank you for your letter of January 25, 1992, commending the efforts of Officers M. L. Howard and W. M. Knox. They are very capable and well respected employees of this department and I am pleased that they were able to share their knowledge and expertise with police officers and school officials who attended the conference. A copy of your letter of commendation will be placed in their personnel files.

Your consideration in bringing this matter to my attention is sincerely appreciated and I am inviting you to contact my office when the Houston Police Department may be of further assistance.

Sincerely,

Elizabeth M. Watson
Chief of Police

EMW:mpt

cc: West Neighborhood Services
Westside Division
Community Services Division

01-69-C

M. L. Howard
W. M. Knox #



ENTERED
BY D. Jackson



U.S. Department of Justice
Drug Enforcement Administration

92 FEB 13 AIO: 18

pe
CHIEF OF THE
HOUSTON POLICE

Houston Field Office
333 West Loop North, Suite 300
Houston, Texas 77024

January 29, 1992

Chief of Police
Elizabeth Watson
Houston Police Department
61 Riesner
Houston, TX 77002

Dear Chief Watson:

On December 10, 1991, through December 12, 1991 the Drug Enforcement Administration conducted a seminar on youth gangs and drug related violence for police officers and school administrators and educators. The conference which was held in Montgomery County, TX was attended by 160 police officers and 80 school officials.

Officers Mike Howard and Mike Knox of the West Side Street Gang Control Unit made outstanding presentations to both groups and the knowledge and expertise they shared with the participants was the highlight of the program. The professionalism of these two officers is a credit to the Houston Police Department.

Please convey to Officer's Howard and Knox, the Drug Enforcement Administration's appreciation for a job well done.

Sincerely,

Don Perry
Don Perry
DEA Training Officer
Houston Field Division

cc: Mike Knox
Mike Howard

2
CITY OF HOUSTON

INTER OFFICE CORRESPONDENCE

TO:

W. G. Edison, Captain
Homicide Division

FROM:

Elizabeth M. Watson
Chief of Police

DATE:

December 9, 1991

SUBJECT:

Commendation

This is to acknowledge receipt of your memorandum of November 25, 1991, commending Officers M. L. Howard and W. M. Knox. I appreciate your making me aware of their actions.

Please be assured proper recognition will be given and your commendation will be made part of Officers Howard's and Knox's permanent personnel file. Also, a copy will be forwarded to the Community Services Division for their information and review.

Thank you for bringing this matter to my attention.



Elizabeth M. Watson
Chief of Police

EMW/jp

cc: Personnel Division
Westside Division
Community Services Division

ENTERED
BY D. Jackson

CITY OF HOUSTON

INTER OFFICE CORRESPONDENCE

TO: Elizabeth M. Watson
Chief of Police

FROM: W.G. Edison, Captain
Homicide Division

Via: J.W. Fulbright, Assistant Chief
Citywide Investigative Services

DATE: November 25, 1991

SUBJECT: Letter of Commendation for
M.L. Howard, PR# [REDACTED]
W.M. Knox, PR# [REDACTED]

On October 14, 1991, at 2303 hours, Kevin Ray Wishom was shot to death at the Walton Mill Apartments in the 10500 block of Spice Lane. He was found on the sidewalk in front of Building 1800. When officers arrived, they could not find anyone who would admit seeing this offense. They did find one witness who admitted hearing a shot and seeing several young black males run from the area where the shot came from. This witness stated that she recognized one of the men as a man she knows as either Tommy or Tony. She stated that she had seen this man earlier with a long black pistol.

Homicide Sergeants J.L. Waltmon and J.D. Evans made the original scene. After returning to the Homicide office, they received a call from an anonymous caller. This caller told them that the complainant may have been shot by a man by the name of Jermain (last name unknown). The caller stated that Jermain runs with another man by the name of Shawn (last name unknown).

The next morning this case was assigned to Sergeants D.L. Collier and L.S. Ott for follow-up. While sergeants were reviewing this case, Officers Mike Howard and Mike Knox came to the Homicide office to talk with sergeants. Officers Howard and Knox are assigned to the Gang Detail and work out of the Westside Command Station. Officers Howard and Knox told sergeants that they had heard about this shooting and felt that it may be gang related. Sergeants went over the case with them and described the possible suspects, Tommy @ Tony, Jermain, and Shawn. They said that they were not sure about Tommy @ Tony or Shawn, but knew a Jermain Hibler who lives in the area of this offense. They stated that they had handled Jermain Hibler as a juvenile gang member. Officers Howard and Knox had a meeting to attend at 1000 hours. They agreed to get with sergeants around noon and assist in any way they could.

Chief of Police

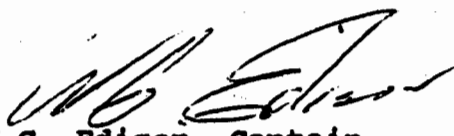
RE: Letter of Commendation

Sergeant Ott returned to the Walton Mill Apartments and talked with the security officer living there. The security officer stated that he has seen a guy by the name of Jermain and that Jermain always wears a black leather baseball cap. He also knew a guy by the name of Shawn who runs with Jermain. He told Sergeant Ott that Shawn lives in the Wilcrest Apartments and told him how to find the apartment.

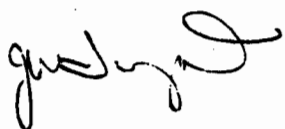
Sergeants Collier and Ott ran on this apartment and found William Jermain Hibler and Telford Tremane McDonald at the apartment. McDonald was wearing a black leather baseball cap. Both were asked to come to the police station and discuss this case with sergeants.

Sergeants contacted Officers Howard and Knox and asked them to meet sergeants in the Homicide office. When sergeants first talked with McDonald and Hibler, they both denied any knowledge of this case. When Officers Howard and Knox arrived, they identified Hibler as the same person they had handled before. Howard and Knox talked with McDonald and Hibler separately. They both admitted to Howard and Knox that they were present when this offense occurred and identified the man that did the shooting as Tony Roddy. Officer Knox took a written statement from William Jermain Hibler and Sergeant Ott took a written statement from Telford McDonald.

From the information obtained by Officers Howard and Knox from McDonald and Hibler, sergeants were able to locate several other witnesses and arrest and charge the suspect. I commend these officers for their dedication to duty and their efforts in this investigation. I request that this letter be made a part of each officer's permanent personnel file.


W.G. Edison, Captain
Homicide Division

WGE/sd
021



REC'D IN 656
215
11/27/91
91 NOV 32 AM 9:34

Michael L. Howard
William M. Knox



CITY OF SUGAR LAND

POLICE DEPARTMENT

March 19, 1991

Lieutenant Lisa Bujnoch
Houston Police Department
Westside Command Station
3203 South Dairy Ashford
Houston, Texas 77082

Dear Lt. Bujnoch:

Thank you for allowing Officers Mike Howard and Mike Knox to assist the Sugar Land Police Department in the Gang Awareness program on February 19, 1991. Their participation attributed to a very successful evening in which a great deal of information was presented to citizens of our community.

Officers Howard and Knox should be commended for a job well done. If the Sugar Land Police Department can be of assistance to you, please let us know.

Sincerely,

Weldon Faucett
Detective
Administrative Services

WF:kh

L91045

ENTERED
BY D. JACKSON

CITY OF HOUSTON

INTER OFFICE CORRESPONDENCE

TO: W.M. Knox, Police Officer
Westside Command Station

VIA: T.G. Koby, Assistant Chief
Field Operations Command

West Patrol Bureau

E.R. Thaler, Captain
Westside Command Station

FROM: Elizabeth M. Watson
Chief of Police

DATE: September 4, 1990

SUBJECT: Commendation of
Officer W.M. Knox
FR: [REDACTED]

The purpose of this correspondence is to commend you for solving a series of robberies in the westside area involving an organized youth gang. The arrest of sixteen suspects and clearance of over 120 cases is an accomplishment well deserving of this recognition.

I am appreciative of the diligence and enthusiasm you displayed in organizing and implementing an intensive investigation. Your actions illustrate the results that can be derived by cooperative efforts of patrol and investigative functions.



Elizabeth M. Watson
Chief of Police

cc: Personnel Division
Community Services
Westside Command Station

ENTERED BY
[REDACTED]

SEP 07 1990

TOWN & COUNTRY CENTER

April 11, 1994

Captain Marvin Yates
Houston Police Department
Westside Command Station
3203 S. Dairy Ashford
Houston, Texas 77082

It was indeed a real pleasure to have the opportunity to hear officers Mike Howard and Mike Knox with the "Gang Task Forces" speak at our Regional meeting on April 7, 1994. Not only are these officers most knowledgeable and extremely professional, they present material to lay people in a fashion that is impressive and informative plus humorous which kept everyone's attention. We all learned a great deal from the program and commend these officers for taking the time out of their busy schedule, and appreciate your allowing them to participate in our function.

Dick Cline, Monalisa and myself want to thank you and the officers for an excellent presentation.

Sincerely,



Martin E. Press
General Manager



Monalisa Scott
Security Director

/pg



DORIS McKINLEY



CITY OF HOUSTON

Houston Police Department

61 Riesner Street Houston, Texas 77002 713/247-1000

Bob Lanier, Mayor

CITY COUNCIL MEMBERS: Helen Huey Ernest McGowan, Sr. Vince Ryan Judson W. Robinson, III Frank O. Mancuso Cynthia Canales Gorczynski Christin Hartung
John G. Goodner Ben T. Reyes Gracie Guzman Saenz Eleanor Tinsley Jim Greenwood Sheila Jackson Lee Alfred J. Calloway CITY CONTROLLER: George Greanias

July 15, 1993

Sam Nuchia
Chief of Police



Michael Anderson, Assistant District Attorney
District Attorney's Building
201 Fannin, Suite 200
Houston, Texas 77002

Dear Mr. Anderson:

Thank you for your letter commending the efforts of Sergeants Douglas L. Bacon, Ramon Zaragoza, Officers Patrick K. Breen and William M. Knox. I am pleased that they were able to assist you. Your commendation along with a copy of this letter will be placed in their permanent personnel file.

Your consideration in bringing this matter to my attention is sincerely appreciated. Please contact my office if the Houston Police Department may be of any further assistance.

Sincerely,

Sam Nuchia
Chief of Police

sn/ge

cc: West Command ✓
Criminal Investigations Command
Special Investigations Command

ENTERED BY



DON STRICKLIN
FIRST ASSISTANT



DISTRICT ATTORNEY'S BUILDING
201 FANNIN, SUITE 200
HOUSTON, TEXAS 77002

JOHN B. HOLMES, JR.
DISTRICT ATTORNEY
HARRIS COUNTY, TEXAS

OFFICE OF THE
CHIEF OF POLICE
1993 JUN -7 PM 12:06

AD

June 3, 1993

Chief Sam Nuchia
Houston Police Department
61 Reisner Street
Houston, Texas 77002

Dear Chief Nuchia:

This letter is written to inform you of a job well done by members of your department. The individuals that I refer to are ~~Officer Ray~~ ~~Officer [redacted]~~ of Homicide, Officer ~~[redacted]~~ of CSO and Officer ~~[redacted]~~ of the Westside Gang Unit.

Each of these officers showed relentless resolve in the investigation of a gang-related killing. Due to their efforts on the streets and in the courtroom the jury assessed a life sentence to ERIC OMAR HERCULES. Mr. Hercules aka "Evil E" is a member of the LaRaza street gang. He shot and killed Barry Stanley, a twenty-three-year-old native Houstonian who happened to be standing on the wrong street corner when Hercules drove by.

Due to the dedication and professionalism of these officers a strong message had been sent to gang members and law abiding citizens that random violence will not be tolerated. Congratulations to you and HPD for having these guys on board.

Sincerely,

Michael Anderson
Assistant District Attorney
Harris County, Texas

W.M. Lopez
[Signature]

M. Lyle
[Signature]

FIVE OAKS

Residential Treatment Center

October 21, 1991

Lieutenant Lisa Bujnoch
Westside Command Center
3203 South Dairy Ashford
Houston, Texas 77082

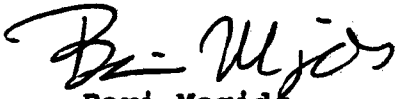
Dear Lt. Bujnoch:

I cannot thank you enough for allowing Officers W. M. Knox and Mike Howard to speak with our staff and residents about the gang activity in Houston. Their presentation was both informative and entertaining, and they did an absolutely beautiful job with the adolescents who were somewhat "resistant" to the reality of the information.

We as a staff really appreciated their willingness to take the time out of their extremely busy schedule to help address the needs of our youth and to do so with such heart. They portrayed warmth, sincerity and flexibility along with strength, discipline, and understanding which enabled even the most difficult adolescents to hear the information.

I realize that we are quite a bit out of their area, but I would welcome any opportunity for them to come out and speak again in the future. Again, thank you for responding to my request; it was greatly appreciated.

Sincerely,



Bari Magids
Child and Adolescent Program Director

P.S. Their attire (jeans) was especially effective, as it allowed the kids to see them as people vs. "officers".

cc: Officer Mike Howard
Officer W.M. "Mike" Knox

M. T. Howard PR # [REDACTED]
W. M. Knox PR # [REDACTED]

ENTERED
BY D. Jackson

CITY OF HOUSTON

INTER OFFICE CORRESPONDENCE

TO: M. W. Thaler, Captain
Westside Operations Division

FROM: T. N. Oettmeier, Lieutenant
Director - Career Development

DATE: January 4, 1991

SUBJECT: Commendation

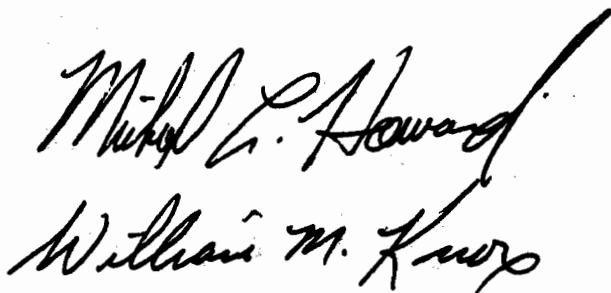
I would like to take this opportunity to commend Officers Mike Howard and Mike Knox for their presentation on Gang Activity, which was conducted in the Felony Apprehension Course on December 18, 1990. The expertise and enthusiasm demonstrated by Officers Howard and Knox created an excellent learning atmosphere, and the information presented was well received by the class.

These officers should also be commended for the departmental cooperation they exemplify. They are a credit to the Houston Police Department and the Westside Operations Division.



T. N. Oettmeier, Lieutenant
Director - Career Development

TNO:sp



ENTERED
BY D. Jackson

SEP 1 6 1991

Michael L. Howard
William M. Knox



**ALIEF
INDEPENDENT
SCHOOL
DISTRICT**

P.O. Box 68
Alief, Texas 77411

September 6, 1991

Houston Police Department
Westside Command Station
3203 S. Dairy Ashford
Houston, Texas 77082

Dear Lt. Bujnoch,

Wednesday, Mike Howard and Mike Knox presented an inservice to the ISC. The topic was an update on gang activity from over the summer. This was very timely and informative. Since the ISC is the alternative for the district it is imperative that the staff be kept up to date regarding these matters. I have always appreciated the cooperative spirit in which Officers Knox and Howard work with us. Their work is most valuable to us, as well as to the students, staff and patrons of the community. I extend an invitation to you to visit our campus.

Sincerely,

Manette Schaller
Principal
Individualized Study Center

**ENTERED
BY D. Jackson**

SEP 16 1991

**Individualized
Study Center**
4410 Cook
Houston, Texas 77072
(713) 498-8110
Extension 2340

MANETTE SCHALLER
Principal

JANELLE MONROE
Assistant Principal

Saint Agnes Academy
founded 1906

Dominican Sisters



9000 Bellaire Boulevard
Houston, Texas 77036
713/771-8392

September 4, 1991

William M. Knox
Michael L. Howard

Officer Mike Knox
Office Mike Howard
Westside Command Station
3203 S. Dairy Ashford
Houston, TX 77082

Dear Mike and Mike:

The presentation you gave our Business Law class was not only informative but also extremely entertaining. As you can read from the enclosed comments from the girls, you were a big hit!

We sincerely appreciate your taking the time to visit with us, and I look forward to having you come back again next year.

Sincerely,

Sandy Smith

Mrs. Sandy Smith
Business Department Chair

W M Knox
Michael L. Howard

ENTERED
BY D. Jackson



CITY OF HOUSTON

Houston Police Department

61 Riesner Street Houston, Texas 77002 713/247-1000

Kathryn J. Whitmire, Mayor

CITY COUNCIL MEMBERS: Larry McKaskle Ernest McGowen, Sr. Vince Ryan Alfred Calloway Frank O. Mancuso John Goodner Dale M. Gorczynski
Christin Hartung Ben T. Reyes Beverly Clark Eleanor Tinsley Jim Greenwood Sheila Jackson Lee Margarette T. Robinson CITY CONTROLLER: George Grenas

June 14, 1991

Elizabeth M. Watson
Chief of Police



Wayne Phlegar, MLA
Lt., Investigations
Alief ISD Police Department
P.O. Box 68
Alief, TX 77411

Dear Lieutenant Phlegar:

Thank you for your letter of June 4, 1991, expressing your gratitude of Lieutenant L. L. Bujnoch along with Officers W. M. Knox and M. L. Howard as well as the Westside Gang Task Force for their assistance to deter any criminal activity that may have, otherwise, taken place. They are very capable and well respected individuals and I am pleased they were able to be of assistance to your agency. The children in our communities are faced with very critical circumstances which means we must continue to do everything possible to prevent or eliminate the incidents that may occur.

Your consideration in bringing this matter to my attention is sincerely appreciated and I am inviting you to contact my office when the Houston Police Department may be of further assistance to you.

Sincerely,

Elizabeth M. Watson
Chief of Police

EMW:jp

cc: Neighborhood Services
Westside Operations
Community Services Division

6-09-C



ENTERED
BY D. Jackson

Lisa L. Bujnoch
William M. Knox
Michael L. Howard

June 4, 1991



**ALIEF
INDEPENDENT
SCHOOL
DISTRICT**

P.O. Box 68
Alief, Texas 77411

Police Department
12135 1/2 High Star
Houston, Texas 77072
(713) 498-8110
Extension 2110

LARRY GUSTAFSON
Director

Elizabeth M. Watson
Chief of Police
Houston Police Department
Houston, Texas 77002

Dear Chief Watson:

We would like to thank you for the assistance and a job well done by ranking officers and patrol officers from the Westside Command Station on May 28-30, during the last days of school.

In particular, we would like to thank Lt. Lisa Bujnoch, Officers Mike Knox and Mike Howard - all of the Westside Gang Task Force. We thank all of the numerous officers who participated in the P.M.P. around our schools whose names were too numerous to obtain.

The HPD presence around our schools aided our police officers in keeping down certain trouble.

Thank you again!

Sincerely,

Larry G. Gustafson
Chief of Police

Wayne Phlegar, MIA
Lt., Investigations

ENTERED
BY D. Jackson



CITY OF HOUSTON

Bob Lanier, Mayor

Houston Police Department
61 Riesner Street Houston, Texas 77002 713/247-1000

CITY COUNCIL MEMBERS: Helen Huey Ernest McGowen, Sr. Vince Ryan Judson W. Robinson, III Frank A. Mancuso Dale M. Gorczynski Christin Hartung
John G. Goodner Ben T. Reyes Gracie Guzman Soenz Eleanor Tinsley Jim Greenwood Sheila Jackson Lee Alfred J. Calloway CITY CONTROLLER: George Greanias

October 06, 1993

Sam Nuchia
Chief of Police



Deputy J. Lancaster
Fort Bend County Gang Unit
1410 Ransom Road
Richmond, Texas 77469

Edward A. Day
Mark A. Enax
William M. Knox
Michael L. Howard
Michael E. Provost
Michael L. Wright
Alfred N. Lots
Charles R. Cash

Dear Deputy Lancaster:

Thank you for your letter of September 22, 1993, commending the efforts of Lieutenant E.A. Day and his Gang Unit. I am pleased that they was able to assist you. Your commendation along with a copy of this letter will be made part of their permanent personnel file.

Your consideration in bringing this matter to my attention is sincerely appreciated and I am inviting you to contact my office when the Houston Police Department may be of further assistance.

Sincerely,

J.L. Dotson, Assistant Chief
West Command

jld:drp

ENTERED BY



**City of Houston
Civil Service Commission**

Prepare in quadruplicate. Original to Civil Service Commission duplicate to member reported on; triplicate to head of department for filing; with fourth copy being retained by the division or grading officer.

REPORT OF EMPLOYEE PERFORMANCE RATING

For (Semi-annual period ending February 28, 1993)
 (Probationary period ending _____)
 (Transfer or Termination period ending _____)

Knox, W. M. Employee # [REDACTED]
Name of Employee
Police Officer
Title of Position
Police
Department

Supervisory or staff position
 Non-supervisory position
Westside Division Shift I
Division - District - Station

FACTOR OR ELEMENT	CHECK APPLICABLE FACTOR DEGREE OF PERFORMANCE				
	UNSATIS-FACTORY	FAIR	SATIS-FACTORY	VERY GOOD	OUT-STANDING
(1) Quality of Work					X
(2) Dependability and Adaptability					X
(3) Initiative and Leadership				X	
(4) Safety Mindedness				X	
(5) Cooperation and Loyalty					X

Suggestions for Improvement by Immediate Superior Officer:

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

- Does work which is consistently excellent as to quality, accuracy, thoroughness, and technical excellence; makes unusually fine records and reports which require no review or revision.
- Is very conscientious, dependable, punctual worker; has unusual sense of personal responsibility and interest; is very adaptable to changing and emergency assignments and working conditions.
- Goes out of his way to give and obtain exceptionally fine cooperations with officers and other, is an unusually good team worker; offers assistance to officers in developing tactical plans.

(Use other side if necessary)

Rated by J. McCellan Sergeant 2-28-93
(Signature of Immediate Superior Officer) (Title) (Date)

Reviewed by [Signature] Lieutenant 2-28-93
(Signature of Higher Superior Officer) (Title) (Date)

Approved by [Signature] Department Head Total Points 28.5 Adjective Rating Outstanding
Assistant Chief of Police

Report Furnished to Civil Service Commission Date FEB 28 1993

Report Furnished to Employee COPY MAILED TO EMPLOYEE Date 2-28-93

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 Houston
Civil Service Commission

Prepare in quadruplicate. Original to Civil Service Commission duplicate to member reported on; triplicate to head of department for filing; with fourth copy being retained by the division or grading officer.

REPORT OF EMPLOYEE PERFORMANCE RATING

(Semi-annual period ending February 29, 1992

For (Probationary period ending _____

(Transfer or Termination period ending _____

Knox, W. M. Employee Number [REDACTED]
Name of Employee

Supervisory or staff position

Police Officer Title of Position

Non-supervisory position

Police Department

Westside Division Shift I
Division - District - Station

FACTOR OR ELEMENT	CHECK APPLICABLE FACTOR DEGREE OF PERFORMANCE				
	UNSATISFACTORY	FAIR	SATISFACTORY	VERY GOOD	OUTSTANDING
(1) Quality of Work					X
(2) Dependability and Adaptability					X
(3) Initiative and Leadership				X	
(4) Safety Mindedness				X	
(5) Cooperation and Loyalty					X

Suggestions for Improvement by Immediate Superior Officer:

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

Does work which is consistently excellent as to quality, accuracy, thoroughness and technical excellence; makes unusually fine records and reports which require no review or revision

Is very conscientious, dependable, punctual worker; has unusual sense of personal responsibility and interest; is very adaptable to changing and emergency assignments and working conditions.

Goes out of his way to give and obtain exceptionally fine cooperations with officers and others is an unusually good team worker; offers assistance to officers in developing tactical plans.

(Use other side if necessary)

Rated by [Signature] Sergeant 2-29-92
(Signature of Immediate Superior Officer) (Title) (Date)

Reviewed by [Signature] Lieutenant 2-29-92
(Signature of Higher Superior Officer) (Title) (Date)

Approved by [Signature] Department Head Assistant Chief of Police Total Points 28.5 Adjective Rating Outstanding

Report Furnished to Civil Service Commission Date 2-28-92

Report Furnished to Employee [Signature] Date 2-29-92

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 Houston
Civil Service Commission**

Prepare in quadruplicate. Original to Civil Service Commission duplicate to member reported on; triplicate to head of department for filing; with fourth copy being retained by the division or grading officer.

REPORT OF EMPLOYEE PERFORMANCE RATING

For (Semi-annual period ending February 28, 1994
 (Probationary period ending _____
 (Transfer or Termination period ending _____

Knox, William N. Emp. [Redacted]
 Name of Employee
 Police Officer Title of Position
 Police Department

Supervisory or staff position
 Non-supervisory position
 Westside Division, Gang Squad
 Division - District - Station

FACTOR OR ELEMENT	CHECK APPLICABLE FACTOR DEGREE OF PERFORMANCE				
	UNSATISFACTORY	FAIR	SATISFACTORY	VERY GOOD	OUTSTANDING
(1) Quality of Work				X	
(2) Dependability and Adaptability				X	
(3) Initiative and Leadership				X	
(4) Safety Mindedness					X
(5) Cooperation and Loyalty				X	

Suggestions for Improvement by Immediate Superior Officer:

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

4. This employee is an exceptionally safe worker and has consistent record of excellent safety mindness, following safety regulations, instructions and measures in connection with the department.

(Use other side if necessary)

Rated by [Signature] Sergeant 2-28-94
 (Signature of Immediate Superior Officer) (Title) (Date)
 Reviewed by [Signature] Lieutenant 2-28-94
 (Signature of Higher Superior Officer) (Title) (Date)
 Approved by [Signature] Asst. Chief of Police
 Department Head Total Points 27.0 Adjective Rating Very Good
 Report Furnished to Civil Service Commission Date FEB 28 1994
 Report Furnished to Employee [Signature] Date 3-25-94

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 Houston
Civil Service Commission**

Prepare in quadruplicate. Original to Civil Service Commission duplicate to member reported on; triplicate to head of department for filing; with fourth copy being retained by the division or grading officer.

