

# Gladstone Police Department

## Monthly Report

July 2023





# GLADSTONE POLICE DEPARTMENT CHIEF'S MONTHLY REPORT TO CITY ADMINISTRATOR AND COUNCIL



## CHIEF'S REPORT

July 2023

Greetings,

The Gladstone Police Department will be hosting our first Community Academy September 28<sup>th</sup>- November 16<sup>th</sup>. The academy will run for 8 weeks, every Thursday evening, from 6-9 PM and will be held in the Community Room at the Gladstone Civic Center. We have designed the academy to increase understanding between community members and their police through collaboration to help reduce crime, while providing a better understanding of the tasks police officers face day to day. With better understanding, it becomes easier for police and community members to find realistic solutions to neighborhood problems.

The instructors for the academy are your Gladstone Police Officers who teach in their areas of expertise and have years of training and experience. We will also have guest speakers from our local dispatch center, Behavioral Health Unit, representatives from the District Attorney's Office and a few others. Areas of focus that will be covered include, patrol procedures, criminal investigations, training, community based policing, code enforcement, use of force, traffic enforcement, and finally a K9 demonstration. Attendees will also have the opportunity to participate in scenario training designed for police officer training.

I encourage Gladstone residents to complete an application that can be found and printed on the police department's website or picked up at the front counter of the police department. Those attending must be 18 years or older and are required to successfully complete a background check. Space is limited to 10 participants so get your applications in soon. Our hope is that the police department offers a Community Academy yearly and that we are able to increase the number of participants moving forward. If you are not selected and can successfully pass the background investigation, we will keep you on a list for the following year.

Sincerely,

A handwritten signature in black ink, appearing to read "John Schmerber".

John Schmerber, Chief of Police



GLADSTONE POLICE DEPARTMENT  
MONTHLY ACTIVITY REPORT

**JULY 2023**

"Respect ~ Service ~ Character ~ Passion"



GENERAL STATISTICS/TYPE	THIS MONTH	YTD THIS YEAR	YTD LAST YEAR	% +/-	TOP 5 TRAFFIC CITE CHARGES	
Dispatched Incidents	672	3,677	3,696	-0.51%	Speeding	22
Officer Initiated Incidents	444	3,230	3,115	3.69%	Driving Uninsured	14
Total Number of Incidents	1,116	6,907	6,811	1.41%	Driving Uninsured	13
Police Reports Filed	357	2,001	2,191	-8.67%	Unlawful Cell Phone Use	8
Traffic Contacts	294	2,270	1,767	28.47%	Improper Display of License Plate	6
Citations Issued (Charges)	101	1,036	1,107	-6.41%	<b>ALARM ADMINISTRATION REPORT</b>	
Parking Citations	9	57	94	-39.36%		
DUII	7	28	21	33.33%	Renewals Billed	18
Community Policing Contacts	17	95	161	-40.99%	Renewal Fees Collected	\$575.00
Murders	0	0	0	0.00%	New Permits Issued	4
K9 Deployments	1	18	27	-33.33%	False Alarms w/No Permit	2
Tow Releases	4	17	10	70.00%	1st false Alarm Events	3
					2nd False Alarm Events	0
					3rd False Alarm Events	0
					False Alarm fees collected	\$150.00
					False Alarm fees billed	\$0.00



