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A little about us

- Ronald Schneider and William Bancroft are retired from the Ohio State Highway Patrol
- Ronald Schneider retired in the last year after 34 years of service with the Ohio State Highway Patrol. Ron's last 18 years was spent in the Office of Criminal Investigations, with the last 10 years as a supervisor in the section.
- Bill Bancroft is a 29 year veteran of the Ohio State Highway Patrol and spent time as a field trooper, investigator, field supervisor and he finished his career handling administrative investigations as a supervisor.
- Both have vast experience in law enforcement and civilian background investigations

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Law Enforcement Backgrounds

- ▶ Most important phase of the hiring process

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Officer Tim Loehmann – Tamir Rice Shooting

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What Could Have Been Discovered About Officer Timothy Loehmann:

- ▶ The rookie Cleveland police officer who fatally shot 12-year-old Tamir Rice November 22, 2014 had been deemed unfit for duty at a previous police department and was in the process of being fired when he resigned from his job.
- ▶ Loehmann has been a Cleveland police officer since March. Before that, he spent five months in 2012 with the police department in the Ohio suburb of Independence, about 13 miles south of Cleveland. Four of those five months were spent in the police academy.

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What Could Have Been Discovered About Officer Timothy Loehmann:

- ▶ Cleveland Police Department said that **it had not reviewed** Loehmann's Independence Police Department personnel file during his background check. According to Cleveland police spokesman Ali Pillow, detectives interviewed the human resources director for the city of Independence, who told them there were no disciplinary actions or incidents in Loehmann's file. The manager told detectives Loehmann left because he resigned for personal reasons, Pillow said.

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What Could Have Been Discovered About Officer Timothy Loehmann:

- ▶ In an entrance interview during a lie detector test taken for the job in Independence, Loehmann told an investigator that he had not had a full-time job in the last five years, and that he had applied to multiple police departments in 2010.
- ▶ Los Angeles Times Report December 3, 2014.

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What happened to Officer Loehmann?

INVESTIGATION

BROKEN BOROUGH

After Tioga hired the cop who killed 12-year-old Tamir Rice, long-simmering personal grudges and infighting exploded and brought local government in the tiny Pennsylvania borough to a halt.

Standing in a nondescript corner of the Tioga Borough Council Room, Mayor David Wilcox read from a printout of the Pennsylvania police oath and swore in his small town's new police officer. A few feet away, a clean-shaven man raised his right hand and took the pledge.

One day later, Wilcox stood on the back of a pickup truck in the parking lot outside the municipal building and told dozens of protesters he was deceived by the Borough Council, and that he knew nothing about the man he had inducted as Tioga's only police officer the day before.

That man was Timothy Loehmann.

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BY JOHN RABY

Updated 12:21 PM EDT, July 2, 2024

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CHARLESTON, W.Va. (AP) — The former Cleveland officer who fatally shot [12-year-old Tamir Rice](#) in 2014 has resigned from a police force in West Virginia, the third time in six years he left a small department amid backlash shortly after he had been hired.

White Sulphur Springs City officials said Timothy Loehmann resigned Monday afternoon as a probationary officer.

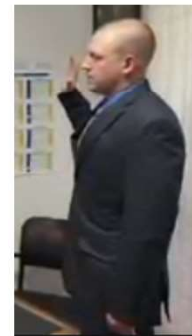
In a statement [issued to WVVA-TV](#), Mayor Kathy Glover said Loehmann had been hired at the recommendation of White Sulphur Springs Police Chief D.S. Teubert.

"Since this is an employment matter, I will have no further comment," Glover said.

It wasn't immediately clear how long Loehmann had been on the force.

Subodh Chandra, a Cleveland-based attorney for Rice's family, said that while it's a relief that Loehmann is no longer a police officer in White Sulphur Springs, "there must be accountability for the atrocious judgment of the police chief and any other officials involved" in having hired him.

What happened to Officer Loehmann?



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Lessons Learned

- ▶ A complete and thorough background may have prevented the hiring of Loehmann
- ▶ Performance evaluations / memos are Public Records and can be obtained
- ▶ If your agency does not perform a thorough background check on new hires, the news media will...after a critical incident
- ▶ A bad hire can cost your agency thousands of dollars and bring discredit to all officers in your department
- ▶ Most applicant's have a "track history" before being hired and "tigers do not change their stripes"

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Example of No Background Investigation



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Web-Check Fingerprinting

- **State background-check system flawed and unreliable**
- **By Randy Ludlow, The Columbus Dispatch**
- Posted Apr 23, 2015 at 12:01 AM
- From cops whose safety is at stake to day-care centers trying to avoid hiring ex-felons, Ohio's flawed criminal background-check system doesn't always reveal the truth about people they deal with. **The computerized background-check system operated by the Bureau of Criminal Investigation in the office of Attorney General Mike DeWine has been troubled for years, sometimes indicating that thousands of criminals have clean records.**
- From cops whose safety is at stake to day-care centers trying to avoid hiring ex-felons, Ohio's flawed criminal background-check system doesn't always reveal the truth about people they deal with.
- The computerized background-check system operated by the Bureau of Criminal Investigation in the office of Attorney General Mike DeWine has been troubled for years, sometimes indicating that thousands of criminals have clean records.
- A review of thousands of pages of records reveal ongoing problems that have led supervisors to label the 15-year-old system -- used for more than 1.3 million checks a year -- as "cobbled together" and "running on borrowed time."
- Thousands of intertwined criminal-conviction and fingerprint records with processing errors have hung in limbo in a twitchy computer system for months at a time while records of convictions don't arrive promptly -- or at all.
- Amid an investigation by WBNS-TV (Channel 10) and *The Dispatch*, state officials are cracking down on the system contractor, 3M Cogent, and planning to buy a multi-million-dollar replacement.

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Why Choose Armor Risk Management?

- ▶ Investigations will include:
 - Criminal Records checks from all courts and police departments where the applicant has resided
 - Personal contact with known associates, friends, neighbors, employers, teachers etc.
 - Admissions obtained through interviews and polygraph reports
 - Failure to report crimes and incidents
 - Level of cooperation provided by the applicant
 - Open source information on the applicant obtained from the World Wide Web

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Why Choose Armor Risk Management?

- ▶ Confidentiality and Conflict of Interest
 - ARM agrees not to disclose information developed to anyone other than the employer
 - Eliminates any conflict of interest from the Department by eliminating active members from performing background investigations on known associates and children of co-workers
 - Removes any stigma of favoritism based upon who performed the investigation
 - Removes the possibility of spreading of personal information within the office environment
 - Background investigations are fair and impartial with only facts reported to the employer

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Why Choose Armor Risk Management?

- ▶ Background Investigations can be tailored for your agency needs
- ▶ Forms used can be specific to your agency
- ▶ ARM works to provide the ultimate information-gathering system in order to collect the needed facts

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Why Choose Armor Risk Management?

► Efficiency




- Reports will be completed generally in 1-2 weeks since this will be ARM's primary responsibility
- Priority requests to expedite process handled immediately and efficiently without "paying overtime"
- Armor Risk Management will save your agency and officers time and provide the best value for your money.

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Flexibility - Armor Risk Management

- Contract Prices can vary depending upon quantity of work and type of work
 - Prices schedule consistent with type of background and hours of work performed
 - Partial backgrounds or applicant withdrawal from process will trigger automatic discounts to agency
 - Law Enforcement or Professional Staff background forms available for review

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