REPORT OF EMPLOYEE PERFORMANCE RATING

(Semi-annual period ending August 31, 1994
 For (Probationary period ending _____
 (Transfer or Termination period ending _____

Knox, William N. Employee [Redacted]
Name of Employee
Police Officer
Title of Position
Police
Department

Supervisory or staff position 1980
 Non-supervisory position
Westside Division
Division - District - Station

FACTOR OR ELEMENT	CHECK APPLICABLE FACTOR DEGREE OF PERFORMANCE				
	UNSATIS-FACTORY	FAIR	SATIS-FACTORY	VERY GOOD	OUT-STANDING
(1) Quality of Work			X		
(2) Dependability and Adaptability		X			
(3) Initiative and Leadership			X		
(4) Safety Mindedness					X
(5) Cooperation and Loyalty		X			

Suggestions for Improvement by Immediate Superior Officer:

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

4. Is an exceptionally safe worker and has consistent record of excellent safety mindness, following safety regulations, instructions and measures in connection with the department.

(Use other side if necessary)

Rated by [Signature] Sergeant 8/31/94
(Signature of Immediate Superior Officer) (Title) (Date)

Reviewed by [Signature] Lieutenant 8/31/94
(Signature of Higher Superior Officer) (Title) (Date)

Approved by [Signature] Asst. Chief of Police
Department Head Total Points 22.0 Adjective Rating Satisfactory

Report Furnished to Civil Service Commission Date AUG 31 1994

Report Furnished to Employee [Signature] Date 10-05-94

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 Houston
Civil Service Commission**

Prepare in quadruplicate. Original to Civil Service Commission duplicate to member reported on; triplicate to head of department for filing; with fourth copy being retained by the division or grading officer.

REPORT OF EMPLOYEE PERFORMANCE RATING

For (Semi-annual period ending February 28, 1995
 (Probationary period ending _____
 (Transfer or Termination period ending _____

Knox, William N. Employee [REDACTED]
Name of Employee
Police Officer
Title of Position
Police
Department

Supervisory or staff position
 Non-supervisory position
Westside Division, Shift I
Division - District - Station

FACTOR OR ELEMENT	CHECK APPLICABLE FACTOR DEGREE OF PERFORMANCE				
	UNSATISFACTORY	FAIR	SATISFACTORY	VERY GOOD	OUTSTANDING
(1) Quality of Work			X		
(2) Dependability and Adaptability			X		
(3) Initiative and Leadership			X		
(4) Safety Mindedness					X
(5) Cooperation and Loyalty			X		

Suggestions for Improvement by Immediate Superior Officer:

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

- Is an exceptionally safe worker and has consistent record of excellent safety mindness, following safety regulations, instructions and measures in connection with the department.

(Use other side if necessary)

Rated by [Signature] Sergeant 2-28-95
(Signature of Immediate Superior Officer) (Title) (Date)

Reviewed by [Signature] Lieutenant 2-28-95
(Signature of Higher Superior Officer) (Title) (Date)

Approved by _____ Total Points 24.0 Adjective Rating Very Good
Department Head Asst. Chief of Police

Report Furnished to Civil Service Commission Date FEB 28 1995

Report Furnished to Employee [Signature] Date 2/2/95

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 Houston
Civil Service Commission**

Prepare in quadruplicate. Original to Civil Service Commission duplicate to member reported on; triplicate to head of department for filing; with fourth copy being retained by the division or grading officer.

REPORT OF EMPLOYEE PERFORMANCE RATING

(Semi-annual period ending August 31, 1995
 For (Probationary period ending _____
 (Transfer or Termination period ending _____

Knox, William A. Emp. # [REDACTED]
Name of Employee
Police Officer
Title of Position
Police
Department

Supervisory or staff position
 Non-supervisory position
Westside Division, Shift I
Division - District - Station

FACTOR OR ELEMENT	CHECK APPLICABLE FACTOR DEGREE OF PERFORMANCE				
	UNSATIS-FACTORY	FAIR	SATIS-FACTORY	VERY GOOD	OUT-STANDING
(1) Quality of Work			X		
(2) Dependability and Adaptability			X		
(3) Initiative and Leadership			X		
(4) Safety Mindedness					X
(5) Cooperation and Loyalty			X		

Suggestions for Improvement by Immediate Superior Officer:

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

4. Is an exceptionally safe worker and has consistent record of excellent safety mindness, following safety regulations, instructions and measures in connection with the department.

(Use other side if necessary)

Rated by [Signature] Sergeant 8-31-95
(Signature of Immediate Superior Officer) (Title) (Date)
 Reviewed by [Signature] Lieutenant 8-31-95
(Signature of Higher Superior Officer) (Title) (Date)
 Approved by _____ Adjective Rating Very Good
 Department Head _____ Total Points 24.0
 Report Furnished to Civil Service Commission Asst. Chief of Police Date AUG 31 1995
 Report Furnished to Employee RESIGNED FROM DEPARTMENT. Date 9-11-95

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.

ANNUAL SICK & VACATION VERIFICATION

01995

THE PURPOSE OF THIS CERTIFICATION PROCESS IS TO ESTABLISH THE CITY'S LIABILITY AS A RESULT OF SICK AND VACATION ACCRUALS FOR ALL CITY EMPLOYEES. ALL QUESTIONS SHOULD BE DIRECTED TO YOUR DEPARTMENTAL PAYROLL CLERKS.

EMP. NAME: KNOX, WILLIAM M.
 DEPT NAME: POLICE
 CLASS: POLICE OFFICER
 COMP. DATE: 01/28/80

EMP. # [REDACTED]
 DEPT. ORG. 3000-3165
 CLASS DATE: 02/07/81
 PLAN TYPE: MSP

TOTALS LISTED INCLUDE USAGE AND ACCRUALS FROM 03-01-88 TO 04-01-89

TOTAL	CURRENT	
FROZEN SICK	SICK LEAVE	VACATION
SE HOURS: 630.00	BY AVG: 1,087.91	CURR. RATE: 1,120.30
SL VALUE: 8,339.60	S. BAL: 80.00	VAC. HOURS: 500.88
	VALUE: 1,087.91	VAC. VALUE: 5,721.80
		HOURS OVER MAX: 120.88

SICK TIME BY BENEFIT YEAR (DETAIL)

BENEFIT YEAR	BIWEEKLY RATE	FROZEN BALANCE	\$ VALUE
88	1,085.30	120.00	1,627.95
87	1,051.48	120.00	1,577.22
86	1,062.25	120.00	1,591.38
85	1,049.20	270.00	3,145.05

-- I AGREE WITH THE 1989 BALANCES. I DISAGREE WITH THE 1989 BALANCES.

EMPLOYEE SIGNATURE: William M. Knox DATE: 6-13-89

NOTE: FAILURE TO RETURN THIS DOCUMENT WILL INDICATE YOUR AGREEMENT WITH THE BALANCES.

PERSONNEL CHANGES

201 Change Order # effective 3/7/81

EMPLOYEE'S NAME Knox, William M. Civilian Officer EMPLOYEE # [REDACTED]

HOME ADDRESS [REDACTED]

BADGE # [REDACTED] DUTY HOURS: FROM 3:00 ~~AM~~ PM TO 11:00 ~~AM~~ PM DAYS OFF Wed. & Thur.

OFFICE PHONE 699-3460 HOME PHONE [REDACTED]

MUNICIPAL COURT ASSIGNMENT: COURT # N/A DAY N/A TIME N/A AM PM
PRESENT ASSIGNMENT: DIV. Northeast II BUR. Pat. NorthCMD. Field Operations
NEW ASSIGNMENT: DIV. Dispatcher II BUR. Spec. Svc. CMD. Support
VACATION OR OTHER LEAVE: FROM TO
Effective date of change March 6, 1981
Date Submitted March 6, 1981

INSTRUCTIONS: Use Typewriter only. All blanks must be filled in except where indicated.
Detach Personnel (blue) copy immediately and send direct to Personnel Division.
Retain Division copy except in case of transfer.

Note: In case of transfer, supervisor will obtain assignment and court information in advance of change. This information, including shift and hours, will be included above.

REASON FOR CHANGE: (Indicate any that apply)

- TRANSFERRED
- COURT CHANGE
- SHIFT CHANGE
- PROMOTION
- TERMINATED BY:
- RESIGNATION
- PENSION
- DIED
- NAME CHANGE
- ADDRESS CHANGE
- PHONE CHANGE
- ON DUTY
- OFF DUTY
- SUSPENDED:
- REINSTATED DATE
- OTHER
- DAYS INDEFINITE

I certify the above information is correct. WR McCreally Sgt [REDACTED]
Supervisor Employee #

CITY OF HOUSTON

INTER OFFICE CORRESPONDENCE

TO: Sam Nuchia
Chief of Police

FROM: W. M. Knox, Officer
Westside Division

VIA: C. Allbright, Sergeant
Westside Division

DATE: June 1, 1995

SUBJECT: Resignation

R. W. Bownds, Lieutenant
Westside Division

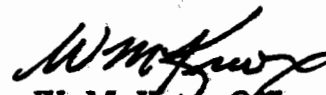
M. L. Yates, Captain
Westside Division

J. L. Dotson, Assistant Chief
West Command

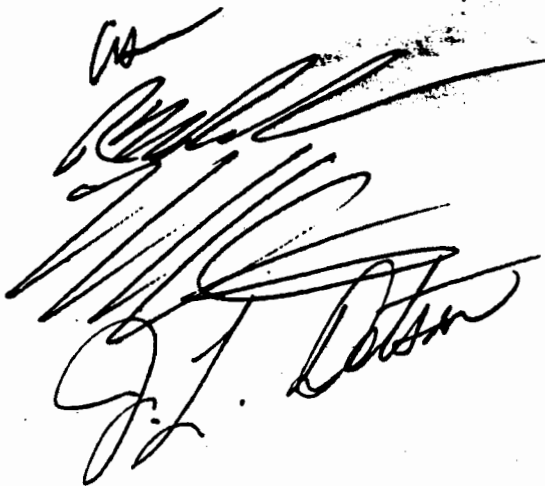
I, William M. Knox, Houston Police Officer, employee number [REDACTED] do hereby serve notice of my intent to resign from the Houston Police Department, effective at the close of business Monday, September 11, 1995.

I have enjoyed my experiences as a Houston Police Officer and the comradery of my fellow officers for fifteen years. However, I must endeavor to provide a better financial future for my family. Therefore, I have decided to seek employment in the private sector where I believe my talents and aptitudes will be financially rewarded.

I respectfully resign.


W. M. Knox, Officer
Westside Division

WMK/ml



CITY OF HOUSTON

INTER OFFICE CORRESPONDENCE

TO: R. B. Chandler, Captain
Personnel Division

FROM: M. L. Yates, Captain
Westside Division

DATE: September 6, 1994

SUBJECT: Clothing Allowance
Discontinue

The purpose of this correspondence is to delete Officer W. Knox, employee number [REDACTED] Officer C. Lenzmeyer, employee number [REDACTED] and Lieutenant P. Dugger, employee number [REDACTED] transferred to Westside patrol on August 13, 1994. They are no longer assigned to a Specialized Unit at the Westside Division and no longer meet the criteria to receive a clothing allowance.


M. L. Yates, Captain
Westside Division

MLY:tr

CITY OF HOUSTON

INTER OFFICE CORRESPONDENCE

TO: M.A. Aguirre, Captain
Personnel Division

FROM: M.A. Dirden, Sergeant/Attorney
Legal Services Unit

DATE: May 29, 1996

SUBJECT: Suspension Reduction—
M.L. Howard—Emp. No. [REDACTED]
W.M. Knox—Emp. No. [REDACTED]

The Legal Services Unit has received an inquiry from the attorney representing the listed employees. Attached please find an agreement between the department and officers Howard and Knox.

With respect to item #2 please review the personnel record of Officer Knox to ensure that it reflects a five rather than a ten day suspension.

With respect to item #3 please review the personnel record of Officer Howard to ensure that it reflects a one rather than a two day suspension.

Should you need additional information or assistance please call me at 247-8370.


Michael Dirden
Legal Services Unit

CONFIDENTIAL AGREEMENT

In settlement of the Grievance, Arbitration and lawsuit filed by Officers Michael L. Howard and William M. Knox the parties have made the following agreements:

With the advice and consent of Counsel, Officers Michael L. Howard and Officer William M. Knox agree to:

1. Withdraw their internal grievances regarding reassignment from the Westside Gang Squad and agree not to reapply to the Westside Gang Squad,
2. Withdraw Arbitration Appeal No. 70 390 0057 94,
3. Move for immediate dismissal of the lawsuit, Cause No. 94-054195, filed by Officers Knox and Howard against Sam Nuchia and the City of Houston,
4. That all aspects of this arrangement and the circumstances surrounding the said grievance, arbitration and lawsuit shall remain confidential, and
5. That Officers Howard and Knox will not discuss or disclose the terms of this agreement with anyone, other than their attorney Burt Springer, and will make no public statements or authorize the release any public statements regarding these matters.

In return for the above referenced agreements the City of Houston Police Department agrees to:

1. Revise both officers days off to Saturday and Sunday,

- X 2. Reduce Officer Knox' ten day suspension to a five day suspensions (four days of which will fall on his regular duty days),
- X 3. Reduce Officer Howard's two day suspension to a one day suspension (falling on his normal day off), and
4. Remove the untruthfulness allegation from Officer Knox' suspension letter.

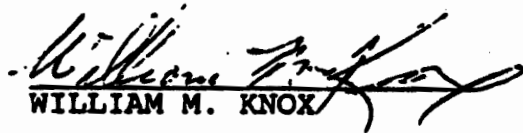
Breach of any portion of this agreement shall rescind all portions of the agreement and shall return the parties to their original positions as if no such agreement had been made.

Signed and Approved:



SAM NUCHIA
Chief of Police


BURT SPRINGER
Counsel for Michael L. Howard
and William M. Knox


MICHAEL L. HOWARD


WILLIAM M. KNOX





REPORT TO: HAR5200
 PROGRAM ID: HAR5200
 VERSION: 1.2.5

AMERICAN MANAGEMENT SYSTEMS, INC.
 GOVERNMENT HUMAN RESOURCE SYSTEM
 CITY OF HOUSTON
 PAYROLL REGISTER REPORT

PAGE: 9
 RUN DATE: 07/03/96
 RUN TIME: 10:34:05

RUN NO: 000585 RUN TYPE: SUPP RUN DATE: 07/03/96

PAY CYCLE : FIRPO FIRE & POLICE CYCLE M
 PAYROLL GROUP : FIRPO FIRE POLICE
 PAYROLL NUMBER : POLICE DEPARTMENT
 PAY LOCATION : 852 POLICE

START DATE: NA/NA/NA END DATE: NA/NA/NA CHECK DATE: 07/05/96
 GRRS BANK ACCOUNT NO: 05 FIRST INTERSTATE BANK

PAY/DEDUCTION CATEGORIES PAY/DEDUCTION CATEGORIES PAY/DEDUCTION CATEGORIES PAY/DEDUCTION CATEGORIES TOTALS

KNOX WILLIAM M EMP/AMPT ID: [REDACTED] ALT ID: [REDACTED] STITL/STITL: 0100 0 MS TOTAL PAY: 603.76
 TAX CL: T FICA CL: E & L MAR STAT/EXEPT: [REDACTED] FED MAR STAT/EXEPT: [REDACTED] TOTAL DED: 9.36
 PEN ID: [REDACTED] BI WEEKLY RATE: [REDACTED] LONGEVITY RATE: [REDACTED] TOTAL REX: 9.36
 PAY: BASE PAY 570.40 PAY: ED INCENTIVE 22.16 PAY: LONGEVITY 11.20 DED: FED TAX 0.00

AMOUNT TO EMPLOYEE: KNOX, WILLIAM M CHECK/ADVICE NUMBER: 00000001642601 - 594.40

TOTAL PAY LOCATION	PAY:	DED:	REX:	AMT:
652	603.76	9.36	0.00	594.40
TOTAL PAYROLL NO : 88810	PAY: 603.76	DED: 9.36	REX: 0.00	AMT: 594.40



CITY OF HOUSTON

Post Office Box 1562 Houston, Texas 77251 713/247-2200

OFFICE OF THE MAYOR

Bob Lanier, Mayor

August 11, 1994

Officer William M. Knox
Houston Police Department
61 Riesner
Houston, Texas 77002

Dear Officer Knox:

Please accept my personal congratulations for your good work in making a presentation to members of the Drug Enforcement Administration in Galveston. I was pleased to read in Agent Ruben Monzon's letter of your dedication and excellence as a member of the Houston Police Department:

Delivering quality service is extremely important to me, and I am very pleased you are helping us meet that goal. I am proud of the care and professionalism you have displayed in your work, and I commend you for the extra effort you give.

Sincerely,

Bob Lanier
Mayor

BL:sel

cc: Police Chief Sam Nuchia
Houston Police Department

Raul Castillo, Director
Personnel Department

Ruben Monzon
Special Agent in Charge
Drug Enforcement Administration

DORIS MCKINLEY

APPROVED:
S. M. NUCHIA
CHIEF OF POLICE

DATE: 8/17/94 *cl*



U.S. Department of Justice
Drug Enforcement Administration

0111
SL

OFFICE OF THE
CHIEF OF POLICE

1994 AUG - 9 9:23

Houston Field Office
333 West Loop North, Suite 300
Houston, Texas 77024

August 3, 1994

Chief Sam Nuchia
Houston Police Department
61 Reisner
Houston, Texas 77002

Dear Chief Nuchia:

The Houston Division of the Drug Enforcement Administration (DEA) conducted a training seminar for Supervisory personnel in Galveston, Texas during the week of July 25, 1994.

One of the highlights of the training conference was a presentation on Gangs and Gang Activity presented on Wednesday afternoon by Officer Mike Knox and Officer Mike Howard of the West Side Gang Unit. The presentation was very informative and professionally delivered.

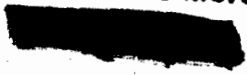
I would like to take this opportunity to commend Officers Knox and Howard for an outstanding presentation and thank you and your Department for your continuing support and cooperation.

Sincerely,

Ruben Monzon
Special Agent in Charge

cc: Officer Mike Knox
Officer Mike Howard

DORIS McKINLEY



APPROVED:
S. M. NUCHIA
CHIEF OF POLICE
DATE: 8/17/94

69

EDUCATIONAL INCENTIVE PAY

Name KNOX, WILLIAM M.



Page No. or Class 90

Date of Entry 5-29-80

Emp. No. 5-29-89
Effective Date

3rd Level _____

Degree _____

Degree _____

College Hours _____

Advanced X _____

Amount of Pay \$55.40

Intermediate _____

Prior Law Service: N/A
Name of Department

Years Months

H. W. ... 5-24-89
Certification Officer Date

V. ... 5-24-89
Personnel Division Representative Date

EDUCATIONAL INCENTIVE PAY

KNOX, William

M



Name CLASS #90

5-29-80

Emp. No. 5-29-84

Page No. or Class

Date of Entry

Effective Date

3rd Level _____

Degree _____

Degree _____

College Hours _____

Advanced _____

\$27.70
Amount of Pay

Intermediate X

Prior Law Service:

N/A

Name of Department

Years

Months

H. E. Womack
Certification Officer

5-23-84
Date

V. Anita Lee
Personnel Division Representative

5-24-84
Date

TRN-0029

CITY OF HOUSTON

INTER OFFICE CORRESPONDENCE

TO Sam Nuchia
Police Department

FROM George Greanias
City Controller

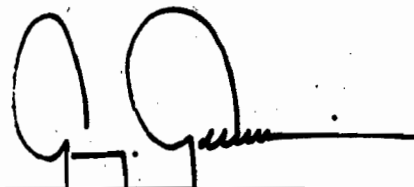
DATE 2 April, 1993

SUBJECT ~~MIKE KNOX~~

Reading about Mike Knox in the March edition of *Extra Milers* filled me with a great sense of pride and gratification that he is part of our staff. Cynthia DeGeorge's high praise and comments about Mr. Knox reflect extremely well on all of us here in the City, and reading the description of him as professional, committed, compassionate and understanding is a great source of pride for me personally and for all of my staff.

On this occasion, I would like to add my congratulations to those expressed in the *Extra Milers*, and to personally thank Mr. Knox for such an outstanding performance. My sincerest best wishes, and encouragement to keep up the good work.

Please ensure that a copy of this memo is placed into Mr. Knox's personnel file. Thanks very much for your help.



George Greanias
City Controller

cc: Mike Knox, Police Department

APPROVED:
S. M. NUCHIA
CHIEF OF POLICE
DATE: 4-12-93 HCN

**ENTERED
BY**



CITY OF HOUSTON

Post Office Box 1562 Houston, Texas 77251 713/247-2200

OFFICE OF THE MAYOR

Bob Lanier, Mayor

December 3, 1992

Office of the Mayor
Street Gang Detail
Westside Service Center
Houston Police Department
3203 S. Dairy Ashford
Houston, Texas 77082

Dear Officer Knox:

I want to personally let you know that Ms. Cynthia DeGeorge wrote me to express her appreciation for your assistance with her case. I gladly join her in thanking you for demonstrating compassion and understanding, as well as good policing, in dealing with her situation.

Delivering quality service to Houstonians is extremely important to me, and I am very pleased you are helping us meet that goal. I am proud of the care and professionalism you have displayed in your work, and I commend you for the extra effort you give.

Sincerely,

Bob Lanier

Bob Lanier
Mayor

BL:pk

cc: Police Chief Sam Nuchia
Houston Police Department

Stephanie Burks, Director
Personnel Department

APPROVED

Sam Nuchia

CHIEF OF POLICE

1-25-93 YGh

ENTERED
BY [REDACTED]

213
Knox, Mike

71120
19 NOV 22 10 11 AM '92
[Signature]

Cynthia DeGeorge

November 18, 1992

Dear Mayor Garner,

I felt you would be glad to hear what an outstanding job our police department did for me. Recently, I had an unfortunate experience with juvenile crime and although the situation was very unsettling, I feel the professionalism and commitment of Officers Mike Howard & ~~Mike Knox~~, of the Westside Street Gang Detail was above and beyond the call of duty. Not only did they solve the problem, they never lost their human quality of compassion and understanding. Both seem to be characteristics in short supply, so you must know my gratitude for meeting these gentlemen on our police force. They should be commended.

APPROVED

Sincerely, Cynthia DeGeorge

[Signature]

CHIEF OF POLICE
1-25-93 [Signature]

ENTERED
BY [Redacted]

CITY OF HOUSTON

INTER OFFICE CORRESPONDENCE

TO: Personnel Division
Via: E. M. Watson, Deputy Chief
West Patrol Bureau

FROM: W. A. Young, Captain
Command Station Operations
DATE: March 18, 1988
SUBJECT: Commendation of officers
involved in P.A.C.E. Program
at Kennedy Elementary School

Attached is a letter from Lillian Wilson, Principal, and Deanna Clapsaddle, Counselor, at Kennedy Elementary in the Alief Independent School District. In this correspondence Ms. Clapsaddle and Ms. Wilson commend officers for their involvement in the Police Awareness Classroom Education Program.

These educators proclaim the presentation given by listed officers as rewarding and helpful.

I request that the officers involved be commended and a copy of this letter be placed in their personnel file.

Officers involved in P.A.C.E. at Kennedy Elementary are:

J. L. Byrd	Employee Number
R. J. Calderon	Employee Number
K. R. Dworaczyk	Employee Number
M. T. Hoesel	Employee Number
M. L. Howard	Employee Number
W. M. Knox	Employee Number
S. M. Mercer	Employee Number
D. R. McKinney	Employee Number
M. W. Waltmon	Employee Number
A. L. Watkins	Employee Number

W. A. Young
W. A. Young, Captain
Command Station Operations

WAY: aeh

E. M. Watson

ENTERED BY


ALIEF INDEPENDENT SCHOOL DISTRICT

MICHAEL KENNEDY ELEMENTARY SCHOOL

10200 HUNTINGTON PLACE DRIVE

HOUSTON, TEXAS 77099

(713) 498-8110

March 7, 1988

Deputy Chief Watson
Houston Police Dept.
Westside Command Station
3203 South Dairy Ashford
Houston, Texas 77082

Dear Deputy Watson,

We, here at Kennedy Elementary, would like to express our sincere gratitude for your officers' time and energy spent with the P.A.C.E. Program. It has already been a rewarding and helpful experience for many students and teachers. We understand that all of you have such busy schedules and must make special efforts and accommodations to serve the schools with these special presentations. Your efforts and services are sincerely appreciated, and we feel very fortunate and honored that you are spending so much of your time to help our students.

Sincerely,



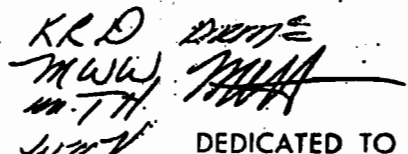
Deanna Clapsaddle
Counselor
P.A.C.E. Coordinator



Lillian Wilson
Principal

cc: Captain Bill Young
Officer Mike Howard

KRD
MWW
MTH
JMV



DEDICATED TO EXCELLENCE IN EDUCATION

CITY OF HOUSTON

INTER OFFICE CORRESPONDENCE

TO:

Matthew H. Talty
Assistant Chief
Prosecutor (Westside)

FROM:










Elizabeth M. Watson
Chief of Police

DATE:

June 20, 1990

SUBJECT:

Commendation










This is to acknowledge receipt of your memorandum dated June 12, 1990 in which you commended Sergeant R. Zumwalt, Officers W. M. Knox, G. D.W. Hardy, D. V. Luiz, S. C. Riegler, W. R. Rios, W. N. Tomlinson, A. F. Boskey and K. D. Wiltz.