GLADSTONE POLICE DEPARTMENT  
MONTHLY ACTIVITY REPORT

**JULY 2023**

*"Respect ~ Service ~ Character ~ Passion"*



SELECTED CALLS FOR SERVICE**	THIS MONTH	YTD THIS YEAR	YTD LAST YEAR	% +/-	SPECIFIC OVERTIME CATAGORIES	HOURS
Abuse/Neglect	3	18	27	-33.33%	Shift Coverage	156
Accident/Injury or Fatal	1	13	12	8.33%	Court	12
Accident/Property Damage	8	49	47	4.26%	Training	0
Assault	4	20	21	-4.76%	Presentations/Meetings	2
Burglary	1	18	19	-5.26%	Traffic Grant	69
Domestic Disputes	35	137	115	19.13%	Special Assignment	9.5
Drugs/Narcotics	3	19	10	90.00%	K9	8.5
Disturbance-Fights-Noise	16	89	101	-11.88%	SRO	0
Forgery/Fraud	14	66	54	22.22%		
Hit and Run	7	32	27	18.52%		
Ordinanace Violations	26	150	68	120.59%		
Runaway/Missing	7	28	36	-22.22%		
Sex Offense	1	10	33	-69.70%		
Suicide Attempt/Threat	6	34	33	3.03%		
Suspicious Person or Circumstance	64	380	454	-16.30%		
Thefts	31	131	166	-21.08%		
Trespass/Prowler	15	72	88	-18.18%		
Vandalism	9	41	69	-40.58%		
Vehicles Recovered	1	20	29	-31.03%		
Vehicles Stolen	6	26	56	-53.57%		
Death(Not Suicide/Murder)	0	5	8	-37.50%		

\*\*Coded at time of dispatch, not final disposition



# GLADSTONE POLICE DEPARTMENT BIAS MONTHLY REPORT TO CITY ADMINISTRATOR AND COUNCIL



## BIAS MONTHLY REPORT

**REPORTED BY: Kristi Walls**

**July 2023**

Bias crimes and incidents. The definition of a Bias Crime and Bias Incident can be found in the Oregon Revised Statutes at:

166.155 (Bias Crime in the second degree)

166.165 (Bias Crime in the first degree)

147.380 (b) (Bias Incident)

No Bias Crimes were reported.

1 Bias Incidents was reported.

*Bias Incident defined: a person's hostile expression of animus towards another person, relating to the other person's perceived race, color, religion, gender identity, sexual orientation, disability or national origin, of which criminal investigation or prosecution is impossible or inappropriate. "Bias Incident" does not include any incident in which probable cause of the commission of a crime is established by the investigating law enforcement officer.*

On July 22, 2023, Officers were dispatched to a disturbance between two females at a bus stop located at W Arlington and Barton Ave. While at the bus stop, the suspect was asked to stop smoking. The suspect got angry and blew smoke in the victim's face and said she was going to kill her. The victim was also called a "baby killer" and a "lesbian" in a derogatory manner. No bias crime occurred during their argument. However, harassment charges were sent to the City Prosecutor due to the physical nature of the fight. While these statements do not constitute a crime, they do amount to a bias incident as the suspect threatens the other party using bias-related language.

The Gladstone Police Department made the proper referral per ORS 147.380.





**GLADSTONE POLICE DEPARTMENT  
CODE ENFORCEMENT MONTHLY  
REPORT TO CHIEF AND COUNCIL**



**CODE ENFORCEMENT OFFICER  
MONTHLY REPORT**

Prepared by Sammy Unda

July 2023

- 2 Warning Parking Citations
- 8 Community Contacts
- 12 Parking Complaints
  - 11/12 resolved
- 6 Abandoned Vehicles
  - 5/6 resolved
- 2 Vehicles Towed
- 4 Dog nuisance calls
  - 1/4 resolved
- 17 Ordinance Violations
  - Noxious Vegetation - 6/9 resolved
  - Business Violation - 1/1 resolved
  - Illicit Discharge - 1/1 resolved (issue resolved, citation pending)
  - Vehicle Storage on Private Property - 0/1 resolved
  - Failure to pay Alarm Permit - 1/1 resolved
  - Miscellaneous - 4/4 resolved

**47 Total Calls/Community Contacts**

**NEW CASES:**

**7/1/2023 Incident # CP231820151, community contact (completed)**

While addressing a separate incident, I was made aware of a home dealing with 20+ stray cats and kittens. Many homeowners had left their cats behind, and many of them were not neutered. Many of the cats are suffering from infections, flea infestations, and so forth.

Free animal services through Feral Cats Coalition assisted and are now helping trap, spay, and return the animals at the request of the homeowner. The services also includes treating the infections and flea infestations.