Please be assured proper recognition will be given and your commendation will be made part of Sergeant Zumwalt's, Officers Knox's, Hardy's, Luiz's, Riegler's, Rios', Tomlinson's, Boskey's and Wiltz's permanent personnel file.

Thank you for bringing this matter to my attention.



Elizabeth M. Watson
Chief of Police

EMW:jp

cc: Personnel Division
Command Station Operations Division
Community Services Division

ENTERED BY


6-06-I

Cmd Station

CITY OF HOUSTON
INTER OFFICE CORRESPONDENCE

1990 JUN 13 11 3 09
CHIEF

TO Chief Elizabeth Watson
Houston Police Department

FROM Matthew H. Talty, Assistant Chief
Prosecutor (Westside)

DATE June 12, 1990

SUBJECT Letter of Commendation

Dear Chief Watson:

This letter is to commend the following Police Officers for their assistance to me re: an in-service school for Fire Inspectors on May 21, 1990. Those Officers are: Sgt. Randy Zumwalt and Officers Mike Knox, Guy Hardy, Dee Luiz, Steve Riegle, William Rios, Nick Tomlinson, Al Boskey and Kend Wiltz.

All the Officers are part of the Westside Tactical Response Unit, except Mike Knox, who is part of the Youth Gang Unit (Westside). The Officers participated in a program for new Fire Inspectors, posing as either reluctant to obstinate witnesses and defendant's. Their demeanor quickly demonstrated to the Fire Inspectors that people don't always co-operate with Governmental Officials, and it is sometimes necessary to adjust your attitude and approach to people, depending on their initial response to the Enforcement Officer.

Furthermore, all of these Police Officers, at one time or another, have been in Municipal Court 11 (Westside) either for requesting warrants or having a statutory warning read to a defendant by a Magistrate, and their demeanor has always been of the HIGHEST AND MOST PROFESSIONAL CALIBER. Please make this letter part of the personnel file of each of the respective Officers.

I wish to thank you, Chief Watson, for having these Officers assigned to the Westside Command Station, and wish you well in your role.

Very truly yours,

Matthew H. Talty
MATTHEW H. TALTY III
Assistant Chief Prosecutor

REPORT ID: HAR5200
PROGRAM ID: HAR5200
VERSION: 1.2.5

AMERICAN MANAGEMENT SYSTEMS, INC.
GOVERNMENT HUMAN RESOURCE SYSTEM
CITY OF HOUSTON
PAYROLL REGISTER REPORT

PAGE: 6
RUN DATE: 10/05/95
RUN TIME: 04:31:25

RUN NO: 000470 RUN TYPE: SUPP RUN DATE: 10/04/95

PAY CYCLE : FIRPO FIRE & POLICE 21 1995 CYCLE NR
PAYROLL GROUP : FIRPO FIRE POLICE
PAYROLL NUMBER : ██████████ POLICE TERMINATION
PAY LOCATION : 652 POLICE

START DATE: NA/NA/NA END DATE: NA/NA/NA CHECK DATE: 10/06/95
GRS BANK ACCOUNT NO: 05 FIRST INTERSTATE BANK

PAY/DEDUCTION CATEGORIES : PAY/DEDUCTION CATEGORIES : PAY/DEDUCTION CATEGORIES : TOTAL \$

.....
KNOX, WILLIAM M FICA CL: E EMPLOYEE ID: ██████████ ATTN: ██████████ TITLE/STITLE: 9100 0 13
PAY-CT: ██████████ MAR STAT/EXEMPT: ██████████ FED-STAT/EXEMPT: ██████████ TOTAL PAY: 22,330.73
PEN ID: ██████████ BI WEEKLY RATE: ██████████ LONGEVITY RATE: 0.00 TOTAL DED: 6,252.60
PAY: TERM COMP 360.58 PAY: TERM VAC PAV 3,223.24 PAY: TERM SICK 19,746.91 DED: FED TAX 0.00 TOTAL REX: 0.00

AMOUNT TO EMPLOYEE: KNOX, WILLIAM M CHECK/ADVICE NUMBER: 00000001398734 = 16,078.13

.....
TOTAL PAY LOCATION : 652 PAY: 22,330.73 DED: 6,252.60 REX: 0.00 AMT: 16,078.13



W.M. Knox

CITY OF HOUSTON

Post Office Box 1562 Houston, Texas 77251 713/247-2200

OFFICE OF THE MAYOR

Bob Lanier, Mayor

May 23, 1994

Officer William M. Knox
c/o Capt. R. B. Chandler
Personnel Division
Houston Police Department
61 Riesner
Houston, Texas 77002

Dear Officer Knox:

Please accept my personal congratulations for your good work in conducting training for employees of SETEC Protection Service. I was pleased to read in Mr. Floyd Sharp's letter of your dedication and excellence as a member of the Houston Police Department.

Delivering quality service is extremely important to me, and I am very pleased you are helping us meet that goal. I am proud of the care and professionalism you have displayed in your work, and I commend you for the extra effort you give.

Sincerely,

Bob Lanier
Mayor

BL:sel

cc: Police Chief Sam Nuchia
Houston Police Department

Raul Castillo, Director
Personnel Department

Floyd O. Sharp, Director of Security
SETEC Protection Service, Inc.

DORIS MCKINLEY

APPROVED:
S. M. NUCHIA
CHIEF OF POLICE
DATE: 4/8/94

Protection Service, Inc.

102
OFFICE OF THE
CHIEF OF POLICE
FEB 25 AM 10:44

February 17, 1994

Sam Nuchia
Chief of Police
61 Riesner
Houston, Texas 77002

Dear Chief Nuchia:

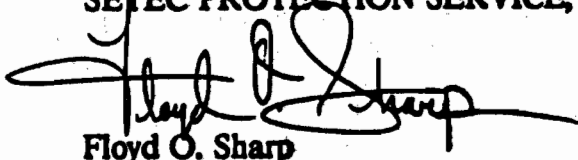
I feel it is necessary to commend two police officers in the Gang Task Force department. On February 3, 1994, Mike Howas and Mike Knott spent four hours training my supervisors on gangs in the Houston and Galleria area. On February 4, 1994, Mike and Mike spent five hours on the Galleria complex walking around with my staff and I reinforcing the training conducted the day before.

They covered a lot a information in a short period of time, while raising the confidence level of my supervisory staffs, and their ability to deal with our gang problem.

Thank you for implementing such a division on your police force, and for having such qualified, knowledgeable individuals.

Sincerely,

SETEC PROTECTION SERVICE, INC.



Floyd O. Sharp
Director of Security

FOS/dbt P9412



DORIS MCKINLEY

DAVID A. MORRIS
Suite 4800
First Interstate Bank Plaza
1000 Louisiana
Houston, Texas 77002-5095

April 29, 1994

-10/1

Police Chief Sam Nuchia
Houston Police Department
61 Riesner
Houston, TX 77002

Dear Chief Nuchia:

Officer Mike Howard of the Gang Task Force in Houston spoke to a meeting of the parents of St. John's School this past week. The subject of crime and gangs is very much on the minds of many middle and upper school parents, and Officer Howard gave us an earful as to what was going on and what we should be aware of.

To say that our group grew in terms of knowledge (and I might add fear) is an understatement. However, the point of all this is that Officer Howard was particularly helpful to us because he was a knowledgeable source of information on this topic as well as a very interesting speaker.

Thanks again for sharing Officer Howard with us and for having such an accomplished and experienced police officer working in the area of gangs here in Houston.

Sincerely,



David A. Morris



DORIS MCKINLEY


W.M. Knox [REDACTED]



CITY OF HOUSTON

Houston Police Department

61 Riesner Street Houston, Texas 77002 713/247-1000

Bob Lanier, Mayor

CITY COUNCIL MEMBERS: Helen Huey Michael J. Yarbrough Martha J. Wang Alfred J. Calloway Joe Roach Ray F. Driscoll John Kelley Felix Fraga
Ben T. Reyes Gracie Guzman Soenz Eleanor Tinsley Lloyd Kelley Sheila Jackson Lee Judson W. Robinson III CITY CONTROLLER: George Greanias

April 27, 1994

Sam Nuchia
Chief of Police



Martin E. Press and Monalisa Scott
800 W. Sam Houston Prky. N.
Houston, Texas 77024-3994

Dear Mr. Press and Ms. Scott:

Thank you for your letter of April 11, 1994, commending Officers Knox and Howard of our Westside Gang Unit. I am pleased they could be of assistance to you. A copy of your commendation and this letter will be placed in their permanent personnel file.

Your consideration in bringing this matter to my attention is greatly appreciated. If the Houston Police Department can be of further assistance, please contact my office at 584-4711.

Sincerely,

M.L. Yates, Captain
Westside Division

MLY/ead

DORIS McKINLEY
[REDACTED]



**City of Houston
Civil Service Commission**

Prepare in quadruplicate. Original to Civil Service Commission duplicate to member reported on; triplicate to head of department for filing; with fourth copy being retained by the division or grading officer.

REPORT OF EMPLOYEE PERFORMANCE RATING

For (Semi-annual period ending August 31, 1987
 (Probationary period ending _____
 (Transfer or Termination period ending _____

Knox, William M. PR [Redacted]
Name of Employee
Police Officer
Title of Position
Police
Department

Supervisory or staff position

Non-supervisory position
Juvenile Division

Division - District - Station

FACTOR OR ELEMENT

CHECK APPLICABLE FACTOR DEGREE OF PERFORMANCE

FACTOR OR ELEMENT	CHECK APPLICABLE FACTOR DEGREE OF PERFORMANCE				
	UNSATIS- FACTORY	FAIR	SATIS- FACTORY	VERY GOOD	OUT- STANDING
(1) Quality of Work					X
(2) Dependability and Adaptability				X	
(3) Initiative and Leadership					X
(4) Safety Mindedness				X	
(5) Cooperation and Loyalty					X

Suggestions for Improvement by Immediate Superior Officer:

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

- This officer does work which is consistently excellent as to quality, accuracy, thoroughness and technical excellence; makes unusually fine records and reports which require no review or revision; has thorough understanding of relationship of his duties and responsibilities to other activities of the department.
- Carries through assignments and activities without detailed instructions; has original and creative ability; has outstanding leadership, exercises good judgement on major and difficult problems makes decisions very quickly.
- Goes out of his way to give and obtain exceptionally fine cooperation with officers and others is an unusually good team worker; makes worthwhile contributions to group morale; seeks supervision and criticism which is directed to improvement in the service of the department.

Rated by [Signature] Sergeant [Signature] Lieutenant 8-31-87
(Signature of Immediate Superior Officer) (Title) (Date)

Reviewed by [Signature] Captain 8-31-87
(Signature of Higher Superior Officer) (Title) (Date)

Approved by [Signature] Deputy Chief 28.0 Adjective Rating Very Good
Department Head Total Points Rating

Report Furnished to Civil Service Commission [Signature] Date 8/31/87

Report Furnished to Employee [Signature] Date 9-2-87

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 Houston
Civil Service Commission

Prepare in quadruplicate. Original to Civil Service Commission duplicate to member reported on; triplicate to head of department for filing; with fourth copy being retained by the division or grading officer.

REPORT OF EMPLOYEE PERFORMANCE RATING

For (Semi-annual period ending AUGUST 31, 1989
(Probationary period ending _____
(Transfer or Termination period ending _____

KNOX, M.W. EMP [REDACTED]
Name of Employee
POLICE OFFICER
Title of Position
POLICE
Department

Supervisory or staff position

Non-supervisory position

WESTSIDE COMMAND STATION OPS
Division - District - Station

FACTOR OR ELEMENT	CHECK APPLICABLE FACTOR DEGREE OF PERFORMANCE				
	UNSATIS. FACTORY	FAIR	SATIS. FACTORY	VERY GOOD	OUT-STANDING
(1) Quality of Work					X
(2) Dependability and Adaptability					X
(3) Initiative and Leadership					X
(4) Safety Mindedness				X	
(5) Cooperation and Loyalty				X	

Suggestions for Improvement by Immediate Superior Officer:

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

- DOES WORK WHICH IS CONSISTENTLY EXCELLENT AS TO QUALITY, ACCURACY, THOROUGHNESS AND TECHNICAL EXCELLENCE; MAKES UNUSUALLY FINE RECORDS AND REPORTS WHICH REQUIRE NO REVIEW OR REVISION.
- HAS UNUSUAL INTEREST AND SENSE OF PERSONAL RESPONSIBILITY.
- HAS MARKED DEGREE OF ORIGINALITY AND CREATIVE ABILITY. ALMOST WITHOUT EXCEPTION STARTS AND CARRIES THROUGH ASSIGNMENTS WITHOUT DETAILED INSTRUCTION.

(Use other side if necessary)

Rated by [Signature] LIEUTENANT 8-31-89
(Signature of Immediate Superior Officer) (Title) (Date)

Reviewed by [Signature] CAPTAIN 8-31-89
(Signature of Higher Superior Officer) (Title) (Date)

Approved by [Signature] DEPUTY CHIEF
Department Head

Total Points 28.5 Adjective Rating OUTSTANDING

Report Furnished to Civil Service Commission Date SEP 19 1989

Report Furnished to Employee [Signature] Date 9-12-89

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 Houston
Civil Service Commission

Prepare in quadruplicate. Original to Civil Service Commission duplicate to member reported on; triplicate to head of department for filing; with fourth copy being retained by the division or grading officer.

REPORT OF EMPLOYEE PERFORMANCE RATING

For (Semi-annual period ending FEBRUARY 28, 1990
(Probationary period ending _____
(Transfer or Termination period ending _____

KNOX, WILLIAM M. EMP. [REDACTED]
Name of Employee
POLICE OFFICER
Title of Position
POLICE
Department

Supervisory or staff position
 Non-supervisory position
WESTSIDE COMMAND STATION OPERATIONS
Division - District - Station

FACTOR OR ELEMENT	CHECK APPLICABLE FACTOR DEGREE OF PERFORMANCE				
	UNSATISFACTORY	FAIR	SATISFACTORY	VERY GOOD	OUTSTANDING
(1) Quality of Work					X
(2) Dependability and Adaptability					X
(3) Initiative and Leadership					X
(4) Safety Mindedness				X	
(5) Cooperation and Loyalty				X	

Suggestions for Improvement by Immediate Superior Officer:

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

- DOES WORK WHICH IS CONSISTENTLY EXCELLENT AS TO QUALITY, ACCURACY, THOROUGHNESS AND TECHNICAL EXCELLENCE; MAKES UNUSUALLY FINE RECORDS AND REPORTS WHICH REQUIRE NO REVIEW OR REVISION.
- HAS UNUSUALLY INTEREST AND SENSE OF PERSONAL RESPONSIBILITY.
- HAS MARKED DEGREE OF ORIGINALITY AND CREATIVE ABILITY. ALMOST WITHOUT EXCEPTION STARTS AND CARRIES THROUGH ASSIGNMENTS WITHOUT DETAILED INSTRUCTION.

(Use other side if necessary)

Rated by W. J. Watt LIEUTENANT 3-7-90
(Signature of Immediate Superior Officer) (Title) (Date)

Reviewed by [Signature] CAPTAIN 3-7-90
(Signature of Higher Superior Officer) (Title) (Date)

Approved by [Signature] DEPUTY CHIEF
Department Head (Title)

Total Points 28.5 Adjective Rating OUTSTANDING

Report Furnished to Civil Service Commission Date FEB 28 1990

Report Furnished to Employee [Signature] Date 3-9-90

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 Houston
Civil Service Commission**

Prepare in quadruplicate. Original to Civil Service Commission duplicate to member reported on; triplicate to head of department for filing; with fourth copy being retained by the division or grading officer.

REPORT OF EMPLOYEE PERFORMANCE RATING

(Semi-annual period ending FEBRUARY 28, 1991
 For (Probationary period ending _____
 (Transfer or Termination period ending _____

KNOX, W.M.
 Name of Employee
POLICE OFFICER
 Title of Position
POLICE
 Department

Supervisory or staff position
 Non-supervisory position
WESTSIDE OPERATION DIVISION
 Division - District - Station

FACTOR OR ELEMENT	CHECK APPLICABLE FACTOR DEGREE OF PERFORMANCE				
	UNSATIS-FACTORY	FAIR	SATIS-FACTORY	VERY GOOD	OUT-STANDING
(1) Quality of Work					X
(2) Dependability and Adaptability					X
(3) Initiative and Leadership				X	
(4) Safety Mindedness				X	
(5) Cooperation and Loyalty					X

Suggestions for Improvement by Immediate Superior Officer:

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

- DOES WORK WHICH IS CONSISTENTLY EXCELLENT AS TO QUALITY, ACCURACY, THOROUGHNESS AND TECHNICAL EXCELLENCE: MAKES UNUSUALLY FINE RECORDS AND REPORTS WHICH REQUIRE NO REVIEW OR REVISION.
 - IS VERY CONSCIENTIOUS, DEPENDABLE, PUNCTUAL WORKER: HAS UNUSUAL SENSE OF PERSONAL RESPONSIBILITY AND INTEREST: IS VERY ADAPTABLE TO CHANGING AND EMERGENCY ASSIGNMENTS AND WORKING CONDITIONS.
 - GOES OUT OF HIS WAY TO GIVE AND OBTAIN EXCEPTIONALLY FINE COOPERATION WITH OFFICERS AND OTHERS; IS AN UNUSUALLY GOOD TEAM WORKER: OFFERS ASSISTANCE TO OFFICERS IN DEVELOPING TACTICAL PLANS.
- (Use other side if necessary)

Rated by [Signature] 57918 SERGEANT 2-28-91
 (Signature of Immediate Superior Officer) (Title) (Date)
 Reviewed by [Signature] LIEUTENANT 2-28-91
 (Signature of Higher Superior Officer) (Title) (Date)
 Approved by [Signature] Department Head Total Points 28.5 Adjective Rating OUTSTANDING
 Report Furnished to DEPUTY CHIEF Civil Service Commission Date FEB 28 1991
 Report Furnished to Employee William M. Knox Date 2-28-91

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 Houston
Civil Service Commission**

Prepare in quadruplicate. Original to Civil Service Commission duplicate to member reported on; triplicate to head of department for filing; with fourth copy being retained by the division or grading officer.

REPORT OF EMPLOYEE PERFORMANCE RATING

For (Semi-annual period ending AUGUST 31, 1990)
 (Probationary period ending _____)
 (Transfer or Termination period ending _____)

KNOX, W. M.
Name of Employee
POLICE OFFICER
Title of Position
POLICE
Department

Supervisory or staff position
 Non-supervisory position
WESTSIDE COMMAND STATION OPERATIONS
Division - District - Station

FACTOR OR ELEMENT	CHECK APPLICABLE FACTOR DEGREE OF PERFORMANCE				
	UNSATISFACTORY	FAIR	SATISFACTORY	VERY GOOD	OUTSTANDING
(1) Quality of Work					X
(2) Dependability and Adaptability					X
(3) Initiative and Leadership				X	
(4) Safety Mindedness				X	
(5) Cooperation and Loyalty					X

Suggestions for Improvement by Immediate Superior Officer:

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

- DOES WORK WHICH IS CONSISTENTLY EXCELLENT AS TO QUALITY, ACCURACY, THOROUGHNESS AND TECHNICAL EXCELLENCE; MAKES UNUSUALLY FINE RECORDS AND REPORTS WHICH REQUIRE NO REVIEW OR REVISION.
- IS VERY CONSCIENTIOUS, DEPENDABLE, PUNCTUAL WORKER; HAS UNUSUAL SENSE OF PERSONAL RESPONSIBILITY AND INTEREST; IS VERY ADAPTABLE TO CHANGING AND EMERGENCY ASSIGNMENTS AND WORKING CONDITIONS.
- GOES OUT OF HIS WAY TO GIVE AND OBTAIN EXCEPTIONALLY FINE COOPERATION WITH OFFICERS & OTHERS; IS AN UNUSUALLY GOOD TEAM WORKER; OFFERS ASSISTANCE TO OFFICERS IN DEVELOPING TACTICAL PLANS.

Rated by *P.M. Farnsworth* 57918 SERGEANT 8-31-90
(Signature of Immediate Superior Officer) (Title) (Date)
 Reviewed by *[Signature]* LIEUTENANT 8-31-90
(Signature of Higher Superior Officer) (Title) (Date)
 Approved by *[Signature]* DEPUTY CHIEF
 Department Head Total Points 29.5 Adjective Rating OUTSTANDING
 Report Furnished to Civil Service Commission Date AUG 31 1990
 Report Furnished to Employee *[Signature]* Date 8-31-90

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 Houston
Civil Service Commission**

Prepare in quadruplicate. Original to Civil Service Commission duplicate to member reported on, triplicate to head of department for filing; with fourth copy being retained by the division or grading officer.

REPORT OF EMPLOYEE PERFORMANCE RATING

For (Semi-annual period ending August 31, 1993
 (Probationary period ending _____
 (Transfer or Termination period ending _____

Knox, William M. Employee [REDACTED]
Name of Employee
Police Officer
Title of Position
Police
Department

Supervisory or staff position
 Non-supervisory position
Westside Division, Shift I
Division - District - Station

FACTOR OR ELEMENT	CHECK APPLICABLE FACTOR DEGREE OF PERFORMANCE				
	UNSATIS-FACTORY	FAIR	SATIS-FACTORY	VERY GOOD	OUT-STANDING
(1) Quality of Work					X
(2) Dependability and Adaptability					X
(3) Initiative and Leadership				X	
(4) Safety Mindedness				X	
(5) Cooperation and Loyalty				X	

Suggestions for Improvement by Immediate Superior Officer:

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

- Does work which is consistently excellent as to quality, accuracy, thoroughness technical excellence; makes unusually fine records and reports which require no review or revision.
- Is very conscientious, dependable, punctual worker; has unusual interest and sense of personal responsibility; is very adaptable and flexible to changing and emergency assignments and working conditions.

(Use other side if necessary)

Rated by [Signature] Sergeant 8-31-93
(Signature of Immediate Superior Officer) (Title) (Date)

Reviewed by [Signature] Lieutenant 8-31-93
(Signature of Higher Superior Officer) (Title) (Date)

Approved by [Signature] Assistant Chief of Police
Department Head Total Points 28.0 Adjective Rating Outstanding

Report Furnished to Civil Service Commission Date AUG 31 1993

Report Furnished to Employee [Signature] Date 8-31-93

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 Houston
Civil Service Commission**

Prepare in quadruplicate. Original to Civil Service Commission duplicate to member reported on; triplicate to head of department for filing; with fourth copy being retained by the division or grading officer.

REPORT OF EMPLOYEE PERFORMANCE RATING

For (Semi-annual period ending AUGUST 31, 1991
 (Probationary period ending _____
 (Transfer or Termination period ending _____

KNOX, W. M. EMP
 Name of Employee
POLICE OFFICER
 Title of Position
POLICE
 Department

Supervisory or staff position
 Non-supervisory position
WESTSIDE POLICE SERVICE CENTER, SHIFT I
 Division - District - Station

FACTOR OR ELEMENT	CHECK APPLICABLE FACTOR DEGREE OF PERFORMANCE				
	UNSATISFACTORY	FAIR	SATISFACTORY	VERY GOOD	OUTSTANDING
(1) Quality of Work					X
(2) Dependability and Adaptability					X
(3) Initiative and Leadership				X	
(4) Safety Mindedness				X	
(5) Cooperation and Loyalty					X

Suggestions for Improvement by Immediate Superior Officer:

- Basis for "Unsatisfactory" or "Outstanding" Rating and Grade (see note below)**
- DOES WORK WHICH IS CONSISTENTLY EXCELLENT AS TO QUALITY, ACCURACY, THOROUGHNESS AND TECHNICAL EXCELLENCE; MAKES UNUSUALLY FINE RECORDS AND REPORTS WHICH REQUIRE NO REVIEW OR REVISION.
 - IS VERY CONSCIENTIOUS, DEPENDABLE, PUNCTUAL WORKER; HAS UNUSUAL SENSE OF PERSONAL RESPONSIBILITY AND INTEREST; IS VERY ADAPTABLE TO CHANGING AND EMERGENCY ASSIGNMENTS AND WORKING CONDITIONS.
 - GOES OUT OF HIS WAY TO GIVE AND OBTAIN EXCEPTIONALLY FINE COOPERATIONS WITH OFFICERS AND OTHERS. IS AN UNUSUALLY GOOD TEAM WORKER; OFFERS ASSISTANCE TO OFFICERS IN DEVELOPING TACTICAL PLANS.

(Use other side if necessary)

Rated by [Signature] SERGEANT * 8-31-91
 (Signature of Immediate Superior Officer) (Title) (Date)

Reviewed by [Signature] LIEUTENANT 8-31-91
 (Signature of Higher Superior Officer) (Title) (Date)

Approved by [Signature] Department Head Total Points 28.5 Adjective Rating OUTSTANDING

Report Furnished to Civil Service Commission Date AUG 31 1991
 Report Furnished to Employee WM Knox Date 8-28-91

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 Houston

Civil Service Commission

REPORT OF EMPLOYEE PERFORMANCE RATING

Prepare in quadruplicate. Original to Civil Service Commission duplicate to member reported on; triplicate to head of department for filing; with fourth copy being retained by the division or grading officer.

(Semi-annual period ending February 28, 1981

For (Probationary period ending

(Transfer or Termination period ending March 6, 1981

Knox, William M. Payroll

Name of Employee

Police Officer

Title of Position

Police

Department

Supervisory or staff position

Non-supervisory position

Patrol North, Northeast II

Division - District - Station

FACTOR OR ELEMENT	CHECK APPLICABLE FACTOR DEGREE OF PERFORMANCE				
	UNSATISFACTORY	FAIR	SATISFACTORY	VERY GOOD	OUTSTANDING
(1) Quality of Work			X		
(2) Dependability and Adaptability			X		
(3) Initiative and Leadership		X			
(4) Safety Mindedness		X			
(5) Cooperation and Loyalty		X			

Suggestions for Improvement by Immediate Superior Officer:

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

(Use other side if necessary)

Rated by W.P. McQually Sergeant 03/05/81
 (Signature of Immediate Superior Officer) (Title) (Date)

Reviewed by W. B. McQually Lieutenant 03/06/81
 (Signature of Higher Superior Officer) (Title) (Date)

Approved by R. S. McQually Department Head Total Points 20.0 Adjective Rating Satisfactory
 (Signature of Department Head) (Title) (Date)

Report Furnished to Civil Service Commission Date 3-16-81

Report Furnished to Employee Mailed to officer Date

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 grade.

City of Houston
Civil Service Commission

Prepare in quadruplicate. Original to Civil Service Commission duplicate to member reported on; triplicate to head of department for filing; with fourth copy being retained by the division or grading officer.

REPORT OF EMPLOYEE PERFORMANCE RATING

For (Semi-annual period ending _____
(Probationary period ending February 7, 1981
(Transfer or Termination period ending _____

Knox, William M. Emp. _____
Name of Employee
Police Officer
Title of Position
Police
Department

Supervisory or staff position
 Non-supervisory position
Patrol North, Northeast II
Division - District - Station

FACTOR OR ELEMENT	CHECK APPLICABLE FACTOR DEGREE OF PERFORMANCE				
	UNSATIS-FACTORY	FAIR	SATIS-FACTORY	VERY GOOD	OUT-STANDING
(1) Quality of Work			X		
(2) Dependability and Adaptability		X			
(3) Initiative and Leadership		X			
(4) Safety Mindedness		X			
(5) Cooperation and Loyalty		X			

Suggestions for Improvement by Immediate Superior Officer:

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

(Use other side if necessary)

Rated by [Signature] Sergeant 4-21-81
(Signature of Immediate Superior Officer) (Title) (Date)

Reviewed by [Signature] Lieutenant 4-21-81
(Signature of Higher Superior Officer) (Title) (Date)

Approved by [Signature] Department Head Total Points 19.0 Adjective Rating Fair

Report Furnished to Civil Service Commission Date 4-24-81

Report Furnished to Employee Mailed to employee Date 4-21-81

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 Houston
Civil Service Commission**

REPORT OF EMPLOYEE PERFORMANCE RATING

Prepare in quadruplicate. Original to Civil Service Commission duplicate to member reported on; triplicate to head of department for filing; with fourth copy being retained by the division or grading officer.

For (Semi-annual period ending August 31, 1984)
 (Probationary period ending _____)
 (Transfer or Termination period ending _____)

KNOX, William M. PR.
 Name of Employee
Police Officer
 Title of Position
Police
 Department

Supervisory or staff position
 Non-supervisory position
Juvenile Division

Division - District - Station

FACTOR OR ELEMENT	CHECK APPLICABLE FACTOR DEGREE OF PERFORMANCE				
	UNSATIS-FACTORY	FAIR	SATIS-FACTORY	VERY GOOD	OUT-STANDING
(1) Quality of Work				X	
(2) Dependability and Adaptability				X	
(3) Initiative and Leadership				X	
(4) Safety Mindedness				X	
(5) Cooperation and Loyalty				X	

Suggestions for Improvement by Immediate Superior Officer:

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

(Use other side if necessary)

Rated by [Signature] Sergeant [Signature] Lieutenant 8-31-84
 (Signature of Immediate Superior Officer) (Title) (Date)

Reviewed by [Signature] Captain [Signature] Deputy Chief 8-31-84
 (Signature of Higher Superior Officer) (Title) (Date)

Approved by [Signature] Assistant Chief Total Points 26.0 Adjective Rating Very Good
 Department Head (Title)

Report Furnished to Civil Service Commission Date OCT 15 1984
 Report Furnished to Employee William M. Knox Date 8-23-84

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 Houston
Civil Service Commission**

Prepare in quadruplicate. Original to Civil Service Commission duplicate to member reported on; triplicate to head of department for filing; with fourth copy being retained by the division or grading officer.

REPORT OF EMPLOYEE PERFORMANCE RATING

For (Semi-annual period ending February 28, 1986
 (Probationary period ending _____
 (Transfer or Termination period ending _____

Knox, William M. PR
Name of Employee
Police Officer
Title of Position
Police
Department

Supervisory or staff position
 Non-supervisory position
Juvenile Division

Division - District - Station

FACTOR OR ELEMENT	CHECK APPLICABLE FACTOR DEGREE OF PERFORMANCE				
	UNSATIS-FACTORY	FAIR	SATIS-FACTORY	VERY GOOD	OUT-STANDING
(1) Quality of Work					X
(2) Dependability and Adaptability				X	
(3) Initiative and Leadership				X	
(4) Safety Mindedness				X	
(5) Cooperation and Loyalty					X

Suggestions for Improvement by Immediate Superior Officer:

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

- (1) This employee does work which is consistently excellent as to quality, accuracy, thoroughness and technical excellence; makes unusually fine records and reports which require no review or revision.
- (5) Goes out of his way to give and obtain exceptionally fine cooperation with officers and other is an unusually good team worker; makes worthwhile contributions to group morale; seeks supervision and criticism which is to the improvement to the service of the department.

(Use other side if necessary)

Rated by M. L. Thomas Sergeant [Signature] Lieutenant 2-28-86
(Signature of Immediate Superior Officer) (Title) (Date)

Reviewed by [Signature] Captain [Signature] Deputy Chief 2-28-86
(Signature of Higher Superior Officer) (Title) (Date)

Approved by [Signature] Assistant Chief [Signature] Very Good
(Signature) (Title) Adjective Rating

Report Furnished to Civil Service Commission Assistant Chief 27.5 MAR 24 1986
Date

Report Furnished to Employee William M. Knox 3-4-86
Date

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 Houston
Civil Service Commission**

Prepare in quadruplicate. Original to Civil Service Commission duplicate to member reported on; triplicate to head of department for filing, with fourth copy being retained by the division or grading officer.

REPORT OF EMPLOYEE PERFORMANCE RATING

For (Semi-annual period ending August 31, 1985
 (Probationary period ending _____
 (Transfer or Termination period ending _____

KNOX, WILLIAM M. PR. # [REDACTED]
 Name of Employee
POLICE OFFICER
 Title of Position
POLICE
 Department

Supervisory or staff position

Non-supervisory position

JUVENILE DIVISION

Division - District - Station

FACTOR OR ELEMENT	CHECK APPLICABLE FACTOR DEGREE OF PERFORMANCE				
	UNSATIS-FACTORY	FAIR	SATIS-FACTORY	VERY GOOD	OUT-STANDING
(1) Quality of Work					X
(2) Dependability and Adaptability				X	
(3) Initiative and Leadership				X	
(4) Safety Mindedness				X	
(5) Cooperation and Loyalty				X	

Suggestions for Improvement by Immediate Superior Officer:

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

(1) This employee does work which is consistently excellent as to quality, accuracy, thoroughness and technical excellence; makes unusually fine records and reports which require no review or revision.

(Use other side if necessary)

Rated by M. L. Thomas SERGEANT 8-31-85
 (Signature of Immediate Superior Officer) (Title) (Date)
 Reviewed by [Signature] Lieutenant 8-31-85
 (Signature of Higher Superior Officer) (Title) (Date)
 Approved by Capt M. L. Curran Adjective Rating VERY GOOD
 Department Head [Signature] Total Points 27.0 Date OCT 20 1985

Report Furnished to Civil Service Commission _____ Date _____

Report Furnished to Employee William M. Knox Date 9-4-85

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 Houston
Civil Service Commission**

REPORT OF EMPLOYEE PERFORMANCE RATING

Prepare in quadruplicate. Original to Civil Service Commission duplicate to member reported on; triplicate to head of department for filing; with fourth copy being retained by the division or grading officer.

For (Semi-annual period ending February 28, 1985
 (Probationary period ending _____
 (Transfer or Termination period ending _____

KNOX, William M. PR [REDACTED]
Name of Employee
Police Officer
Title of Position
Police
Department

Supervisory or staff position
 Non-supervisory position
Juvenile Division
Division - District - Station

FACTOR OR ELEMENT	CHECK APPLICABLE FACTOR DEGREE OF PERFORMANCE				
	UNSATIS-FACTORY	FAIR	SATIS-FACTORY	VERY GOOD	OUT-STANDING
(1) Quality of Work				X	
(2) Dependability and Adaptability				X	
(3) Initiative and Leadership				X	
(4) Safety Mindedness				X	
(5) Cooperation and Loyalty				X	

Suggestions for Improvement by Immediate Superior Officer:

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

(Use other side if necessary)

Rated by [Signature] Sergeant [Signature] Lieutenant [Signature] 2-28-85
(Signature of Immediate Superior Officer) (Title) (Date)
 Reviewed by [Signature] Captain [Signature] Deputy Chief [Signature] 2-28-85
(Signature of Higher Superior Officer) (Title) (Date)
 Approved by Department Head [Signature] Assistant Chief [Signature] Total Points 26.0 Adjective Rating Very Good

Report Furnished to Civil Service Commission Date MAR 20 1985
 Report Furnished to Employee [Signature] Date 2-28-85

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 Houston
Civil Service Commission**

Prepare in quadruplicate. Original to Civil Service Commission duplicate to member reported on; triplicate to head of department for filing; with fourth copy being retained by the division or grading officer.

REPORT OF EMPLOYEE PERFORMANCE RATING

For (Semi-annual period ending FEBRUARY 28, 1989
 (Probationary period ending _____
 (Transfer or Termination period ending _____

KNOX, M. W.
 Name of Employee
POLICE OFFICER
 Title of Position
POLICE
 Department

Supervisory or staff position
 Non-supervisory position
WESTSIDE - COMMAND STATION OPS
 Division - District - Station

FACTOR OR ELEMENT	CHECK APPLICABLE FACTOR DEGREE OF PERFORMANCE				
	UNSATISFACTORY	FAIR	SATISFACTORY	VERY GOOD	OUTSTANDING
(1) Quality of Work					X
(2) Dependability and Adaptability					X
(3) Initiative and Leadership					X
(4) Safety Mindedness				X	
(5) Cooperation and Loyalty				X	

Suggestions for Improvement by Immediate Superior Officer:

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

- DOES OWRK WHICH IS CONSISTENTLY EXCELLENT AS TO QUALITY, ACCURACY, THOROUGHNESS AND TECHNICAL EXCELLENCE; MAKES UNUSALLY FINE RECORDS AND REPORTS WHICH REQUIRE NO REVIEW OR REVISION.
- HAS UNUSUAL INTEREST AND SENSE OF PERSONAL RESPONSIBILITY.
- HAS MARKED DEGREE OF ORIGINALITY AND CREATIVE ABILITY. ALMOST WITHOUT EXCEPTION STARTS AND CARRIES THROUGH ASSIGNMENTS WITHOUT DETAILED INSTRUCTION.

(Use other side if necessary)

Rated by [Signature] LIEUTENANT 2-28-89
 (Signature of Immediate Superior Officer) (Title) (Date)
 Reviewed by [Signature] CAPTAIN 2-28-89
 (Signature of Higher Superior Officer) (Title) (Date)
 Approved by [Signature] DEPUTY CHIEF
 Department Head (Title)
 Total Points 28.5 Adjective Rating OUTSTANDING
 Report Furnished to Civil Service Commission Date FEB 28 1989
 Report Furnished to Employee WM Knox Date 3-9-89

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 Houston
Civil Service Commission**

Prepare in quadruplicate. Original to Civil Service Commission duplicate to member reported on; triplicate to head of department for filing; with fourth copy being retained by the division or grading officer.

REPORT OF EMPLOYEE PERFORMANCE RATING

(Semi-annual period ending February 29, 1988

For (Probationary period ending _____

(Transfer or Termination period ending _____

KNOX, WILLIAM M. Employee Number [REDACTED]
Name of Employee
Police Officer
Title of Position
Police
Department

Supervisory or staff position
 Non-supervisory position (Investigations)
West Patrol - Command Station Operations
Division - District - Station

FACTOR OR ELEMENT	CHECK APPLICABLE FACTOR DEGREE OF PERFORMANCE				
	UNSATISFACTORY	FAIR	SATISFACTORY	VERY GOOD	OUTSTANDING
(1) Quality of Work					X
(2) Dependability and Adaptability				X	
(3) Initiative and Leadership					X
(4) Safety Mindedness				X	
(5) Cooperation and Loyalty				X	

Suggestions for Improvement by Immediate Superior Officer:

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

- Does work which is consistently excellent as to quality, accuracy, thoroughness, and technical excellence; makes unusually fine records and reports which require no review or revision.
- Without exception starts and carries through assignments and activities without detailed instructions; has marked degree of originality and creative ability; exercises good judgement on major problems and makes decisions quickly.

(Use other side if necessary)

Rated by [Signature] Lieutenant 2-29-88
(Signature of Immediate Superior Officer) (Title) (Date)

Reviewed by W. A. Young Captain 2-29-88
(Signature of Higher Superior Officer) (Title) (Date)

Approved by [Signature] Deputy Chief
Department Head Total Points 27.5 Adjective Rating VERY GOOD

Report Furnished to Civil Service Commission Date 2-29-88
 Report Furnished to Employee REPORT MAILED TO EMPLOYEE Date 3/17/88

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 Houston
Civil Service Commission**

Prepare in quadruplicate. Original to Civil Service Commission duplicate to member reported on; triplicate to head of department for filing; with fourth copy being retained by the division or grading officer.

REPORT OF EMPLOYEE PERFORMANCE RATING

For (Semi-annual period ending August 31, 1986
(Probationary period ending _____
(Transfer or Termination period ending _____

Knox, William M. PR
Name of Employee
Police Officer
Title of Position
Police
Department

Supervisory or staff position
 Non-supervisory position
Juvenile Division
Division - District - Station

FACTOR OR ELEMENT	CHECK APPLICABLE FACTOR DEGREE OF PERFORMANCE				
	UNSATISFACTORY	FAIR	SATISFACTORY	VERY GOOD	OUTSTANDING
(1) Quality of Work					X
(2) Dependability and Adaptability				X	
(3) Initiative and Leadership				X	
(4) Safety Mindedness				X	
(5) Cooperation and Loyalty					X

Suggestions for Improvement by Immediate Superior Officer:

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

1) This officer does work which is consistently excellent as to quality, accuracy, thoroughness and technical excellence; makes unusually fine records and reports which require no review or revision; has thorough understanding of relationship of his duties and responsibilities to other activities of the department.

(5) Goes out of his way to give and obtain exceptionally fine cooperation with officers and others is an unusually good team worker; makes worthwhile contributions to group morale; seeks supervision and criticism which is directed to improvement in the (See other side for assessment).

Rated by M. L. Thomas Lieutenant 8-31-86
(Signature of Immediate Superior Officer) (Title) (Date)
Reviewed by [Signature] Captain [Signature] Deputy Chief 8-31-86
(Signature of Higher Superior Officer) (Title) (Date)
Approved by [Signature] Assistant Chief
Department Head
Total Points 27.5 Adjective Rating Very Good
Report Furnished to Civil Service Commission Date 10-12-86
Report Furnished to Employee William M. Knox Date 8-31-86

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 Houston
Civil Service Commission**

Prepare in quadruplicate. Original to Civil Service Commission duplicate to member reported on; triplicate to head of department for filing; with fourth copy being retained by the division or grading officer.

REPORT OF EMPLOYEE PERFORMANCE RATING

(Semi-annual period ending February 28, 1987

For (Probationary period ending _____

(Transfer or Termination period ending _____

Knox, William M. PR#7
Police Officer Name of Employee

Police Title of Position

Department

Supervisory or staff position

Non-supervisory position
Juvenile Division

Division - District - Station

FACTOR OR ELEMENT	CHECK APPLICABLE FACTOR DEGREE OF PERFORMANCE				
	UNSATISFACTORY	FAIR	SATISFACTORY	VERY GOOD	OUTSTANDING
(1) Quality of Work					X
(2) Dependability and Adaptability				X	
(3) Initiative and Leadership				X	
(4) Safety Mindedness				X	
(5) Cooperation and Loyalty					X

Suggestions for Improvement by Immediate Superior Officer:

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

1) This officer does work which is consistently excellent as to quality, accuracy, thoroughness and technical excellence; makes unusually fine records and reports which require no review or revision; has thorough understanding of the relationship of his duties and responsibilities to other activities of the department.

5) Goes out of his way to give and obtain exceptionally fine cooperation with officers and others; is an unusually good team worker; makes worthwhile contributions to group morale; seeks supervision and criticism which is directed to improvement in the service of the department.

(Use other side if necessary)

Rated by [Signature] Sergeant [Signature] Lieutenant [Signature] 2-28-87
(Signature of Immediate Superior Officer) (Title) (Date)

Reviewed by [Signature] Captain [Signature] 2-28-87
(Signature of Higher Superior Officer) (Title) (Date)

Approved by [Signature] Deputy Chief [Signature] Total Points 27.5 Adjective Rating Very Good
Department (Title) (Date)

Report Furnished to Civil Service Commission Date 2-28-87

Report Furnished to Employee William M. Knox Date 3-4-87

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.

SALARY CHANGE EFF 2/15/86 AUTHORIZED BY ORD. 86-191,92,93,221

KNOX, WILLIAM M

EMP NO. [REDACTED]

DEPT NO. 1869

	BASE	INCEN	LONG	GROSS
PREVIOUS	1039.20	27.70	12.00	1078.90
NEW RATE	1070.40	27.70	12.00	1110.10

SALARY CHANGE EFF 7/5/86 AUTHORIZED BY ORD. 86-1152

KNOX, WILLIAM M

EMP NO. [REDACTED]

DEPT NO. 1869

	BASE	INCEN	LONG	GROSS
PREVIOUS	1070.40	27.70	12.00	1110.10
NEW RATE	1038.30	27.70	12.00	1078.00

STED :
DEX

Submit in quadruplicate, keep green copy for tracer.

Payroll, with altered status cannot be processed before this paper is approved.

Date Submitted:

08-04-94

CITY OF HOUSTON
Civil Service Commission

New Appointment-Changes in Status
Use this Form to Report or Request

Acct. No.

10 10000 10652 0108.0

All employee changes must be explained below. The officer submitting form must sign below.

Employee's Name (in full) KNOX: William M.			Present Title of Position Police Officer	108.0	Position <input type="checkbox"/> Elected <input type="checkbox"/> Appointed <input type="checkbox"/> Executive Civil Service: <input checked="" type="checkbox"/> Permanent <input type="checkbox"/> Temporary <input type="checkbox"/> Emergency (Enroll in Remarks Section)	Employee <input checked="" type="checkbox"/> Permanent full-time <input type="checkbox"/> Permanent part-time <input type="checkbox"/> Temporary full-time <input type="checkbox"/> Temporary part-time <input type="checkbox"/> Seasonal (limited to) _____ To _____ Date
Last Name First Middle William M.			If Reclassification Do Not Fill in This Space MS			
Address [REDACTED]			Dept. & Division (Or Section): Police			
Employee Number: [REDACTED]	Marital Status Etc. W M	Place of Work Dept. & Division Number:		Birth date: [REDACTED]		

Social security number: [REDACTED] C.D. 01-28-80 Number of exemptions: [REDACTED]

SUSP	Substantiating information for Change				
<input type="checkbox"/> 1. Name Change	Change to:				
<input type="checkbox"/> 2. Longevity -- Yrs.	Name:		Address:		Phone:
<input type="checkbox"/> 3. Salary Change	Present Base Pay \$1366.60	Amt. Longevity \$55.40	Incentive Pay -0-	Present Total Pay \$1450.00	Salary Range \$1044.40-\$1366.60
<input type="checkbox"/> 4. New Appointment	Proposed Base Pay	Amt. Longevity	Proposed Total Pay		
<input type="checkbox"/> 5. Re-employment	Last Salary Change Was:		Type of Salary Change: <input type="checkbox"/> Automatic <input type="checkbox"/> Merit		
<input type="checkbox"/> 6. Reinstatement	Date:	Amount:			
<input type="checkbox"/> 7. Car on Equipment Allowance	Car allow. Request -- Amount:		Car allow. Discontinue -- Amount:		
<input type="checkbox"/> 8. Position Change Within Grade	Present Title:		Proposed Title:		
<input type="checkbox"/> 9. Promotion					
<input type="checkbox"/> 10. Demotion					
<input type="checkbox"/> 11. Transfer of Budget Centers	Transfer From: (Dept. & Division)		Transfer To: (Dept. & Division)		
<input type="checkbox"/> 12. Lv. of abs. (WP-WOP)	give reasons for requested leave below, state whether with or without pay, number of days requested, and have employee sign in space provided. If suspension, give number of days and reasons:				
<input type="checkbox"/> 13. Sick lv. (WP-WOP)					
<input type="checkbox"/> 14. Military lv. abs.					
<input type="checkbox"/> 15. Return from lv. of abs.					
<input checked="" type="checkbox"/> 16. 10 day s. Indefinite (WOP) suspension (calendar days)	Employee's Signature:				
<input type="checkbox"/> 17. Discharge	Last Day at Work 08-02-94; Sat. & Sun. days off;	Plus Accrued Time	Last Day Paid For 08-02-94	Length of Lv. or Sus. 08-03-94 Start 08-12-94 End (c.a.b.)	
<input type="checkbox"/> 18. Resignation	In case of separation from payroll or layoff (end of project, etc.), give details of, and/or reason for, the Action below and properly notify the employee. In case of death, state cause, time and place when known; if retirement, give starting date and advise whether given for years in service or disability; if resignation, employee should give the reason for action and sign below.				
<input type="checkbox"/> 19. Death	100 10652 1000 10200AA 652 652 9221				
<input type="checkbox"/> 20. Layoff					
<input type="checkbox"/> 21. Retirement					
<input type="checkbox"/> 22.					
Action by Personnel Department	Last Day at Work	Plus Accrued Time	Employee's Signature:		

Approved: _____ Recommended Effective Date: **08-03-94** Approved: _____
 Director of Department _____ Dir. of Dept. from which transferred _____

hereby certify that this personnel action has been accomplished in conformity with the Charter and applicable Civil Service rules and regulations.
 Director of Personnel _____ 5/11/94
 APPROVED: _____ 8-11-94
 Mayor _____ Effective Date _____

Submit in quadruplicate, keep green copy for tracer. Payrolls with altered status cannot be processed before this paper is approved.

Date Submitted: X

6/17/96 CONTROLLER'S 95 JUN 14 AM 10:02

CITY OF HOUSTON Civil Service Commission New Appointment-Changes in Status Use this Form to Report or Request

10 10000 01080

Asst. No.

All employee changes must be explained below. The officer submitting form must sign below.

Employee's Name (in full) KNOX: William M. Present Title of Position: Police Officer 108.0 Position: [] Elected [X] Permanent full-time [] Appointed [] Permanent part-time [] Executive [] Temporary full-time [] Civil Service: [X] Permanent [] Temporary [] Seasonal (limited to) To Dates [] Emergency (Explain in Remarks Section) Birth date

Social security number: [REDACTED] C.D. 1/28/80 Number of exemptions: [REDACTED]

CORR: Substantiating Information for Change. 1. Name Change 2. Longevity - Yrs. 3. Salary Change Present Base Pay \$55.40 Incentive Pay \$28.00 Present Total Pay \$1450.00 Salary Range \$1044.40-\$1366.6

Approved: [Signature] Recommended Effective Date 8/2/94 Approved: [Signature] Dir. of Dept. from which transferred

I hereby certify that this personnel action has been accomplished in conformity with the Charter and applicable Civil Service rules and regulations. Director of Personnel [Signature] Mayor [Signature] Effective Date 6-14-96

RECEIVED 1995 JUN 11 AM 8:37 PERSONNEL DEPT. SELECTION SVCS. DIV.

Submit in quadruplicate, keep green copy for tracer.

Payrolls with altered status cannot be processed before this paper is approved.

Date Submitted:

5-25-84

Acct. No. 1830-A-4

REVENUE BUDGET

MAY 30

NEW APPOINTMENT

CITY OF HOUSTON Civil Service Commission

New Appointment-Changes in Status Use this Form to Report or Request

7253

All employee changes must be explained below. The officer submitting form must sign below.

Employee's Name (In full) KNOX: William M.		Present Title of Position: Police Officer 108.0	Position <input type="checkbox"/> Elected <input type="checkbox"/> Appointed 3/8/81 <input type="checkbox"/> Executive 4/1/81	Employee <input type="checkbox"/> Permanent full-time <input type="checkbox"/> Permanent part-time <input type="checkbox"/> Temporary full-time <input type="checkbox"/> Temporary part-time <input type="checkbox"/> Seasonal (limited to) _____ To _____ Dates
Last Name First Middle Address:		If Reclassification Do Not Fill in This Space Dept. & Division (Or Section): Police	Civil Service: <input type="checkbox"/> Permanent <input type="checkbox"/> Temporary	
Employee Number: Marital Status Etc. WM	Place of Work: Dept. & Division Number: 1869		<input type="checkbox"/> Emergency (Explain in Remarks Section) Birth date	

Social security number: C.D. 1-28-80 Number of exemption:

Substantiating Information for Change				
Change to:				
Name:		Address:		Phone:
<input type="checkbox"/> 1. Name Change	Present Base Pay -0-	Amt Longevity Incentive Pay -0- \$8.00	Present Total Pay \$936.50	Salary Range \$834.10-\$1008.80
<input checked="" type="checkbox"/> 3. Salary Change	Proposed Base Pay \$27.70	Amt Longevity Incentive Pay -0- \$8.00	Proposed Total Pay \$964.20	Salary Range \$834.10-\$1008.80
<input type="checkbox"/> 4. New Appointment	Last Salary Change Was:		XX - Incentive Pay	
<input type="checkbox"/> 5. Re-employment	Date:	Amount:	Type of Salary Change: <input type="checkbox"/> Automatic <input type="checkbox"/> Merit	
<input type="checkbox"/> 6. Reinstatement	Car allow. Request - Amount:		Car allow. Discontinue - Amount:	
<input type="checkbox"/> 7. Car on Equipment Allowance	Present Title:		Proposed Title:	
<input type="checkbox"/> 8. Position Change Within Grade	Transfer From: (Dept. & Division)		Transfer To: (Dept. & Division)	
<input type="checkbox"/> 9. Promotion	give reasons for requested leave below, state whether with or without pay, number of days requested, and have employee sign in space provided. If suspension, give number of days and reasons:			
<input type="checkbox"/> 10. Demotion	Employee's Signature:			
<input type="checkbox"/> 11. Transfer of Budget Centers	Last Day of Work	Plus Accrued Time	Last Day Paid For	Length of Lv. or Sus. Start: End (c.o.b.):
<input type="checkbox"/> 12. Lv. of abs. (WP-WOP)	In case of separation from payroll or layoff (end of project, etc.), give details of, and/or reason for, the Action below and properly notify the employee. In case of death, state cause, time and place when known; if retirement, give starting date and advise whether given for years in service or disability; if resignation, employee should give the reason for action and sign below.			
<input type="checkbox"/> 13. Sick lv. (WP-WOP)	This certifies that this employee has completed education, training & experience requirements and has attained an Intermediate Certificate issued by the Texas Commission on Law Enforcement Standard & Education. He is, therefore, eligible for FIRST LEVEL TRAINING INCENTIVE PAY as shown above in accordance with Ordinance #81-1860, dated 9-22-81.			
<input type="checkbox"/> 14. Military lv. abs.	ORG. NO. 3000-3121			
<input type="checkbox"/> 15. Return from lv. of abs.	Last Day of Work Plus Accrued Time Employee's Signature:			
<input type="checkbox"/> 16. ___ day ___ indefinite suspension: (calendar days)	Approved: Kathryn J. Whitmire, Mayor			
<input type="checkbox"/> 17. Discharge	Approved: <i>James P. Brown, Jr.</i> Mayor			
<input type="checkbox"/> 18. Resignation	Approved: <i>Pauline Montgomery</i> Director of Personnel			
<input type="checkbox"/> 19. Death	Approved: <i>James P. Brown, Jr.</i> Mayor			
<input type="checkbox"/> 20. Layoff	Approved: <i>James P. Brown, Jr.</i> Mayor			
<input type="checkbox"/> 21. Retirement	Approved: <i>James P. Brown, Jr.</i> Mayor			
<input type="checkbox"/> 22.	Approved: <i>James P. Brown, Jr.</i> Mayor			

Approved: *James P. Brown* Director of Department

Recommended Effective Date: 5-26-84

Approved: _____ Dir. of Dept. from which transferred

I hereby certify that this personnel action has been accomplished in conformity with the Charter and applicable Civil Service rules and regulations.

Director of Personnel: *Pauline Montgomery*

Approved: *Kathryn J. Whitmire*, Mayor

Approved: *James P. Brown, Jr.* Mayor

Effective Date: 6

Submit in quadruplicate, keep green copy for tracking.
Payrolls with altered status cannot be processed before this paper is approved.

RECEIVED
JUL 13 4 12 PM '84

Date Submitted:

7-11-84

Acct. No. 1830-A-4

CITY OF HOUSTON
Civil Service Commission

New Appointment-Changes in Status
Use this Form to Report or Request

All employee changes must be explained below. The officer submitting form must sign below.

Employee's Name (In full) KNOX William M. Last Name First Middle		Present Title of Position: Police Officer If Reclassification Do Not Fill In This Space	Position <input type="checkbox"/> Elected <input type="checkbox"/> Appointed <input type="checkbox"/> Executive Civil Service: <input type="checkbox"/> Permanent <input type="checkbox"/> Temporary <input type="checkbox"/> Emergency (Explain in Remarks Section) Birth date	Employee <input type="checkbox"/> Permanent full-time <input type="checkbox"/> Permanent part-time <input type="checkbox"/> Temporary full-time <input type="checkbox"/> Temporary part-time <input type="checkbox"/> Seasonal (limited to) _____ To _____ Dates.
Address: [Redacted]		Dept. & Division (Or Section): Police		
Employee Number: [Redacted]	Marital Status Etc.: <input checked="" type="checkbox"/> WM	Place of Work: 1869	Dept. & Division Number:	

Social security number: [Redacted] C.D. 1-28-80 Number of exemptions: [Redacted]

Substantiating information for Change			
Change for:			
<input type="checkbox"/> 1. Name Change	Name:	Address:	Phone:
<input type="checkbox"/> 2. Longevity - Yrs.	Present Base Pay \$27.70	Amf. Longevity Incentive Pay \$8.00	Present Total Pay \$992.10
<input type="checkbox"/> 3. Salary Change	Proposed Base Pay \$27.70	Amf. Longevity Incentive Pay \$8.00	Proposed Total Pay \$992.10
<input type="checkbox"/> 4. New Appointment	Salary Range: \$859.10-\$1039.10		
<input type="checkbox"/> 5. Re-employment	Type of Salary Change: <input type="checkbox"/> Automatic <input type="checkbox"/> Merit		
<input type="checkbox"/> 6. Reinstatement	Car allow. Discontinue - Amount:		
<input checked="" type="checkbox"/> 7. Car on Equipment Allowance Clothing	Present Title:		Proposed Title:
<input type="checkbox"/> 8. Position Change Within Grade	Transfer From: (Dept. & Division) ORG. NO. 3000-3134		Transfer To: (Dept. & Division) ORG. NO. 3000-3072
<input type="checkbox"/> 9. Promotion	give reasons for requested leave below, state whether with or without pay, number of days requested, and have employee sign in space provided. If suspension, give number of days and reasons:		
<input type="checkbox"/> 10. Demotion	NOTE: This includes Across the Board increase effective 7-7-84.		
<input type="checkbox"/> 12. Lv. of abs. (WP-WOP)	Employee's Signature:		
<input type="checkbox"/> 13. Sick lv. (WP-WOP)	Last Day at Work	Plus Accrued Time	Last Day Paid For
<input type="checkbox"/> 14. Military lv. abs.	Start		Length of Lv. or Sus. End (c.o.b.)
<input type="checkbox"/> 15. Return from lv. of abs.	In case of separation from payroll or layoff (end of project, etc.), give details of, and/or reason for, the Action below and properly notify the employee. In case of death, state cause, time and place when known; if retirement, give starting date and advise whether given for years in service or disability; if resignation, employee should give the reason for action and sign below.		
<input type="checkbox"/> 16. ___ day ___ indefinite suspension (calendar days)	The present assignment of Officer Knox requires that he wear civilian clothes. He is, therefore, eligible for clothing allowance.		
<input type="checkbox"/> 17. Discharge	ORG. NO. 3000-3072		
<input type="checkbox"/> 18. Resignation	Last Day at Work	Plus Accrued Time	Employee's Signature:
<input type="checkbox"/> 19. Death	Approved: [Signature] Director of Department		
<input type="checkbox"/> 20. Layoff	Recommended Effective Date: 7-7-84		
<input type="checkbox"/> 21. Retirement	Approved: Kathryn J. Whitmire, Mayor		
<input type="checkbox"/> 22. Action by Personnel Department	By: [Signature] William R. Brown, Jr.		

Approved: [Signature] Director of Department	Recommended Effective Date: 7-7-84	Approved: Kathryn J. Whitmire, Mayor
I hereby certify that this personnel action has been accomplished in conformity with the Charter and applicable Civil Service rules and regulations. Director of Personnel [Signature]		By: [Signature] William R. Brown, Jr. Mayor
PERSONNEL		Effective Date: 9.U.

Submit in quadruplicate, keep green copy for tracer. Payrolls with altered status cannot be processed before this paper is approved.

CITY OF HOUSTON CIVIL SERVICE COMMISSION

New Appointment - Change in Status Use This Form To Report or Request

Date Submitted: 3-16-81 Acct. No. 1830-A-4

All employee changes must be explained below. The officer submitting form must sign below.

Employee's Name (in full) KNOX: William M. Present Title of Position: Police Officer 108.0 Present Civil Service Status: Check One [] Permanent [] Temporary [] Probationary [] Part Time [] Appointed [] Elected [] None [] None Birth Date

Social security numbers: [redacted] C.D. 1-28-80 Number of exemptions: [redacted]

Table with 4 columns: Item No. (Check Change), Substantiating Information for Change, Present Base Pay, Proposed Base Pay, Incentive Pay, Present Total Pay, Proposed Total Pay, Salary Range.

11. Transfer Budget Activity Unit Transfer From: (Dept. & Division) ORG. NO. 3000 - 3105 Transfer To: (Dept. & Division) ORG. NO. 3000 - 3250

12. Lv. of abs. (WP-WOP) 13. Sick lv. (WP-WOP) 14. Military lv. abs. 15. Return from lv. of abs. 16. day Indefinite Suspension Employee's Signature: Last Day at Work Plus Accrued Time Last Day Paid For Length of Lv. or Sus. Start End (c.o.b.)

17. Discharge 18. Resignation 19. Death 20. Layoff 21. Retirement 22. In case of separation from payroll or layoff (end of project, etc.), give details of, and/or reason for, the Action below and properly notify the employee. In case of death, state cause, time and place when known; if retirement, give starting date and advise whether given for years in service or disability; if resignation, employee should give the reason for action and sign below.

Action by Civil Service Approved: 3-17-81 Recommended Effective Date 3-7-81 Approved: Dir. of Dept. from which transferred

Approved: [Signature] Director of Department Approved: [Signature] Mayor Effective Date [Signature]

I hereby certify that this personnel action has been accomplished in conformity with the Charter and applicable Civil Service rules and regulations. Director of Civil Service Albert G. James CIVIL SERVICE



HOUSTON POLICE PATROLMEN'S UNION

1445 NORTH LOOP WEST, SUITE 915

HOUSTON, TEXAS 77008

PH: (713) 864-2925

FAX: (713) 864-6248

AFFILIATE OF THE INTERNATIONAL UNION OF POLICE ASSOCIATIONS AFL-CIO
LOCAL 109

"The First AFL-CIO Police Union in Texas"

August 2, 1994

Richard H. Cobb
General Counsel

W. Stacey Mooring
Staff Counsel

Burt Springer
Staff Counsel

HAND DELIVERY

AUG 3 12 41 PM '94
CIVIL SERVICE
COMMISSION
HOUSTON, TEXAS

Fire Fighter's and Police Officer's
Civil Service Commission
500 Jefferson, Suite 1506
Houston, TX 77002

Re: **MICHAEL HOWARD**
Employee [REDACTED]

To The Honorable Commission:

Please accept this as formal notification of Michael Howard's Notice of Appeal of the Two (2) Day Suspension he received on August 2, 1994, and his request for hearing regarding same. He submits as part of the basis for his appeal that he denies the truth of any and all charges against him, takes exception to the legal sufficiency of said alleged charges and the disciplinary action as a result thereof, and a two (2) day suspension is excessive punishment for the alleged offense of which he is accused.

Further, please take notice that he elects to appeal his suspension to an independent third party hearing examiner pursuant to Section 143.057 of TEX. LOC. GOV'T. CODE.

Sincerely,


Burt Springer

Attorney at Law
Houston Police Patrolmen's Union

WSM/jsm

CITY OF HOUSTON

INTER OFFICE CORRESPONDENCE

TO

Benjamin L. Hall, III
City Attorney

Sgt. Charles Bernard
Houston Police Department

FROM

Dolores B. Galvan
Personnel Department

DATE

October 31, 1994

SUBJECT

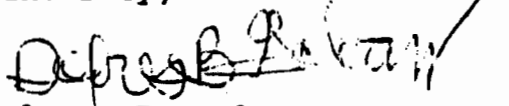
Notice of Hearing

The American Arbitration Association has issued a Notice of Hearing (see attached) in the matter of the disciplinary suspension of:

Officers William M. Knox & Michael L. Howard
(Disciplinary Action on August 2, 1994)
and
City of Houston

Please make sure your respective department/witnesses are ready to proceed on this date.

Sincerely,


Dolores B. Galvan
Personnel Specialist

DBG
Attachment

xc: Chief Sam Nuchia
Craig Ferrell

AMERICAN ARBITRATION ASSOCIATION

IN THE MATTER OF THE ARBITRATION BETWEEN

H.P.P.U.

-AND-

City of Houston

(GRIEVANCE: Officers William M. Knox & Michael L. Howard
Disciplinary Action on August 2, 1994)

CASE NUMBER: A 70 390 0057 94

ADMINISTRATOR: Brant A. Wise

NOTICE OF HEARING

Burt Springer, Esq.
H.P.P.U.
811 North Loop West
Houston, TX 77008

Ms. Constance K. Acosta
Labor Section Chief
City of Houston
P.O. Box 1562
Houston, TX 77251-1562

Post

Please take Notice that a Hearing in the above-entitled
Arbitration will be held at the following location:

AT: 500 Jefferson, Suite 1506
Houston, TX 77002
DATE: January 18, 1995
HOUR: 9:00 am
BEFORE: Dr. Le Roy R. Bartman

Please attend promptly with your witnesses and be prepared to
present your proofs.

Dated: October 26, 1994

Signed: Brant A. Wise
Administrator

NOTICE: The arbitrator has arranged his schedule and reserved the
above date based on the advice of the Parties. Therefore, every
effort should be made to appear on the date scheduled. In the
event that unforeseen circumstances make it impossible to attend
the hearing as scheduled, a party requesting a postponement should
obtain the agreement of the other Party. If there is no mutual
agreement, the arbitrator will make a determination. All requests
for postponements must be communicated to the tribunal
administrator. There should be no communications between the
Parties and the neutral Arbitrator other than at oral hearings.
Postponements are subject to an AAA fee assessment, as set forth
in the Rules. In some instances, postponements are subject to
cancellation fees by the arbitrator.

American Arbitration Association

1005 First City Tower, 1001 Fannin Street, Houston, TX 77002-6708

Telephone: (713) 739-1302 • Fax: (713) 739-1702



Therese A. Tilley
Regional Vice President

October 21, 1994

Robert A. Armbruster
Staff Counsel - H.P.O.A.
1602 State Street
Houston, TX 77007

Constance K. Acosta
Labor Section Chief - Legal Dept.
City of Houston
P.O. Box 1562
Houston, TX 77251-1562

In re: A 70 390 0058 94; H.P.O.A. -AND- City of Houston -
Houston, TX
(Grievance: Police Officer ~~Frank~~ ~~Law~~ ~~Riccone~~ - Disciplinary action
on 8/9/94)

Dear Parties:

As the parties and the Arbitrator are available for the hearing regarding the captioned matter on November 7, 8, 1994, we enclose the Notice of Hearing.

Thank you for your time and attention to this matter.

Sincerely,

Brant A. Wise
Case Administrator

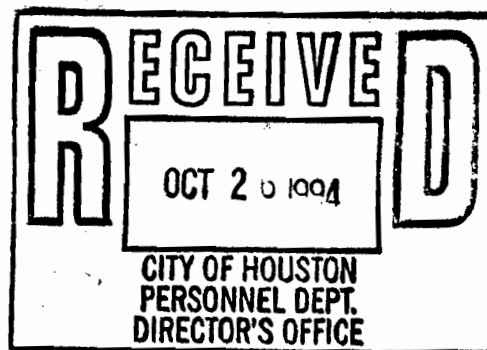
BAW/fp

Encl. - Notice of Hearing

cc: Edward F. Sherman
University of Texas School of Law
727 E. 26th Street
Austin, TX 78705

Raul Castillo
Director of Personnel
City of Houston
P.O. Box 1562
Houston, TX 77251-1562

E:\LETTERS\LABOR\L7



CITY OF HOUSTON

INTER OFFICE CORRESPONDENCE

TO: J. L. Dotson, Assistant Chief
West Command

FROM: Sam Nuchia
Chief of Police

DATE: July 29, 1994

SUBJECT: 10-Day Temporary Suspension
William M. Knox
Police Officer
Employee [REDACTED]
Westside Division
I.A.D. Control #94-0186

Please be advised that William M. Knox, police officer, will be temporarily suspended for a period of 10 calendar days.

This temporary suspension will begin on August 3, 1994.

This suspension will end at the close of business on August 12, 1994.

In addition, William M. Knox, police officer, will not be allowed to work any Extra Employment during the time of this temporary suspension, as outlined in General Order 300-14, as amended.

Please ensure that the attached RECEIPT OF LETTER OF TEMPORARY SUSPENSION is signed by the employee and IMMEDIATELY HAND-DELIVERED to the PERSONNEL DIVISION, DISCIPLINARY ACTION UNIT.

In addition, be advised that you will be the DESIGNATED DEPARTMENTAL REPRESENTATIVE in any further action or appeal related to this suspension. You will receive notice of any other information which may be required as the process continues.



Sam Nuchia
Chief of Police

sn/mwa
Attachment

HB/509M

CITY OF HOUSTON

INTER OFFICE CORRESPONDENCE

TO: Fire Fighters' and Police Officers'
Civil Service Commission
of the City of Houston

FROM: Sam Nuchia
Chief of Police

DATE: July 29, 1994

SUBJECT: 10-Day Temporary Suspension
William M. Knox
Police Officer
Employee [REDACTED]

In accordance with the provisions of the TEX. LOC. GOV'T. CODE, Chapter 143 (formerly Art. 1269m), commonly known as the Fire Fighters' and Police Officers' Civil Service Act, you are hereby advised that I have temporarily suspended William M. Knox, police officer, for a period of 10 calendar days.

This temporary suspension will begin on August 3, 1994.

This suspension will end at the close of business on August 12, 1994.

William M. Knox, police officer, has been temporarily suspended for acts and conduct in violation of Rule XIII, Section VI, Subsections (d) and (o) of the Fire Fighters' and Police Officers' Civil Service Rules of the City of Houston, said Section and Subsection reading as follows:

"SECTION 6 - CAUSES OF DISMISSALS AND SUSPENSIONS

"No Fireman or Policeman shall engage in, or be involved in any one of the following acts or conduct, and the same shall constitute cause for the removal from service or the suspension of a Fireman or Policeman;

"(d) That the employee has violated any of the provisions of the Charter of the City of Houston, or has violated any of the provisions of the Firemen's Civil Service Laws, or the rules and regulations of the Civil Service Commission, or the rules or special orders of the Fire and Police Departments;"

"(o) That the employee has been guilty of conduct which was prejudicial to good order of the Fire and Police Departments or the City of Houston;"

It is specified that, while assigned to the Westside Division, William M. Knox, police officer, failed to comply with Houston Police Department rules and regulations regarding TRUTHFULNESS, COMPLETING OFFICIAL REPORTS AND EVIDENCE COLLECTION AND CONTROL.

Aug 4 12 23 PM '94

CIVIL SERVICE
COMMISSION
HOUSTON, TEXAS

Investigation revealed that, on or about January 16, 1994, Officer Knox arrested two suspects for possession of firearms and suspected narcotics at or near the 9700 block of Bellaire Boulevard. After consulting with the district attorney's office, the suspects were released, but Officer Knox maintained custody of the weapons and possible narcotics. Further investigation revealed that Officer Knox failed to follow procedure when he did not submit a report concerning this incident in a timely manner. Officer Knox did not submit the report until February 8, 1994.

Further investigation revealed that Officer Knox failed to properly tag and secure the suspected narcotics into the crime lab, as required.

On or about February 8, 1994, Officer Knox was untruthful in his statements to Sergeant J. W. McClellan. On this date, Sergeant McClellan asked Officer Knox for a copy of the incident report. Later, Sergeant McClellan observed Officer Knox entering vehicle information onto the computer and asked if that was the report he had inquired about. Officer Knox was untruthful when he advised Sergeant McClellan that he was entering only the vehicle information. Officer Knox was also untruthful with regard to the date and time he entered the report and when he listed in the report that he tagged the suspected narcotics in the crime lab. The suspected narcotics were tagged by another officer.

It has been determined that, by his actions, William M. Knox, police officer, not only violated the Rules of the Civil Service Commission, to wit: Rule XIII, Section VI, Subsections (d) and (e), as quoted above, but that he also violated the following:

HOUSTON POLICE DEPARTMENT RULES MANUAL

Section 1.3 - Adherence to Departmental Rules -- Officers shall abide by the rules of the Civil Service Commission, and the General and Special Orders, Rules of Conduct and other properly issued directives of the Police Department.

Section 2.6 - Truthfulness -- Officers shall not make false or untrue statements.

Section 2.23 - Completing Official Reports -- Unless otherwise directed, officers shall promptly submit all reports before going off duty.

Fire Fighters' and Police Officers'
Civil Service Commission
of the City of Houston

-3-

10-Day Temporary Suspension
William M. Knox
Police Officer
Employee # [REDACTED]

GENERAL ORDERS

Evidence Collection and Control, Order #700-5, dated January 1, 1987, states in part, but is not limited to:

3 NARCOTICS EVIDENCE

All officers who seize contraband narcotics shall take these drugs to the Narcotics Division's Intake Section for preliminary identification and then deposit the sample in the narcotics lockbox for submission to the crime lab.

William M. Knox, police officer, is hereby reminded of his right to appeal my decision and is informed that he has 15 days after receipt of a copy of this memorandum within which to file a written appeal to the Fire Fighters' and Police Officers' Civil Service Commission of the City of Houston. Officer Knox is informed that pursuant to Section 143.1016 of TEX. LOC. GOV'T. CODE, he may elect to appeal to an independent hearing examiner instead of to the Commission. If Officer Knox elects to appeal to a hearing examiner, he waives all rights of appeal to a district court except as provided by Subsection (j) of Section 143.1016. Officer Knox is also instructed not to work any Extra Employment during the period of this temporary suspension, as outlined in General Order 300-14, as amended.


Sam Nuchia
Chief of Police

sn:mwa

cc: William M. Knox
Police Officer

HB/509M

THE STATE OF TEXAS §

COUNTY OF HARRIS §

RECEIPT OF LETTER OF TEMPORARY SUSPENSION

This is to acknowledge that I, William M. Knox, employee # [REDACTED], being a police officer in the police department of the City of Houston, have on this day received a copy of a letter of a 10-day temporary suspension from Sam Nuchia, Chief of Police, to the Fire Fighters' and Police Officers' Civil Service Commission of the City of Houston. By this letter, I am informed of the reasons for my 10-day temporary suspension and that I may appeal my temporary suspension in accordance with all applicable provisions of TEX. LOC. GOV'T. CODE, Chapter 143 (formerly Art. 1269m). I have been further advised that I have 15 days from the date shown on this receipt in which to appeal my temporary suspension. In addition, I am hereby informed that I will not be allowed to work any Extra Employment during the time of this temporary suspension, as provided by General Order 300-14, as amended.

SIGNED this the 2nd day of AUGUST, 1994.


William M. Knox


WITNESS

HB/509M

AUG 4 12 13 PM '94

CIVIL SERVICE
COMMISSION
HOUSTON, TEXAS

Rec'd DAH
8-3-94
Kox



CITY OF HOUSTON

Personnel Department

Post Office Box 1562 Houston, Texas 77251-1562 713/658-3701

Bob Lanier, Mayor

CITY COUNCIL MEMBERS: Helen Huey Michael J. Yarbrough Martha J. Wong Alfred J. Callaway Joe Roach Ray F. Driscoll John Kelley Felix Fraga
Ben T. Reyes Gracie Guzman Saenz Eleanor Tinsley Lloyd Kelley Sheila Jackson Lee Judson W. Robinson III CITY CONTROLLER: George Greanias

Raul Castillo
Director of Personnel

August 12, 1994

CIVIL SERVICE COMMISSION
L. Chapman Smith, Chairman
Juanita Elizondo, Vice-Chair
Dave M. Johnson, Commissioner

Mr. Brant Wise
Labor Case Administrator
American Arbitration Association
1001 Fannin Street
Suite 1005
Houston, Texas 77002-6708

Dear Mr. Wise:

Pursuant to the TEX. LOCAL GOV.T' CODE, Chapter 143, I hereby request a list of seven arbitrators.

The parties to this matter are City of Houston Police Officers, William M. Knox, and Michael L. Howard, Appellants, and Sam Nuchia, Chief of the Houston Police Department, Texas, who has taken disciplinary action against Officers Knox and Howard.

The above named Appellants requested an independent third party Hearing Examiner on August 3, 1994, pursuant to the TEX. LOCAL GOV.T' CODE, Chapter 143. The matter to be submitted to the hearing examiner involves the disciplinary suspension of employee by Chief Sam Nuchia, on August 2, 1994 for violations of the Civil Service Commission Rules & Regulations.

All parties have mutually agreed to have both matters consolidated. The parties have been unable to agree to a mutually acceptable arbitrator within the 10-day requirement of the TEX. LOCAL GOV.T' CODE, Chapter 143. Therefore, pursuant to the TEXAS LOCAL GOV.T' CODE, Chapter 143, I am hereby requesting said list of Arbitrators.

If I may be of assistance, please contact me at 658-3715.

Sincerely,

Raul Castillo
Director of Personnel

RC:dg
cc: Burt Springer, HPPU, 1445 North Loop West, Suite 915, Houston, Texas
77008
Constance K. Acosta, Labor Section Chief, City of Houston, P. O. Box
1562, Houston, Texas 77251-1562
Chief Sam Nuchia

IN THE MATTER OF THE ARBITRATIONS OF

MICHAEL KNOX

-AND-

CITY OF HOUSTON

and

MICHAEL HOWARD

-AND-

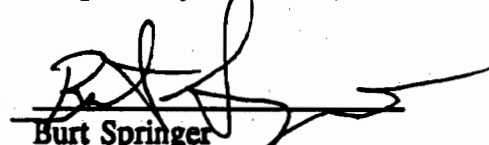
CITY OF HOUSTON

MOTION TO CONSOLIDATE DISCIPLINARY SUSPENSION HEARING

TO THE DIRECTOR OF THE FIRE FIGHTERS AND POLICE OFFICERS' CIVIL SERVICE COMMISSION OF THE CITY OF HOUSTON:

Pursuant to Tex. Loc. Gov't. Code §143.1016, Grievants MICHAEL KNOX and MICHAEL HOWARD, by and through their attorney of record, Burt Springer, hereby move to consolidate the appeal of their ten (10) day and two (2) suspensions. The charges for which these Grievants were suspended arise from the same incident. Should this consolidation be unacceptable to the City of Houston, Grievants request that an independent arbitrator be selected to determine the consolidation issue.

Respectfully submitted,



Burt Springer

TBA: 18966900

Houston Police Patrolmen's Union
1445 North Loop West, Suite 915
Houston, TX 77008
(713) 864-2925

Attorney for Grievants
MICHAEL KNOX
MICHAEL HOWARD

CIVIL SERVICE
COMMISSION
HOUSTON, TEXAS

AUG 3 12 40 PM '94



HOUSTON POLICE PATROLMEN'S UNION

1445 NORTH LOOP WEST, SUITE 915
HOUSTON, TEXAS 77008
PH: (713) 864-2925 FAX: (713) 864-6248

AFFILIATE OF THE INTERNATIONAL UNION OF POLICE ASSOCIATIONS AFL-CIO
LOCAL 109

"The First AFL-CIO Police Union in Texas"

August 2, 1994

Richard H. Cobb
General Counsel

W. Stacey Mooring
Staff Counsel

Burt Springer
Staff Counsel

HAND DELIVERY

Fire Fighter's and Police Officer's
Civil Service Commission
500 Jefferson, Suite 1506
Houston, TX 77002

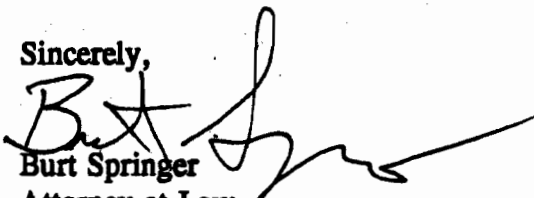
Re: **MICHAEL KNOX**
Employee # [REDACTED]

To The Honorable Commission:

Please accept this as formal notification of Michael Knox' Notice of Appeal of the Ten (10) Day Suspension he received on August 2, 1994, and his request for hearing regarding same. He submits as part of the basis for his appeal that he denies the truth of any and all charges against him, takes exception to the legal sufficiency of said alleged charges and the disciplinary action as a result thereof, and a ten (10) day suspension is excessive punishment for the alleged offense of which he is accused.

Further, please take notice that he elects to appeal his suspension to an independent third party hearing examiner pursuant to Section 143.057 of TEX. LOC. GOV'T. CODE.

Sincerely,


Burt Springer
Attorney at Law
Houston Police Patrolmen's Union

WSM/jsm

Aug 3 12 40 PM '94
CIVIL SERVICE
COMMISSION
HOUSTON, TEXAS



HOUSTON POLICE PATROLMEN'S UNION

EIGHT ELEVEN NORTH LOOP WEST

HOUSTON, TEXAS 77008-1726

PH: (713) 864-2925

FAX: (713) 864-6248

AFFILIATE OF THE INTERNATIONAL UNION OF POLICE ASSOCIATIONS AFL-CIO
LOCAL 109

"The First AFL-CIO Police Union in Texas"

Richard H. Cobb
General Counsel

W. Stacey Mooring
Staff Attorney

Burt Springer
Staff Attorney

January 10, 1995

Brant Wise, Administrator
American Arbitration Association
1005 First City Tower
1001 Fannin
Houston, Texas 77002

SENT VIA FACSIMILE (713) 739-1702
Original is to be sent via U. S. Mail

Re: A 70 390 0057 94; H.P.P.U. -AND- CITY OF HOUSTON - HOUSTON, TX
(Grievance: Officers William M. Knox & Michael L. Howard
Disciplinary Action on August 2, 1994)

Dear Mr. Wise:

Please accept this as the formal withdrawal of Officers William M. Knox and Michael L. Howard regarding the captioned matter. This matter has been settled between the two parties. Please forward this withdrawal notice to the arbitrator, Dr. Le Roy R. Bartman.

If any other information is required please let me know.

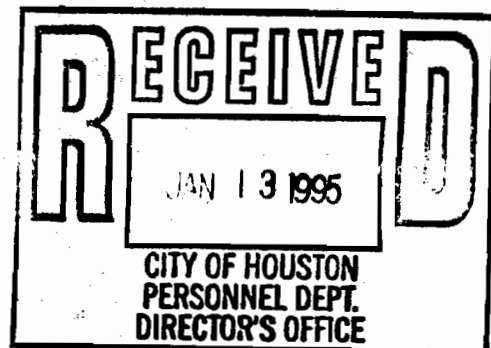
Sincerely,

A handwritten signature in cursive script that reads "Anne M. Fagan".

Anne M. Fagan
Legal Secretary

/amf

cc: Mr. Raul Castillo
500 Jefferson, 15th Floor
Houston, Texas 77002



PAYMENT VOUCHER

COPY

DOC ID	TRAN CODE	PV	DEPT	80	DOC NUM	
BATCH ID	TRAN CODE		DEPT		BATCH NUM	
BATCH DATE			NUM DOCS		NET	

PV DATE	11/23/94	ACCTG PRD		BUDGET FY	95	ACTION	E	SCHEDULED PAY DATE	11/23/94
COMMENTS		VEND INV NO		VI 80	460556	DOC TOTAL:			\$150.00
VENDOR CODE	312820 00	OR NAME ADDRESS	AMERICAN ARBITRATION ASSOC 140 WEST 51ST ST NEW YORK NY 10020-1203						

Ln Code Dp	Num Ln	Fund Dept	Org	Sb Og	Description	Appr	OBJECT	Sub Obj	TV	Amount
01	100	10	10220		William M. Knox & Michael L. Howard	3000	30329			\$150.00

Comments: _____

Prepared by: *Nicky Conway* Approved by: _____ Date: 11/23/94

Requested by: _____ Final Approval: _____ Date: _____



American Arbitration Association

140 West 51st Street, 9th floor
New York, NY 10020

DATE	AMOUNT DUE
10/24/94	150.00
CASE #	
70- 390-00057-94 02 CH70	

INVOICE/STATEMENT

Payment Due Upon Receipt

Raul Castillo
City of Houston
P.O. Box 1562
Houston TX 77251

Representing City of Houston

Re: H.P.P.U.
Officers William M. Knox & Michael L. Howard -

Please Detach and Return with Payment

Please Indicate Case No. on Check

X

<p>NAME Raul Castillo City of Houston P.O. Box 1562 Houston TX 77251</p>	<p>Representing City of Houston Re: H.P.P.U. Officers William M. Knox & Michael L. Howard -</p>
--	--

AAA E.I.N. 13-0429745

DATE	CASE #	PREVIOUS BALANCE	CURRENT CREDITS	NEW CHARGES	TOTAL BALANCE DUE
10/24/94	70- 390-00057-94 02 CH70	150.00	.00	.00	150.00

DATE	REF. #	DESCRIPTION	AMOUNT	CREDITS	BALANCE
8/15/94	460556	Initial Fee	150.00		150.00

Charges verified
da

RECEIVED

OCT 28 1994

CITY OF HOUSTON
PERSONNEL DEPT.
DIRECTOR'S OFFICE

Remarks:

TOTAL BALANCE DUE	150.00
--------------------------	---------------

This Statement only reflects payments posted up to 10/24/94
For any inquiry please call: 713-739-1302

Please Indicate Case No. on Check



American Arbitration Association

140 West 51st Street • New York, NY 10020-1203

DATE	AMOUNT DUE
9/26/94	150.00
CASE #	
70- 390-00057-94 02 CH70	

INVOICE/STATEMENT

Payment Due Upon Receipt

Raul Castillo
 City of Houston
 P.O. Box 1562
 Houston TX 77251

Representing City of Houston

Re: H.P.P.U.
 Officers William M. Knox & Michael L. Howard -

Please Indicate Case No. on Check
 Please Detach and Return with Remittance

Raul Castillo
 City of Houston
 P.O. Box 1562
 Houston TX 77251

Representing City of Houston

Re: H.P.P.U.
 Officers William M. Knox & Michael L. Howard -

AAA E.I.N. 13-0429745

DATE	CASE #	PREVIOUS BALANCE	CURRENT CREDITS	NEW CHARGES	TOTAL BALANCE DUE
9/26/94	70- 390-00057-94 02 CH70	150.00	.00	.00	150.00

DATE	REF. #	DESCRIPTION	AMOUNT	CREDITS	BALANCE
8/15/94	460556	Initial Fee	150.00		150.00



Remarks:

TOTAL BALANCE DUE	150.00
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This Statement only reflects payments posted up to 09/26/94
 For any inquiry please call: 713-739-1302

Please Indicate Case No. on Che



American Arbitration Association

140 West 51st Street • New York, NY 10020-1203

DATE	AMOUNT DUE
8/25/94	150.00
CASE #	
70- 390-00057-94 02 CH70	

Payment Due Upon Receipt

INVOICE/STATEMENT

Raul Castillo
 City of Houston
 P.O. Box 1562
 Houston TX 77251

Representing City of Houston

Re: H.P.P.U.
 Officers William M. Knox & Michael L. Howard -

Please Indicate Case No. on Check
 Please Detach and Return with Remittance

Raul Castillo
 City of Houston
 P.O. Box 1562
 Houston TX 77251

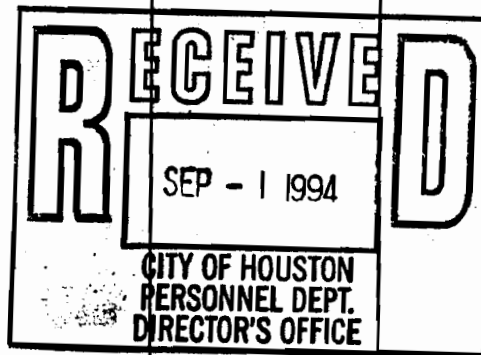
Representing City of Houston

Re: H.P.P.U.
 Officers William M. Knox & Michael L. Howard -

AAA E.I.N. 13-0429745

DATE	CASE #	PREVIOUS BALANCE	CURRENT CREDITS	NEW CHARGES	TOTAL BALANCE DUE
8/25/94	70- 390-00057-94 02 CH70	150.00	.00	.00	150.00

DATE	REF. #	DESCRIPTION	AMOUNT	CREDITS	BALANCE
8/15/94	460556	Initial Fee	150.00		150.00



Remarks:

TOTAL BALANCE DUE: 150.00

This Statement only reflects payments posted up to 08/25/94
 For any inquiry please call: 713-739-1302

Please Indicate Case No. on Che

American Arbitration Association

1005 First City Tower, 1001 Fannin Street
Houston, Texas 77002-6708

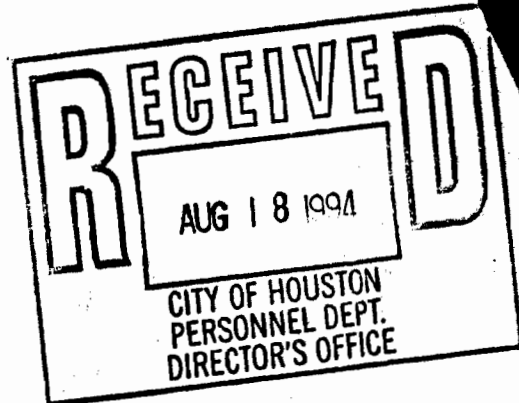
Arbitration • Mediation • Election • Mini-Trial • Education
Telephone: (713) 739-1302 • Fax: (713) 739-1702

Therese A. Tilley
Regional Vice President

August 15, 1994

Burt Springer, Esq.
H.P.P.U.
1445 North Loop West, Suite 915
Houston, TX 77008

Ms. Constance K. Acosta
Labor Section Chief
City of Houston
P.O. Box 1562
Houston, TX 77251-1562



In re: A 70 390 0057 94; H.P.P.U.-AND-City of Houston - Houston, TX
(Grievance: Officers ~~William M. Knox~~ & ~~Michael L. Howard~~ Disciplinary Action on August 2, 1994)

Dear Parties:

This letter will acknowledge receipt on August 12, 1994, of a letter dated August 12, 1994, from the City of Houston, requesting that the Association provide, pursuant to a request from Officers William M. Knox and Michael L. Howard, a list of arbitrators in order that one may be selected to hear the captioned matter. We note that this request is being made as provided for in Section 143.1016(g) of the Local Government Code, Municipal Civil Service.

Unless otherwise advised on or before August 25, 1994, we will assume it is the intention of the parties to have this matter administered pursuant to the Civil Service Code and then under the Association's Labor Arbitration Rules.

In accordance with Section 143.1016, we enclose a list of seven qualified neutral arbitrators from which the parties are to mutually agree on one to serve in this matter. If the parties do not agree within ten working days after receipt of this list, each party shall alternately strike from the list and the remaining name shall be the Hearing Examiner.

Negotiation • Mediation • Arbitration • Elections • Education & Training

Offices: Atlanta • Boston • Charlotte • Chicago • Cincinnati • Dallas • Denver • East Hartford, CT • Garden City, NY • Honolulu • Houston • Irvine, CA • Kansas City, MO
Las Vegas • Los Angeles • Miami • Middleburg Heights, OH • Minneapolis • Nashville • New Orleans • New York • Orlando • Philadelphia • Phoenix • Pittsburgh
Providence, RI • St. Louis • Salt Lake City • San Diego • San Francisco • Seattle • Somerset, NJ • Southfield, MI • Syracuse • Washington, DC • White Plains, NY

Headquarters: 140 West 51st Street, New York, NY 10020-1203

AMERICAN ARBITRATION ASSOCIATION - PANEL OF ARBITRATORS

LABOR PANEL

New Orleans, LA

Bernard Marcus, Esq.
Managing Partner
Deutsch, Kerrigan & Stiles

Occupation: Attorney

Experience: Partner, Deutsch, Kerrigan & Stiles since 1957. Arbitrated since 1956 on a full range of issues in most industries.

Permanent Arbitrator: Int'l Paper Co. & UPIU; Crown Zeller-Bach Corp.; Georgia Pacific Corp. and Cleo Wrap, Inc., & UPIU; US Postal Serv. & APWU; Morton-Thiokol & Int'l Chem. Wkrs. Union; City of Houston & its police and firefighters unions; Houston MTA & Transit Workers; Hills Coffee Co. & Teamsters; Texas Utilities & IAM. Also advocate for management.

Work History: ATTY., NAT'L LABOR RELATIONS BOARD, 1950-57.

Education: HARVARD (LLB-48); LOYOLA UNIV. OF THE SOUTH (58)

Professional Associations: AMER., FEDERAL, D.C., LOUISIANA & NEW ORLEANS BAR ASSNS.

Per diem: \$ 575.00

Per-diem cancellation/postponement fee within 2 wks of hearing; \$175.00 if cancelled after hearing date set. Each party is separately liable for the entire bill, and if one party fails to pay within a reasonable time, the arbitrator has the right to ask and require the other party to pay the unpaid portion of the bill.

Citizenship: United States of America

AMERICAN ARBITRATION ASSOCIATION - PANEL OF ARBITRATORS

LABOR PANEL

Arlington, TX

Harold E. Moore

Occupation: EDUCATOR - ARBITRATOR

Experience: SENIOR INSTRUCTOR, UNIVERSITY OF TEXAS (ARLINGTON) SINCE 1989. TAUGHT COURSES IN ARBITRATION, EMPLOYMENT LAW & LABOR RELATIONS INCLUDING JOB EVALUATION SUBJECTS. EXPERIENCE ON ISSUES OF CONTRACT INTERP./APPL., DISCHARGE, DISCIPLINE, DISCRIMINATION, HOLIDAY & HOLIDAY PAY, JURISDICTIONAL DISPUTES, LAYOFF, BUMPING, RECALL, MANAGEMENT RIGHTS, OVERTIME, PENSIONS, VACATION. INDUSTRIES INCLUDE AUTO, AEROSPACE, BREWERY, COMMUNICATIONS, IRON, MANUFACTURING, PLUMBING, STEEL, TRANSPORTATION, PUBLIC SECTOR (POLICE/FIRE, EDUC.).

Work History: PART-TIME LECTURER, UNIV. OF TX (ARLINGTON), 1976-89; ARBITRATOR, BELL HELICOPTER & UAW, 1979-80; GEN. MGR., NORTH TEXAS CONTRACTORS ASSN., 1970-89; LABOR RELS., GEN. DYNAMICS, FT. WORTH DIV., 1958-70; PRIVATE LAW PRACTICE, 1957-58; CORPS OF ENGINEERS, US ARMY, 1950-54.

Education: UNIV. OF TEXAS AUSTIN LAW SCHOOL (JD-57); INT'L FOUNDATION OF EMPLOYEE BENEFITS PLAN PROGRAMS (NEW ORLEANS & LAS VEGAS) 1989. TX LOC GOV'T CODE ARB. TRNG. - 12/93.

Per diem: \$ 450.00

Cancellation fee: \$200.00

AMERICAN ARBITRATION ASSOCIATION - PANEL OF ARBITRATORS

LABOR PANEL

Austin, TX

Leo B. Osterhaus

Occupation: EDUCATOR - BUSINESS MANAGEMENT CONSULTANT

Experience: PROFESSOR EMERITUS OF MANAGEMENT, ST. EDWARD'S UNIV. AND RETIRED PROF. OF MGMT., UNIV. OF TEXAS AT AUSTIN. TAUGHT LABOR RELS. & LABOR LAW COURSES AT GRADUATE & UNDERGRAD. LEVELS. SERVED AS ARBITRATOR ON ISSUES OF WAGES, HOURS, DISCHARGE, SUSPENSION, CONDUCT- FIGHTING ON PROPERTY, SENIORITY, DISCRIMINATION (SEX, UNION MEMBERS, AGE & RACE) & LAYOFF (MERIT VS. SENIORITY). SERVING ON BD. OF DIR'S., POST ASSOC, INTERNATIONAL, AN INTL. BROKAGE CO. STAFF ASSOC., PERS. MGMT. & LABOR RELS., SOUTHWEST ED. LAB (NON-PROFIT RESEARCH INST.).

Work History: PROF. OF MGMT., UNIV. OF TEXAS (AUSTIN) AND ST. EDWARDS U., 1966-86; DEAN, SCHOOL OF BUS., ST. EDWARD'S U., 1970-80; CONSULTANT TO COMPTROLLER, STATE OF TX, 1974-78; CONSULTANT ON LABOR RELS. WITH VARIOUS HOSPITALS, STATE, GOV'T, AND BUS. SURROUNDING AUSTIN; CHIEF, PERS. MGMT. BRANCH & INSTR., MEDICAL FIELD SERV. SCH., US ARMY, 1959-64; CONSULTED ON LABOR GRIEV., US CIVIL SERV. IN EUROPE, 1954-57.

Education: KANSAS STATE UNIV. (BSBA 42); TRINITY UNIV. (MS MGMT. 61); U. OF TEXAS-AUSTIN-(PHD 66). TX LOC GOVT CODE ARB TRNG. 12/90 & 12/93.

Per diem: \$ 400.00

Cancellation/postponement fee if less than two weeks' notice.

PERSONNEL CHANGES

EMPLOYEE'S NAME Knox, William M. Civilian Officer EMPLOYEE # [REDACTED]

HOME ADDRESS [REDACTED] Zip [REDACTED]

BADGE # [REDACTED] DUTY HOURS: FROM 3PM AM TO 11PM AM DAYS OFF Friday-Saturday

OFFICE PHONE 222-3881 HOME PHONE [REDACTED]

MUNICIPAL COURT ASSIGNMENT: COURT # 7 DAY Monday TIME 6PM AM
PRESENT ASSIGNMENT: DIV. Northeast Division BUR. Patrol East CMD. Field Operations Command
NEW ASSIGNMENT: DIV. Juvenile BUR. Special Inv. CMD. Invest. Operations
VACATION OR OTHER LEAVE: FROM _____ TO _____
Effective date of change 6-25-84
Date Submitted 6-27-84

INSTRUCTIONS: Use Typewriter only. All blanks must be filled in except where indicated.
Detach Personnel (blue) copy immediately and send direct to Personnel Division.
Retain Division copy except in case of transfer.

Note: In case of transfer, supervisor will obtain assignment and court information in advance of change. This information, including shift and hours, will be included above.

REASON FOR CHANGE: (Indicate any that apply)

- TRANSFERRED
- TERMINATED BY:
- NAME CHANGE
- REINSTATED DATE
- COURT CHANGE
- RESIGNATION
- ADDRESS CHANGE
- SHIFT CHANGE
- PENSION
- PHONE CHANGE
- OTHER
- PROMOTION
- DIED
- ON DUTY
- OFF DUTY
- SUSPENDED: DAYS INDEFINITE

[Signature] Officers Signature W.M. Knox date 6-25-84

I certify the above information is correct. [Signature] Supervisor [REDACTED] Employee #

4

Daway Gene Stovall
Southwestern Bell Tel. Co.
9230 Wallisville Rd.
Houston, Tex. 77013

Mr. B. K. Johnson
Chief of Police
61 Reiser St.
Houston, Tex.

Dear Sir:

I am a repair supervisor with Southwestern Bell Tel. Co. On Friday night, October 23, 1981, I was waiting on two of my employees to return from their day's work. Among several service orders they had, was one at 5300 Coke St., Houston. Along toward 9:00 PM I became increasingly worried about the safety and welfare of these two employees — knowing that 5300 Coke St. is a rough and dangerous part of town, especially after dark.

Around 9:00 PM, or a few minutes after, I called the police dispatch and was answered by an officer Winkler.

I explained the situation to him and asked if he could send a policeman to Coke St. to see if a telephone van was in the area, and if so, check to see that the two men were okay. Officer Winkler said he would try to help me as soon as a unit was available.

I left my name and number, and asked, if possible, for a return call to inform me of the outcome.

Well within 30 minutes, I received a call from an officer W. M. Knox informing me that a unit had been dispatched to 5300 Coke St. and had found no telephone vehicle in the area. Officers Etienne and Davis had made the visit to Coke St.

Not long after officer Knox called me, I made contact with my employees and found that they were okay and would be coming in soon. Being relieved somewhat after officer Knox called me, and even more relieved after finally contacting the employees - I got to thinking about the job the Houston police had done for me.

At this time, I would like to thank the Houston Police Dept.; and especially officers Winkler, Knox, Etienne, and Davis, for the fine job that they did. I realize that the explanation leading to the thanks was long, but I felt that you should know what I was thinking. I guess thanks is really not much to say, but the help I received helped me find the employees and relieve my worry eventually; and I greatly appreciate that help.

Sincerely,
Dewey Gene Stovall

C. A. Bullock

W. M. [redacted]

P. S. Moffett, Sgt. [redacted]

A. M. [redacted]

F. W. Winkler [redacted]

D. Stovall
J. Mitchell

[Handwritten signature]



CITY OF HOUSTON
HOUSTON POLICE DEPARTMENT

61 RIESNER STREET, HOUSTON, TEXAS 77002
TELEPHONE 713-222-3011 TELETYPE 1-713-371-1013

B. K. JOHNSON
CHIEF OF POLICE

JIM McCONN
MAYOR

November 12, 1981

Mr. Dewey Gene Stovall
Southwestern Bell Telephone Co.
9230 Wallisville Rd.
Houston, Texas 77013

Dear Mr. Stovall:

Chief B. K. Johnson has forwarded your letter dated November 1, 1981 to this Office and has asked that I contact you regarding your commendation of Officers F. W. Winkler and W. M. Knox. # [REDACTED]

It was thoughtful of you to express your appreciation for the courtesy and efficiency shown by these officers.

Officers Winkler and Knox have been given the opportunity of reading your letter, a copy of which will be placed in their personnel files.

B. K. Johnson
Chief of Police

T. D. Mitchell

By: T. D. Mitchell
Assistant Chief
Support Command

BKJ:TDM:nr



November 22, 1982

XXXXXXXX

NORTHEAST DIVISION

NORTHWEST DIVISION

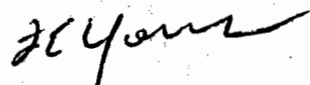
NORTH SHEPHERD DIVISION

ADMINISTRATIVE FUNCTIONS

RE: Commendation letter for Officers W. M. Knox, [REDACTED]


K. A. Smith, [REDACTED] and R. E. Thompson, [REDACTED]

Please have the attached commendation letter read, signed, and return it directly to the Personnel Records Division, Mrs. Knepshield, for placement in their/his/her personnel file.



F. E. Yorek
Deputy Chief of Police
Patrol Bureau - North

FEY/sal
Attachment



November 5, 1982

Police Chief Brown
61 Riesner Street
Houston, Texas 77002

Dear Chief Brown:

On November 1, 1982 my home was burglarized. An alert neighbor called the police and their speed and alertness permitted one thief to be caught. Their response time was approximately 15 minutes.

I want to commend the three police that answered the call on their extreme courtesy and professional way they handled the call and their kind consideration of me when I arrived home. I cannot praise these three enough, they are:

W. M. Knox
K. A. Smith
R. E. Thompson

My neighbor did state that it took him about 10 minutes to get the dispatcher, due to being put on hold.

Sincerely,

Mrs Ruby Anthony

Mrs. Ruby Anthony
10903 Dunvegan Way
Houston, Texas 77013

Smith
W M Knox
Anthony
Luc P
Brown
Pat Bunker
2840ms
Sgt. R. E. Thompson

TEXAS COMMISSION ON LAW ENFORCEMENT OFFICER STANDARDS AND EDUCATION

Suite 220-E Twin Towers Office Building

Austin, TX 78723

1106 Clayton Lane



70307
F 6

REPORT OF TRAINING

(To be Completed and Submitted to the Commission by the Academy or School upon completion of a training course)

1. Social Security Number	2. LAST NAME (Include Sr., Jr., etc.)	3. First Name	4. Middle Name or Initial
[REDACTED]	KNOX	WILLIAM	MELVIN
5. Former Name Reported (Married, Maiden, Legal)		6. Classification	
		<input checked="" type="checkbox"/> Regular <input type="checkbox"/> Reserve <input type="checkbox"/> County Jailer	
7. Department Number	8. Department Name (Use complete name)	9. Department Address, City, and ZIP Code	
201-709	HOUSTON POLICE DEPT.	61 RISKNER 77002	
10. Course Number	11. Course Title	12. No. of Hours	13. Begin Date
82-5	OFFICER SAFETY AND SURVIVAL	16	1-17-83
14. End Date	15. Academy Number	16. Name of Academy or School	
1-18-83	20	HOUSTON POLICE DEPT	
17. Academy or School Address, City, and ZIP Code		18. Signature of School Coordinator (No Stamp)	
17000 ALDINE WESTFIELD			
19. Title of School Coordinator		20. Date	
LT.		1-18-83	

I hereby request that upon evaluation by the Commission of my training record and the completion by me of the minimum requirements, that the certificate to which I am entitled be issued to me by the Commission. I request that at such time as I have completed all the requirements for such certificate that the application be placed upon the Expedited Docket for processing of this application.

(TO BE SIGNED BY THE ABOVE NAMED PEACE OFFICER)

Signature of Officer

SWORN
 NON-SWORN

CITY OF HOUSTON

INTER OFFICE CORRESPONDENCE

TO L. P. Brown
Chief of Police

FROM C. R. Cormier
Northeast Crime Analysis

Via: R. G. Chapman
Sergeant of Police

DATE May 17, 1983

T. J. Collman
Lieutenant of Police

SUBJECT LETTER OF COMMENDATION FOR
OFFICER WILLIAM M. KNOX
(Emp. [redacted])

H. A. Contreras
Captain of Police

F. E. Yorek
Deputy Chief
Patrol Bureau North

J. P. Bales
Assistant Chief
Field Operations Command

I, Officer C. R. Cormier, (Emp. [redacted]) am assigned to the Patrol Bureau North, Northeast Division, Shift II, Crime Analysis.

I would like to take this opportunity to commend Officer William M. Knox, # [redacted] (Emp. [redacted]) for his accurate assesment of a hazardous situation, and his quick action to reduce immediate danger to the persons involved.

On May 5, 1983, I was enroutte to the Northeast Sub-Station at 5703 Eastex Freeway, when I on-viewed a traffic accident. Subsequently, I stopped to offer assistance to the injured parties involved and Offcier Knox then appeared on the scene. He told me he was off duty, but on his way to work, as he was in full uniform. After receiving a brief explanation of the situation, Officer Knox began clearing the scene of the accident (middle lane of he North Loop West Freeway) and also conducting the investigation, and completing the accident report.

As a result of Officer Knox's actions, the time factor regarding the traffic accident was greatly reduced, thereby reducing the danger factor to the citizens involved.

Officer Knox's attention to duty, as well as his conduct and demeanor were exemplary of a Professional Police Officer.

[Handwritten signature]
H.A. Contreras

[Handwritten signature]
F.E. Yorek
CRC/cc
BMB

[Handwritten signature]
C. R. Cormier
Northeast Crime Analysis

JUN 21 9 55 AM '83

[Handwritten signature]
J.P. Bales
[Handwritten signature]
William M. Knox

AMERICAN ARBITRATION ASSOCIATION - PANEL OF ARBITRATORS

LABOR PANEL

Denton, TX

J.D. Dunn

Occupation: Educator - Arbitrator

Experience: Arbitrated issues such as absenteeism, alcohol & drug abuse, arbitrability, assignment of work, demotion, discharge, discipline, discrimination, dress code, health & welfare, holidays, job classif. & eval., posting/bidding, juris., layoff, bumping/recall, mgmt. rts., o/time, past prac., pay, RIF, reporting, callin/callback, safety, sched. of wk., seniority, subcontracting, successorship, training, transfer, union bus., vac., wk. performance & wk. cond.

Industries: aero, airlines, alum., auto, bakery, brass & copper, brewery, cement, chain stores, chem., clothing, coal, communications, constr., educ., elec. equip., elec. power, fed. sec., feed & fert., food, foundry, furn., glass, grain, health care, iron, lumber, mach., mfg., maritime, meat pkg., metal fab., mining.

Permanent Arbitrator: IRS & NTEU; US Postal Service & NPMHU. Nat'l Academy of Arbitrators.

Work History: Prof. of Bus. Admin., North Texas State U., 1963-91; Chmn., Bus. Admin. Dept., Alabama College, 1960-63.

Education: U. of Texas (BFA 51; MBA 55); U. of Alabama (PhD 61).

Per diem: \$ 600.00

Per-diem cancellation fee within 15 days of scheduled hearing.

AMERICAN ARBITRATION ASSOCIATION - PANEL OF ARBITRATORS

LABOR PANEL

Plano, TX

Dr. Ann Hughes

Occupation: Educator-Arbitrator-Mediator

Experience: Associate Professor and Associate Dean, University of Dallas. Taught courses in labor relations and dispute resolution as well as seminars and workshops for labor and management groups. Experience in discipline, discharge, contract interpretation (leave of absence, seniority, overtime provisions), promotion, performance evaluation, discrimination and management rights issues in public and private sectors including health care. Industry experience includes machine shops, paper mfg., rubber, airlines, retailing, postal service police and fire, transportation, food and education. Member, DART Trial Bd., Kelly AFB (Exp.). Admin. Law Judge, City of Dallas; City of Arlington. Has served as mediator and interest arbitrator.

Work History: Ass't Prof., Univ. of Texas (Arlington) 1972-77; Wage and Salary Admin., Sanger Harris, 1965-67.

Education: Texas Womans Univ. (1965); North Texas State Univ. (MBA-72; PhD-78); TX Loc Govt Code Arb Trng.-12/90 & Speaker, Update Trng. 12/93. Mediator Trng. (1991).

Per diem: \$ 400.00

Plus travel expenses; per-diem cancellation fee if cancelled on day of hearing; 1/2 per-diem fee if less than one week's notice

CITY OF HOUSTON

INTER OFFICE CORRESPONDENCE

To

Lee P. Brown
Chief of Police

FROM

F. E. Yorek, Deputy Chief
Patrol Bureau - North

Via:

J. P. Bales
Assistant Chief of Police
Field Operations Command

DATE

May 24, 1983

SUBJECT

Letter of Commendation for
Officer William M. Knox
Employee [REDACTED]

Attached, please find correspondence from Sergeant R. G. Chapman and Officer C. R. Cormier regarding Officer William M. Knox's quick and professional manner in which he helped Officer Cormier handle a potentially dangerous situation.

Officer Knox's professionalism and devotion to the citizens of Houston as well as his fellow officers should not go unrecognized. This behavior is only typical of Officer Knox's daily activities and devotion to duty.

I, therefore, recommend that this letter of commendation be placed in Officer William M. Knox's personnel file.

F. E. Yorek GUID B

F. E. Yorek, Deputy Chief
Patrol Bureau - North

FEY/sal
Attachments

J. P. Bales

CITY OF HOUSTON

INTER OFFICE CORRESPONDENCE

TO

L. P. Brown
Chief of Police

FROM

R. G. Chapman, Sergeant
Northeast Patrol II

Via: T. J. Collman
Lieutenant of Police

DATE

May 18, 1983

H. A. Contreras
Captain of Police

SUBJECT

LETTER OF COMMENDATION FOR
OFFICER WILLIAM M. KNOX
(Emp. [redacted])

F. E. Yorek
Deputy Chief
Patrol Bureau North

J. P. Bales
Assistant Chief
Field Operations Command

Attached is correspondence from Officer C. R. Cormier (Emp. [redacted]) regarding a fellow officer's quick and professional manner in which he helped her handle a potentially dangerous situation.

Officer Knox's professionalism and devotion to the citizens of Houston as well as to fellow officers should not go unrecognized. This behavior is only typical of Officer Knox's daily activities and devotion to duty.

I therefore recommend that this letter represent praise for a job well done and that a copy of this letter be placed in his permanent personnel record.

R. G. Chapman
R. G. Chapman
Sergeant of Police

RGC/cc

T. J. Collman
HA Contreras
lyll
F. E. Yorek
to WMB


William M. Knox

J. P. Bales


W. M. Knox

HOUSTON POLICE DEPARTMENT

On this date 1-16-84, I received a copy
of the Houston Police Department General Orders Manual,
number 300-18.

WILLIAM M. KNOX 
Name Employee Number

I certify on this date 1-17-84, I have read
the Houston Police Department General Orders Manual and understand its
provisions.

William M. Knox 
Name Employee Number

The following Police Trainees, assigned to the Houston Police Department on January 28, 1980, have completed their training course and are being assigned as Police Officer, Probationary - 108.6, effective May 31, 1980. They have completed education, training and experience requirements to qualify for INCENTIVE PAY as shown:

Transfer from: Civil Service Div. of Adm. Personnel & Maintenance Svc., Acct. #1810-A-4, Payroll 1812, to: Police, Acct. #1830-A-4. Saturday & Sunday days off; Present Base Pay Bi-weekly - \$611.90

C.S.No.	Name	Race, Sex Marital Status	Social Security Number	New Base Pay Bi-weekly	Long.	Incentive Pay	New Total Pay Bi-weekly	Pay- roll	Ex.	Compu- tation Date
	Guerrero, Domingo, Jr. (mm)	MM	[REDACTED]	\$642.80	-0-	-0-	\$642.80	1869		1-28-80
	Hartsell, Elizabeth A.	WM	[REDACTED]	642.80	-0-	*\$20.80	663.60	1869		1-28-80
	Hasty, James M.	MM	[REDACTED]	642.80	-0-	-0-	642.80	1869		1-28-80
	Hendricks, Ralph E.	MM	[REDACTED]	642.80	-0-	**\$41.50	684.30	1869		1-28-80
	House, Ronald D.	MM	[REDACTED]	642.80	-0-	-0-	642.80	1869		1-28-80
	Knox, William M.	MM	[REDACTED]	642.80	-0-	-0-	642.80	1869		1-28-80
	Lemelle, Charles P.	MM	[REDACTED]	642.80	-0-	-0-	642.80	1869		1-28-80
	Little, Michael W.	MM	[REDACTED]	642.80	-0-	-0-	642.80	1869		1-28-80
	Luyin, William F.	MM	[REDACTED]	642.80	-0-	-0-	642.80	1869		1-28-80
	Mayley, Randolph W.	MM	[REDACTED]	642.80	-0-	-0-	642.80	1869		1-28-80
	McClelland, John A.	MM	[REDACTED]	642.80	-0-	-0-	642.80	1869		1-28-80
	McClendon, Ronald G., Jr.	MM	[REDACTED]	642.80	-0-	-0-	642.80	1869		1-28-80
	McCorkle, Robert G. III	MM	[REDACTED]	642.80	-0-	-0-	642.80	1869		1-28-80
	Minchew, David K.	MM	[REDACTED]	642.80	-0-	-0-	642.80	1869		1-28-80
	Moreno, Martha I.	HF	[REDACTED]	642.80	-0-	*\$20.80	663.60	1869		1-28-80
	Murawka, Gary L.	MM	[REDACTED]	642.80	-0-	*\$20.80	663.60	1869		1-28-80
	Murray, Michael J.	MM	[REDACTED]	642.80	-0-	*\$20.80	663.60	1869		1-28-80

* FIRST LEVEL EDUCATION
** SECOND LEVEL EDUCATION

I hereby certify that this personnel action has been accomplished in conformity with the Charter and applicable Civil Service rules and regulations.

Albert James
Albert James
Director, Civil Service Department

George L. Nichols
George L. Nichols
Director, City Treasury

B.K. Johnson
B.K. Johnson
Chief of Police

Jim McConn
Jim McConn
Mayor

POSTED
INDEXED

In accordance with Ordinance No. 85-140, dated 2-5-85, the following members of the Houston Police Department are eligible for fifth (5th) year pay in their present classification, and therefore, are entitled to the increase in salary as shown, effective February 16, 1985; Account No. 1830-A-4

Salary Range: \$884.90 - \$1070.30

C.S.NO.	Name	Classification	Present		New		Long.	Incentive Pay	Assignment Pay	Total Salary Biweekly	Payroll	Ex.	Compu-tation Date
			Base Pay Biweekly	Base Pay Biweekly	Base Pay Biweekly	Base Pay Biweekly							
	Garcia, Luis (nmn)	Pol. Off.	\$985.10	\$1039.20	\$10.00	\$ -0-	\$ -0-	\$1049.20	1869	1-28-80			
	Guerrero, Domingo (nmn) Jr	Pol. Off.	985.10	1039.20	10.00	27.70	-0-	1076.90	1869	1-28-80			
	Calhoun, Elizabeth A.	Pol. Off.	985.10	1039.20	10.00	27.70	-0-	1076.90	1869	1-28-80			
	Heasty, James M.	Pol. Off.	985.10	1039.20	10.00	27.70	69.30	1146.20	1869	1-28-80			
	Hendricks, Ralph E.	Pol. Off.	985.10	1039.20	10.00	69.00	-0-	1118.20	1869	1-28-80			
	Knox, William M.	Pol. Off.	985.10	1039.20	10.00	27.70	-0-	1076.90	1869	1-28-80			
	Lemelle, Charles P.	Pol. Off.	985.10	1039.20	10.00	-0-	-0-	1049.20	1869	1-28-80			
	Little, Michael W.	Pol. Off.	985.10	1039.20	10.00	-0-	-0-	1049.20	1869	1-28-80			
	Mayley, Randolph W.	Pol. Off.	985.10	1039.20	10.00	27.70	-0-	1076.90	1869	1-28-80			
	McClelland, John A.	Pol. Off.	985.10	1039.20	10.00	-0-	-0-	1049.20	1869	1-28-80			
	McCorkle, Robert G. III	Pol. Off.	985.10	1039.20	10.00	27.70	-0-	1076.90	1869	1-28-80			
	Moreno, Martha I.	Pol. Off.	985.10	1039.20	10.00	27.70	-0-	1076.90	1869	1-28-80			
	Murawka, Gary L.	Pol. Off.	985.10	1039.20	10.00	27.70	-0-	1076.90	1869	1-28-80			
	Murray, Michael J.	Pol. Off.	985.10	1039.20	10.00	27.70	69.30	1146.20	1869	1-28-80			
	Nunez, Ignacio (nmn) Jr	Pol. Off.	985.10	1039.20	10.00	-0-	-0-	1049.20	1869	1-28-80			
	Price, Russell C.	Pol. Off.	985.10	1039.20	10.00	-0-	-0-	1049.20	1869	1-28-80			
	Rogers, Kurt W.	Pol. Off.	985.10	1039.20	10.00	-0-	-0-	1118.50	1869	1-28-80			
	Roig, Carlos A.	Pol. Off.	985.10	1039.20	10.00	-0-	-0-	1049.20	1869	1-28-80			
	Sohl, Douglas (nmn)	Pol. Off.	985.10	1039.20	10.00	27.70	-0-	1076.90	1869	1-28-80			
	Stringfellow, Marvella N	Pol. Off.	985.10	1039.20	10.00	55.40	69.30	1173.90	1869	1-28-80			
	Towne, Gerald W.	Pol. Off.	985.10	1039.20	10.00	-0-	-0-	1118.50	1869	1-28-80			
	Vocelka, Paul R.	Pol. Off.	985.10	1039.20	10.00	-0-	-0-	1049.20	1869	1-28-80			
	Webber, David L.	Pol. Off.	985.10	1039.20	10.00	-0-	69.30	1118.50	1869	1-28-80			
	Young, Diane (nmn)	Pol. Off.	985.10	1039.20	10.00	27.70	-0-	1076.90	1869	1-28-80			

whereby certify that this personnel action has been accomplished in conformity with the charter and applicable Civil Service rules and regulations.

KATHRYN T. WATSON, Mayor

Barbara H. Litchfield
Mrs. Barbara H. Litchfield
Director, Personnel Department

Lance Lalor
City Controller

William R. Brown, Jr.
Director of Finance and Administration

Lee F. Brown
Lee F. Brown
Chief of Police

In accordance with Ordinance No. 88-192, dated 2/10/88, the following members of the Houston Police Department are eligible for eighth (8th) year pay in their present classification, and therefore, are entitled to the increase in salary as shown, effective February 20, 1988; Account No. 1830-A-4 JOB DATE: 2/7/81 Salary Range: \$884.10 - \$1069.30

C.S.No.	Name	Classification	Present Base Pay Biweekly	New Base Pay Biweekly	Long.	Incentive Pay	Assignment Pay	Hazardous Pay	Total Salary Biweekly	Payroll	Ex.	Computation Date
	Garcia, Luis (nm)	Pol. Off.	\$1038.30	\$1069.30	\$16.00	\$27.70	\$ -	\$ -	\$1113.00	1869		1/28/80
	Guerreiro, Domingo Jr.	Pol. Off.	1038.30	1069.30	16.00	55.40	-	-	1140.70	1869		1/28/80
	Calhoun, Elizabeth A.	Pol. Off.	1038.30	1069.30	16.00	55.40	-	-	1140.70	1869		1/28/80
	Heasty, James M.	Pol. Off.	1038.30	1069.30	16.00	27.70	-	-	1113.00	1869		1/28/80
	Knox, William M.	Pol. Off.	1038.30	1069.30	16.00	27.70	-	-	1113.00	1869		1/28/80
	Lemelle, Charles P.	Pol. Off.	1038.30	1069.30	16.00	27.70	-	-	1113.00	1869		1/28/80
	Little, Michael W.	Pol. Off.	1038.30	1069.30	16.00	27.70	-	-	1113.00	1869		1/28/80
	McClelland, John A.	Pol. Off.	1038.30	1069.30	16.00	27.70	-	-	1113.00	1869		1/28/80
	McCorkle, Robert G. III	Pol. Off.	1038.30	1069.30	16.00	55.40	-	-	1140.70	1869		1/28/80
	Murawka, Gary L.	Pol. Off.	1038.30	1069.30	16.00	55.40	-	-	1140.70	1869		1/28/80
	Murray, Michael J.	Pol. Off.	1038.30	1069.30	16.00	55.40	-	-	1140.70	1869		1/28/80
	Nunez, Ignacio (nm) Jr.	Pol. Off.	1038.30	1069.30	16.00	27.70	-	-	1113.00	1869		1/28/80
	Price, Russell C.	Pol. Off.	1038.30	1069.30	16.00	27.70	-	-	1113.00	1869		1/28/80
	Rogers, Kurt W.	Pol. Off.	1038.30	1069.30	16.00	27.70	-	-	1113.00	1869		1/28/80
	Roig, Carlos A.	Pol. Off.	1038.30	1069.30	16.00	27.70	-	-	1113.00	1869		1/28/80
	Sohlin, Douglas (nm)	Pol. Off.	1038.30	1069.30	16.00	27.70	-	-	1113.00	1869		1/28/80
	Forte, Marvella S.	Pol. Off.	1038.30	1069.30	16.00	69.00	-	-	1154.30	1869		1/28/80
	Towne, Gerald W.	Pol. Off.	1038.30	1069.30	16.00	27.70	-	-	1113.00	1869		1/28/80
	Vocelka, Paul R.	Pol. Off.	1038.30	1069.30	16.00	27.70	-	-	1113.00	1869		1/28/80
	Webber, David L.	Pol. Off.	1038.30	1069.30	16.00	27.70	-	-	1113.00	1869		1/28/80
	Young, Diane (nm)	Pol. Off.	1038.30	1069.30	16.00	55.40	-	-	1140.70	1869		1/28/80

I hereby certify that this personnel action has been accomplished in conformity with the Charter and applicable Civil Service Rules and regulations.

George Greanias
 George Greanias
 City Controller

Dr. Camille C. Barnett
 DR. CAMILLE C. BARNETT
 Director of Finance and Administration

MAR 07 1988

Lee P. Brown
 Lee P. Brown
 Chief of Police

The following members of the Police Cadet Class Number 90, have been assigned to the Police Academy of the Houston Police Department, Civil Service Division of Administration, Personnel & Maintenance Service, Police Account #1810-A-4, Payroll 1812, as Police Trainee - 108.8, effective January 28, 1980.

Saturday & Sunday days off; Salary Range Biweekly, \$211.00 - \$690.00; Proposed Base Pay Biweekly, \$611.90
NEW APPOINTMENTS:

POSTED
INDEX

C. S. No.	Name	Race, Sex	Social Security Number	Birth Date	Address	Ex.	Computation Date
[REDACTED]	Ferrell, Samuel B.	WM	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	1-28-80
[REDACTED]	Foster, Charles (nmn)	RM	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	1-28-80
[REDACTED]	Francis, Nathan (nmn)	RM	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	1-28-80
[REDACTED]	Garcia, Luis (nmn)	HM	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	1-28-80
[REDACTED]	Gerlich, Collin P.	WM	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	1-28-80
[REDACTED]	Giudilli, Paul A.	WM	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	1-28-80
[REDACTED]	Guerrero, Domingo, Jr. (nmn)	HM	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	1-28-80
[REDACTED]	Hartsell, Elizabeth A.	WF	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	1-28-80
[REDACTED]	Heasty, James M.	WM	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	1-28-80
[REDACTED]	Hendricks, Ralph E.	WM	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	1-28-80
[REDACTED]	House, Ronald D.	WM	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	1-28-80
[REDACTED]	Jackson, Michael T.	BM	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	1-28-80
[REDACTED]	Knob, William M.	WM	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	1-28-80
[REDACTED]	Kovar, John J.	WM	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	1-28-80
[REDACTED]	Latham, Danny L.	WM	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	1-28-80
[REDACTED]	Lemelle, Charles P.	RM	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	1-28-80
[REDACTED]	Liles, Andrew M.	WM	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	1-28-80
[REDACTED]	Little, Michael W.	WM	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	1-28-80
[REDACTED]	Luvlin, William F.	WM	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	1-28-80
[REDACTED]	Mayley, Randolph W.	WM	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	1-28-80
[REDACTED]	McClelland, John A.	WM	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	1-28-80

I hereby certify that this personnel action has been accomplished in conformity with the Charter and applicable Civil Service rules and regulations.

Albert B. Jensen
Albert James
Director, Civil Service Department

George V. Nichols
George V. Nichols
Director, City Treasury

Bill Caldwell
H. D. Caldwell
Chief of Police
Jim McConn
Jim McConn
Mayor

In accordance with Ordinance No. 81-2295, dated 11-20-81, the following members of the Houston Police Department have completed one (1) year of service in their present classification, and therefore, are entitled to the increase in salary as shown, effective February 20, 1982: Account No. 1830-A-4

Salary Range: \$834.10 - \$1008.80

C.S.No.	Name	Classifi- cation	Present		New		Incen- tive	Total Salary	Pay- roll	Ex.	Compu- tation Date
			Base Pay	Bl-weekly	Base Pay	Bl-weekly					
	Crellin, Kerry M.	Pol. Off.	\$834.10		\$879.90		\$4.00	\$55.40	\$939.30	1869	1-28-80
	Cross, Michael A.	Pol. Off.	834.10		879.90		4.00	-0-	883.90	1869	1-28-80
	Deason, Paul A.	Pol. Off.	834.10		879.90		4.00	-0-	883.90	1869	1-28-80
	Edwards, Thomas L.	Pol. Off.	834.10		879.90		4.00	55.40	939.30	1869	1-28-80
	Ferrell, Samuel B.	Pol. Off.	834.10		879.90		4.00	55.40	939.30	1869	1-28-80
	Foster, Charles (num)	Pol. Off.	834.10		879.90		4.00	-0-	883.90	1869	1-28-80
	Francis, Nathan (num)	Pol. Off.	834.10		879.90		4.00	55.40	939.30	1869	1-28-80
	Garcia, Luis (num)	Pol. Off.	834.10		879.90		4.00	-0-	883.90	1869	1-28-80
	Gerlich, Collin P.	Pol. Off.	834.10		879.90		4.00	55.40	939.30	1869	1-28-80
	Gludhill, Paul A.	Pol. Off.	834.10		879.90		4.00	55.40	939.30	1869	1-28-80
	Guerrero, Domingo, Jr. (num)	Pol. Off.	834.10		879.90		4.00	-0-	883.90	1869	1-28-80
	Hartsell, Elizabeth A.	Pol. Off.	834.10		879.90		4.00	27.70	911.60	1869	1-28-80
	Heasty, James M.	Pol. Off.	834.10		879.90		4.00	-0-	883.90	1869	1-28-80
	Hendricks, Ralph E.	Pol. Off.	834.10		879.90		4.00	55.40	939.30	1869	1-28-80
	House, Ronald D.	Pol. Off.	834.10		879.90		4.00	-0-	883.90	1869	1-28-80
	✓Knox, William M.	Pol. Off.	834.10		879.90		4.00	-0-	883.90	1869	1-28-80
	Lemelle, Charles P.	Pol. Off.	834.10		879.90		4.00	-0-	883.90	1869	1-28-80
	Little, Michael W.	Pol. Off.	834.10		879.90		4.00	-0-	883.90	1869	1-28-80
	Laytn, William F.	Pol. Off.	834.10		879.90		4.00	-0-	883.90	1869	1-28-80
	Mayley, Randolph W.	Pol. Off.	834.10		879.90		4.00	-0-	883.90	1869	1-28-80
	McClelland, John A.	Pol. Off.	834.10		879.90		4.00	-0-	883.90	1869	1-28-80
	McCorkle, Robert G., III	Pol. Off.	834.10		879.90		4.00	-0-	883.90	1869	1-28-80
	Moreno, Martha I.	Pol. Off.	834.10		879.90		4.00	27.70	911.60	1869	1-28-80
	Murawka, Gary L.	Pol. Off.	834.10		879.90		4.00	27.70	911.60	1869	1-28-80

I hereby certify that this personnel action has been accomplished in conformity with the Charter and applicable Civil Service rules and regulations.

Albert James
Director, Civil Service Department

William R. Brown, Jr.
Director, City Treasury

J.P. Bales
J.P. Bales
Acting Chief of Police

February 21, 1983

In accordance with Ordinance No. 82-1213, dated 8-3-82, the following members of the Houston Police Department have completed two (2) years of service in their present classification, and therefore, are entitled to the increase in salary as shown, effective February 19, 1983; Account No. 1830-A-4

ROSEMARY JONES

Salary Range: \$834.10 - \$1008.80

C.S. No.	Name	Classification	Present Base Pay Bi-weekly	New Base Pay Bi-weekly	Long.	Incentive Pay	Assignment Pay	Total Salary Bi-weekly	Payroll	Computation Date
	Foster, Charles (nmn)	Pol. Off.	\$879.90	\$928.50	\$6.00	-0-	-0-	\$934.50	1869	1-28-80
	Francis, Nathan (nmn)	Pol. Off.	879.90	928.50	6.00	55.40	69.30	1059.20	1869	1-28-80
	Garcia, Luis (nmn)	Pol. Off.	879.90	928.50	6.00	-0-	-0-	934.50	1879	1-28-80
	Gerlich, Collin P.	Pol. Off.	879.90	928.50	6.00	55.40	69.30	1059.20	1869	1-28-80
	Giudilli, Paul A.	Pol. Off.	879.90	928.50	6.00	55.40	69.30	1059.20	1869	1-28-80
	Guerrero, Domingo, Jr. (nmn)	Pol. Off.	879.90	928.50	6.00	27.70	69.30	1031.50	1869	1-28-80
	Calhoun, Elizabeth A.	Pol. Off.	879.90	928.50	6.00	27.70	-0-	962.20	1869	1-28-80
	Heasty, James M.	Pol. Off.	879.90	928.50	6.00	-0-	-0-	934.50	1869	1-28-80
	Hendricks, Ralph E.	Pol. Off.	879.90	928.50	6.00	55.40	-0-	989.90	1869	1-28-80
	House, Ronald D.	Pol. Off.	879.90	928.50	6.00	-0-	-0-	934.50	1869	1-28-80
	Knox, William M.	Pol. Off.	879.90	928.50	6.00	-0-	-0-	934.50	1869	1-28-80
	Lemelle, Charles P.	Pol. Off.	879.90	928.50	6.00	-0-	-0-	934.50	1869	1-28-80
	Little, Michael W.	Pol. Off.	879.90	928.50	6.00	-0-	-0-	934.50	1869	1-28-80
	Mayley, Randolph W.	Pol. Off.	879.90	928.50	6.00	-0-	69.30	1003.80	1869	1-28-80
	McClelland, John A.	Pol. Off.	879.90	928.50	6.00	-0-	69.30	1003.80	1869	1-28-80
	McCorkle, Robert G., III	Pol. Off.	879.90	928.50	6.00	-0-	-0-	934.50	1869	1-28-80
	Moreno, Martha I.	Pol. Off.	879.90	928.50	6.00	27.70	-0-	962.20	1869	1-28-80
	Murawka, Gary L.	Pol. Off.	879.90	928.50	6.00	27.70	-0-	962.20	1869	1-28-80
	Murray, Michael J.	Pol. Off.	879.90	928.50	6.00	27.70	69.30	1031.50	1869	1-28-80
	Nunez, Ignacio, Jr. (nmn)	Pol. Off.	879.90	928.50	6.00	-0-	-0-	934.50	1869	1-28-80
	Price, Larry L.	Pol. Off.	879.90	928.50	6.00	-0-	69.30	1003.80	1869	1-28-80
	Price, Russell C.	Pol. Off.	879.90	928.50	6.00	-0-	-0-	934.50	1869	1-28-80
	Rodriguez, Rolando (nmn)	Pol. Off.	879.90	928.50	6.00	-0-	-0-	934.50	1869	1-28-80
	Rogers, Kurt W.	Pol. Off.	879.90	928.50	6.00	-0-	-0-	934.50	1869	1-28-80
	Roig, Carlos A.	Pol. Off.	879.90	928.50	6.00	-0-	69.30	1003.80	1869	1-28-80
	Sohlin, Douglas C.	Pol. Off.	879.90	928.50	6.00	-0-	-0-	934.50	1869	1-28-80

I hereby certify that this personnel action has been accomplished in conformity with the Charter and applicable Civil Service rules and regulations.

Barbara H. Litchfield
 Mrs. Barbara H. Litchfield
 Director, Personnel Department

William R. Brown, Jr.
 Director of Finance
 and Administration

Lee P. Brown
 Lee P. Brown
 Chief of Police

The following members of the Houston Police Department have completed their Probationary period and are entitled to have their status changed to "Permanent." Their classification will be changed and they will receive an increase in salary of their Base Pay from \$721.80 Bi-weekly to \$761.70 Bi-weekly, effective February 7, 1981: Account Number 1830-A-4

Present Classification: "Police Officer, Probationary" - 108.6

New Classification: "Police Officer - 108.0"

Salary Range: \$761.70 - \$894.50

JUSTED INDEX

C.S.No.	Name	Present Base Pay Biweekly	New Base Pay Biweekly	Long.	Incentive Pay	Total Salary Biweekly	Pay-roll	Ex.	Compu-tation Date
	Curtis, Mark W.	\$721.80	\$761.70	\$2.00	-0-	\$763.70	1869		1-28-80
	Deason, Paul A.	721.80	761.70	2.00	-0-	763.70	1869		1-28-80
	Edwards, Thomas L.	721.80	761.70	2.00	\$41.50	805.20	1869		1-28-80
	Ferrell, Samuel B.	721.80	761.70	2.00	41.50	805.20	1869		1-28-80
	Foster, Charles (nmn)	721.80	761.70	2.00	-0-	763.70	1869		1-28-80
	Francis, Nathan (nmn)	721.80	761.70	2.00	41.50	805.20	1869		1-28-80
	Garcia, Luis (nmn)	721.80	761.70	2.00	-0-	763.70	1869		1-28-80
	Gerlich, Collin P.	721.80	761.70	2.00	41.50	805.20	1869		1-28-80
	Gludhill, Paul A.	721.80	761.70	2.00	41.50	805.20	1869		1-28-80
	Guerrero, Domingo, Jr.	721.80	761.70	2.00	-0-	763.70	1869		1-28-80
	Hartsell, Elizabeth A.	721.80	761.70	2.00	20.80	784.50	1869		1-28-80
	Heasty, James M.	721.80	761.70	2.00	-0-	763.70	1869		1-28-80
	Hendricks, Ralph E.	721.80	761.70	2.00	41.50	805.20	1869		1-28-80
	House, Ronald D.	721.80	761.70	2.00	-0-	763.70	1869		1-28-80
	Knox, William M.	721.80	761.70	2.00	-0-	763.70	1869		1-28-80
	Lemelle, Charles P.	721.80	761.70	2.00	-0-	763.70	1869		1-28-80
	Little, Michael W.	721.80	761.70	2.00	-0-	763.70	1869		1-28-80
	Luvlin, William F.	721.80	761.70	2.00	-0-	763.70	1869		1-28-80
	Mayley, Randolph W.	721.80	761.70	2.00	-0-	763.70	1869		1-28-80
	McClelland, John A.	721.80	761.70	2.00	-0-	763.70	1869		1-28-80
	McCorkle, Robert G., III	721.80	761.70	2.00	-0-	763.70	1869		1-28-80
	Minchew, David K.	721.80	761.70	2.00	-0-	763.70	1869		1-28-80
	Moreno, Martha I.	721.80	761.70	2.00	20.80	784.50	1869		1-28-80
	Murawka, Gary L.	721.80	761.70	2.00	20.80	784.50	1869		1-28-80
	Murray, Michael J.	721.80	761.70	2.00	20.80	784.50	1869		1-28-80

I hereby certify that this personnel action has been accomplished in conformity with the Charter and applicable Civil Service rules and regulations.

Albert B. James

Albert James
Director, Civil Service Department

George L. Nichols

George L. Nichols
Director, City Treasury

B. K. Johnson

B. K. Johnson
Chief of Police

Jim McCann

Jim McCann
Mayor

**City of Houston
Civil Service Commission**

Prepare in quadruplicate. Original to Civil Service Commission duplicate to member reported on; triplicate to head of department for filing; with fourth copy being retained by the division or grading officer.

REPORT OF EMPLOYEE PERFORMANCE RATING

For (Semi-annual period ending 2-28-83
 (Probationary period ending _____
 (Transfer or Termination period ending _____

KNOX, WILLIAM M. EMP# [REDACTED]
 Name of Employee
POLICE OFFICER
 Title of Position
POLICE
 Department

Supervisory or staff position
 Non-supervisory position
NORTHEAST II

Division - District - Station

FACTOR OR ELEMENT	CHECK APPLICABLE FACTOR DEGREE OF PERFORMANCE				
	UNSATIS-FACTORY	FAIR	SATIS-FACTORY	VERY GOOD	OUT-STANDING
(1) Quality of Work				X	
(2) Dependability and Adaptability			X		
(3) Initiative and Leadership				X	
(4) Safety Mindedness				X	
(5) Cooperation and Loyalty				X	

Suggestions for Improvement by Immediate Superior Officer:

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

(Use other side if necessary)

Rated by A.R. Brown SERGEANT 2-28-83
 (Signature of Immediate Superior Officer) (Title) (Date)
 Reviewed by T.J. [Signature] LIEUTENANT 2-28-83
 (Signature of Higher Superior Officer) (Title) (Date)
 Approved by [Signature] ASSISTANT CHIEF
 Total Points 25.0 Adjective Rating VERY GOOD
 Report Furnished to Civil Service Commission Date APR 15 1983
 Report Furnished to Employee William M. Knox Date 3-13-83

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 Houston

Civil Service Commission

REPORT OF EMPLOYEE PERFORMANCE RATING

Prepare in quadruplicate. Original to Civil Service Commission duplicate to member reported on; triplicate to head of department for filing; with fourth copy being retained by the division or grading officer.

For (Semi-annual period ending 8-31-83)
(Probationary period ending)
(Transfer or Termination period ending)

Knox, William M. Name of Employee
Police Officer Title of Position
Police Department

Supervisory or staff position
Non-supervisory position
Northeast Division - District - Station

Table with 5 columns: FACTOR OR ELEMENT, UNSATISFACTORY, FAIR, SATISFACTORY, VERY GOOD, OUTSTANDING. Rows include Quality of Work, Dependability and Adaptability, Initiative and Leadership, Safety Mindedness, Cooperation and Loyalty.

Suggestions for Improvement by Immediate Superior Officer:

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

(Use other side if necessary)

Rated by [Signature] Sergeant 8-31-83
Reviewed by [Signature] Lieutenant 8-31-83
Approved by J.P. Bales Assistant Chief Total Points 26.0 Adjective Rating Very Good
Report Furnished to Civil Service Commission Date OCT 17 1983
Report Furnished to Employee William M. Knox Date 9-6-83

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 Houston
Civil Service Commission

Prepare in quadruplicate. Original to Civil Service Commission duplicate to member reported on, triplicate to head of department for filing; with fourth copy being retained by the division or grading officer.

REPORT OF EMPLOYEE PERFORMANCE RATING

For (Semi-annual period ending _____)
(Probationary period ending _____)
(Transfer or Termination period ending MARCH 5, 1982

KNOX, WILLIAM M.
Name of Employee
POLICE OFFICER
Title of Position
POLICE
Department

Supervisory or staff position
 Non-supervisory position
DISPATCHERS DIV. SPECIAL SERVICES BUREAU
Division - District - Station

FACTOR OR ELEMENT	CHECK APPLICABLE FACTOR DEGREE OF PERFORMANCE				
	UNSATISFACTORY	FAIR	SATISFACTORY	VERY GOOD	OUTSTANDING
(1) Quality of Work				X	
(2) Dependability and Adaptability			X		
(3) Initiative and Leadership			X		
(4) Safety Mindedness			X		
(5) Cooperation and Loyalty			X		

Suggestions for Improvement by Immediate Superior Officer:

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

MAR 19 2 53 PM '82

(Use other side if necessary)

[Signature]

Rated by J.P. [Signature] SERGEANT 3-5-82
(Signature of Immediate Superior Officer) (Title) (Date)

Reviewed by C.A. [Signature] LIEUTENANT 3-5-82
(Signature of Higher Superior Officer) (Title) CAPTAIN (Date)

Approved by J.D. Mitchell ASSISTANT CHIEF
Department Head (Title) Adjective Rating SATISFACTORY

Report Furnished to Civil Service Commission Date 3-24-82

Report Furnished to Employee mailed Date 3-5-82

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 Houston
Civil Service Commission**

Prepare in quadruplicate. Original to Civil Service Commission duplicate to member reported on; triplicate to head of department for filing; with fourth copy being retained by the division or grading officer.

REPORT OF EMPLOYEE PERFORMANCE RATING

For (Semi-annual period ending 2-28-84
 (Probationary period ending _____
 (Transfer or Termination period ending _____

KNOX, William M. emp. [REDACTED]
Name of Employee
Police Officer
Title of Position
Police
Department

Supervisory or staff position

Non-supervisory position

Northeast II
Division - District - Station

FACTOR OR ELEMENT	CHECK APPLICABLE FACTOR DEGREE OF PERFORMANCE				
	UNSATISFACTORY	FAIR	SATISFACTORY	VERY GOOD	OUTSTANDING
(1) Quality of Work				X	
(2) Dependability and Adaptability				X	
(3) Initiative and Leadership				X	
(4) Safety Mindedness				X	
(5) Cooperation and Loyalty				X	

Suggestions for Improvement by Immediate Superior Officer:

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

(Use other side if necessary)

Rated by [Signature] [Signature] 2-28-84
 (Signature of Immediate Superior Officer) Sergeant Lieutenant (Title) (Date)

Reviewed by _____
 (Signature of Higher Superior Officer) (Title) (Date)

Approved by [Signature] [Signature]
 Department Head Deputy Chief (Title) (Date)

Report Furnished to Civil Service Commission Date APR 13 1984
 Report Furnished to Employee William M. Knox Date 3-14-84

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 Houston
Civil Service Commission

Prepare in quadruplicate. Original to Civil Service Commission duplicate to member reported on; triplicate to head of department for filing, with fourth copy being retained by the division or grading officer.

REPORT OF EMPLOYEE PERFORMANCE RATING

For (Semi-annual period ending August 31, 1982)
(Probationary period ending _____)
(Transfer or Termination period ending _____)

Knox, William M. Emp. _____
Name of Employee
Police Officer
Title of Position
Police
Department

Supervisory or staff position
 Non-supervisory position
Northeast II
Division - District - Station

FACTOR OR ELEMENT	CHECK APPLICABLE FACTOR DEGREE OF PERFORMANCE				
	UNSATIS-FACTORY	FAIR	SATIS-FACTORY	VERY GOOD	OUT-STANDING
(1) Quality of Work				X	
(2) Dependability and Adaptability				X	
(3) Initiative and Leadership			X		
(4) Safety Mindedness			X		
(5) Cooperation and Loyalty			X		

Suggestions for Improvement by Immediate Superior Officer:

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

(Use other side if necessary)

Rated by R. B. Sheehan Sergeant 8-31-82
(Signature of Immediate Superior Officer) (Title) (Date)

Reviewed by J. J. [Signature] Lieutenant 8-31-82
(Signature of Higher Superior Officer) (Title) (Date)

Approved by R. S. [Signature] Department Head Total Points 24.5 Adjective Rating Very good

Report Furnished to Civil Service Commission _____ Date 007 15 1982
Report Furnished to Employee COPY FURNISHED TO EMPLOYEE [Signature] Date 9-29-82

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 Houston
Civil Service Commission**

Prepare in quadruplicate. Original to Civil Service Commission duplicate to member reported on; triplicate to head of department for filing; with fourth copy being retained by the division or grading officer.

REPORT OF EMPLOYEE PERFORMANCE RATING

For (Semi-annual period ending FEBRUARY 28, 1982
 (Probationary period ending _____
 (Transfer or Termination period ending _____

KNOX, WILLIAM M. Name of Employee
POLICE OFFICER Title of Position
POLICE Department

Supervisory or staff position
 Non-supervisory position
DISPATCHERS DIV. SPECIAL SERVICES BUREAU
 Division - District - Station

FACTOR OR ELEMENT	CHECK APPLICABLE FACTOR DEGREE OF PERFORMANCE				
	UNSATIS. FACTORY	FAIR	SATIS. FACTORY	VERY GOOD	OUTSTANDING
(1) Quality of Work				X	
(2) Dependability and Adaptability			X		
(3) Initiative and Leadership			X		
(4) Safety Mindedness			X		
(5) Cooperation and Loyalty			X		

Suggestions for Improvement by Immediate Superior Officer:

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

(Use other side if necessary)

Rated by [Signature] SERGEANT 2-28-82
 (Signature of Immediate Superior Officer) (Title) (Date)
 Reviewed by [Signature] CA Bull 2-28-82
 (Signature of Higher Superior Officer) LIEUTENANT (Title) CAPTAIN (Date)
 Approved by [Signature] Total Points 23.5 Adjective Rating SATISFACTORY
 Department Head ASSISTANT CHIEF
 Report Furnished to Civil Service Commission Date 4-15-82
 Report Furnished to Employee William M. Knox Date 2-28-82

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 Houston
Civil Service Commission

Prepare in quadruplicate. Original to Civil Service Commission duplicate to member reported on; triplicate to head of department for filing; with fourth copy being retained by the division or grading officer.

REPORT OF EMPLOYEE PERFORMANCE RATING

For (Semi-annual period ending _____
(Probationary period ending _____
(Transfer or ~~Termination~~ period ending June 24, 1984

KNOX, William W. employee
Police Officer Name of Employee
Police Title of Position
Department

Supervisory or staff position

Non-supervisory position

Northeast Division II

Division - District - Station

FACTOR OR ELEMENT

CHECK APPLICABLE FACTOR DEGREE OF PERFORMANCE

FACTOR OR ELEMENT	CHECK APPLICABLE FACTOR DEGREE OF PERFORMANCE				
	UNSATIS-FACTORY	FAIR	SATIS-FACTORY	VERY GOOD	OUT-STANDING
(1) Quality of Work				X	
(2) Dependability and Adaptability				X	
(3) Initiative and Leadership				X	
(4) Safety Mindedness				X	
(5) Cooperation and Loyalty				X	

Suggestions for Improvement by Immediate Superior Officer:

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

(Use other side if necessary)

Rated by [Signature] Sergeant 6-24-84
(Signature of Immediate Superior Officer) (Title) (Date)

Reviewed by [Signature] Lieutenant 6-24-84
(Signature of Higher Superior Officer) (Title) (Date)

Approved by [Signature] DEPUTY CHIEF
Total Points 26.0 Adjective Rating Very Good

Report Furnished to Civil Service Commission Date 7-12-84

Report Furnished to Employee [Signature] Date 6-24-84

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 Houston
Civil Service Commission**

Prepare in quadruplicate. Original to Civil Service Commission duplicate to member reported on; triplicate to head of department for filing; with fourth copy being retained by the division or grading officer.

REPORT OF EMPLOYEE PERFORMANCE RATING

For (Semi-annual period ending AUGUST 31, 1988
 (Probationary period ending _____
 (Transfer or Termination period ending _____

KNOX, W. M.
Name of Employee
POLICE OFFICER EMPLOYEE
Title of Position
POLICE
Department

Supervisory or staff position
 Non-supervisory position
WESTSIDE-COMM STAT OPS
Division - District - Station

FACTOR OR ELEMENT	CHECK APPLICABLE FACTOR DEGREE OF PERFORMANCE				
	UNSATISFACTORY	FAIR	SATISFACTORY	VERY GOOD	OUTSTANDING
(1) Quality of Work					X
(2) Dependability and Adaptability					X
(3) Initiative and Leadership					X
(4) Safety Mindedness				X	
(5) Cooperation and Loyalty				X	

Suggestions for Improvement by Immediate Superior Officer:

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

- DOES WORK WHICH IS CONSISTENTLY EXCELLENT AS TO QUALITY, ACCURACY, THOROUGHNESS AND TECHNICAL EXCELLENCE; MAKES UNUSUALLY FINE RECORDS AND REPORTS WHICH REQUIRE NO REVIEW OR REVISION.
- HAS UNUSUAL INTEREST AND SENSE OF PERSONAL RESPONSIBILITY.
- HAS MARKED DEGREE OF ORIGINALITY AND CREATIVE ABILITY. ALMOST WITHOUT EXCEPTION STARTS AND CARRIES THROUGH ASSIGNMENTS WITHOUT DETAILED INSTRUCTION.

(Use other side if necessary)

Rated by [Signature] SERGEANT 8-31-88
(Signature of Immediate Superior Officer) (Title) (Date)

Reviewed by [Signature] LIEUTENANT 8-31-88
(Signature of Higher Superior Officer) (Title) (Date)

Approved by [Signature] DEPUTY CHIEF
Department Head

Total Points 28.5 Adjective Rating OUTSTANDING

Report Furnished to Civil Service Commission Date 8-31-88

Report Furnished to Employee [Signature] Date 9/16/88

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 Houston
Civil Service Commission

Prepare in quadruplicate. Original to Civil Service Commission duplicate to member reported on; triplicate to head of department for filing; with fourth copy being retained by the division or grading officer.

REPORT OF EMPLOYEE PERFORMANCE RATING

For (Semi-annual period ending _____
(Probationary period ending _____
(Transfer or ~~XXXXXXXXXX~~ period ending September 29, 1980

KNOX, William M.
Name of Employee
Police Officer(Probationary)
Title of Position
Police
Department

Supervisory or staff position
 Non-supervisory position
Patrol North North Shepherd Division
Division District Station

FACTOR OR ELEMENT	CHECK APPLICABLE FACTOR DEGREE OF PERFORMANCE				
	UNSATIS-FACTORY	FAIR	SATIS-FACTORY	VERY GOOD	OUT-STANDING
(1) Quality of Work		X			
(2) Dependability and Adaptability		X			
(3) Initiative and Leadership		X			
(4) Safety Mindedness		X			
(5) Cooperation and Loyalty		X			

Suggestions for Improvement by Immediate Superior Officer:

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

(Use other side if necessary)

Rated by [Signature] Sergeant 9/29/80
(Signature of Immediate Superior Officer) (Title) (Date)
Reviewed by [Signature] Lieutenant 9/29/80
(Signature of Higher Superior Officer) (Title) (Date)
Approved by [Signature] Department Head Ass't Chief
Total Points 18.0 Adjective Rating Fair
Report Furnished to Civil Service Commission Date 11-19-80
Report Furnished to Employee William M. Knox Date 10-3-80

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 Houston
Civil Service Commission

Prepare in quadruplicate. Original to Civil Service Commission duplicate to member reported on; triplicate to head of department for filing; with fourth copy being retained by the division or grading officer.

REPORT OF EMPLOYEE PERFORMANCE RATING

(Semi-annual period ending AUGUST 31, 1980

For

(Probationary period ending _____

(Transfer or Termination period ending _____

Knox, William M. _____
Name of Employee

Supervisory or staff position

Probationary Police Officer _____
Title of Position

Non-supervisory position

Police _____
Department

Patrol Bureau, North Shepherd III _____
Division - District - Station

FACTOR OR ELEMENT	CHECK APPLICABLE FACTOR DEGREE OF PERFORMANCE				
	UNSATISFACTORY	FAIR	SATISFACTORY	VERY GOOD	OUTSTANDING
(1) Quality of Work		X			
(2) Dependability and Adaptability		X			
(3) Initiative and Leadership		X			
(4) Safety Mindedness		X			
(5) Cooperation and Loyalty		X			

Suggestions for Improvement by Immediate Superior Officer:

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

(Use other side if necessary)

Rated by [Signature] _____ Sergeant _____ 8-31-80
(Signature of Immediate Superior Officer) (Title) (Date)

Reviewed by [Signature] _____ Lieutenant _____ 8-31-80
(Signature of Higher Superior Officer) (Title) (Date)

Approved by [Signature] _____ Total Points 18.0 Adjective Rating Fair
Department Head Ass't. Chief Date OCT 15 1980

Report Furnished to Civil Service Commission _____ Date _____

Report Furnished to Employee William M. Knox _____ Date 9-22-80

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 Houston
Civil Service Commission**

Prepare in quadruplicate. Original to Civil Service Commission duplicate to member reported on; triplicate to head of department for filing; with fourth copy being retained by the division or grading officer.

REPORT OF EMPLOYEE PERFORMANCE RATING

For (Semi-annual period ending _____
(Probationary period ending _____
(Transfer or Termination period ending March 6, 1981

Knox, William M. Payroll
Name of Employee
Police Officer
Title of Position
Police
Department

Supervisory or staff position
 Non-supervisory position
Patrol North, Northeast II
Division - District - Station

FACTOR OR ELEMENT	CHECK APPLICABLE FACTOR DEGREE OF PERFORMANCE				
	UNSATIS-FACTORY	FAIR	SATIS-FACTORY	VERY GOOD	OUT-STANDING
(1) Quality of Work			X		
(2) Dependability and Adaptability			X		
(3) Initiative and Leadership		X			
(4) Safety Mindedness		X			
(5) Cooperation and Loyalty		X			

Suggestions for Improvement by Immediate Superior Officer:

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

(Use other side if necessary)

Rated by W.P. McShally Sergeant 03/05/81
(Signature of Immediate Superior Officer) (Title) (Date)

Reviewed by N. B. McAllen Lieutenant 03/06/81
(Signature of Higher Superior Officer) (Title) (Date)

Approved by R. S. McAllen Total Points 20.0 Adjective Rating Satisfactory
Department Head

Report Furnished to Civil Service Commission Date 3-16-81

Report Furnished to Employee Mailed to officer Date _____

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 grade.