## **CODE ENFORCEMENT OFFICER MONTHLY REPORT Continued....**

### **7/1/2023 Case # 23-01375, Ordinance Violation (completed)**

I had received multiple complaints about a residence with overgrown vegetation. The homeowner was more than willing to abate all the nuisances, and did so.



### **7/5/2023 Incident # CP231860147, Ordinance Violation (completed)**



Complaint of a stop sign covered by vegetation. The homeowners were notified and quickly fixed the visibility issue.

### **7/13/2023, Ordinance Violation (completed)**

Ongoing issue of vegetation overgrowth onto the sidewalk from the property in question. After some discussions with the tenants and homeowner, they abated the nuisance.





**CODE ENFORCEMENT OFFICER  
MONTHLY REPORT Continued....**

**7/18/2023 Case # 23-014942, Ordinance Violation/Parking Complaint (completed)**

I received a report of two abandoned vehicles on the street along with overgrown blackberry vines/vegetation growing into the street and over the vehicles. Both vehicles were removed and the blackberry vines/vegetation was completely removed by the homeowner.



**7/21/2023, Overgrown Vegetation, City right-of-way (completed)**



Many residents in the area were concerned about the overgrowth of blackberries and if the property was City owned or not. A concerned neighbor decided to clear out the path of blackberries herself and the area is now cleaned up.

**7/24/2023 Case # 23-011384, Ordinance Violation (completed)**

When a neighbor, over a dead tree causing a hazardous condition to abutting properties wasn't resolved, the homeowner was cited for failing to abate the issue. The homeowner was offered the fix it ticket solution. He cut down the dead trees.







# GLADSTONE POLICE DEPARTMENT CODE ENFORCEMENT MONTHLY REPORT TO CHIEF AND COUNCIL



## CODE ENFORCEMENT OFFICER MONTHLY REPORT Continued....

**7/25/2023, Parking Violation (completed)**



A vehicle had been left on the street for several weeks. It was not operable. After speaking with the registered owner's family member, the vehicle was removed from the street.



# GLADSTONE POLICE DEPARTMENT DETECTIVES MONTHLY REPORT TO CHIEF AND COUNCIL



## DETECTIVES MONTHLY REPORT

Prepared by Detective Fich

July, 2023

### New Cases Assigned:

1. 23-014421 Sexual Abuse and Strangulation. Assigned 07/12/23
2. 23-014548 Murder/Suicide in Damascus, OR. Interagency Major Crimes Team (MCT) Detective call-out on 07/12/23

### Current Caseload:

1. 23-007287 Sexual Abuse. Assigned 04/10/23. (Awaiting DNA forensic results)
2. 23-007432 Sexual Abuse. Out-of-state referral (Great Falls, Montana) Assigned 04/10/23
3. 23-009913 Sexual Abuse. Assigned 05/13/23
4. 23-013024 Attempted Murder, Assault 1, Burglary 1. GPD call-out on 06/22/23

### Cases Cleared:

1. 23-013641 Officer Involved Shooting in Portland (Clackamas County). Interagency Major Crimes Team (MCT) Detective call-out. Report forwarded to the Oregon City Police Department on 07/03/2023
2. 23-014421 Sexual Abuse and Strangulation. Case reviewed and forwarded to CCSO on 07/12/23
3. 23-014548 Murder/Suicide in Damascus, OR. Interagency Major Crimes Team (MCT) Detective call-out. Case forwarded to Clackamas County Sheriff's Office on 07/24/23.



**GLADSTONE POLICE DEPARTMENT  
K9 MONTHLY REPORT  
TO CHIEF AND COUNCIL**



**K9 MONTHLY REPORT**

**Prepared by: Officer Olson**

**July 2023**

K9 Nanuk is a seven year-old German Shepherd born in Slovakia. At seven weeks old K9 Nanuk was sold to a man in Germany who started training K9 Nanuk. In Germany in order to breed a dog they must achieve a sport title. In Germany the primary sport is schutzhund. schutzhund training is comprised of three separate parts, they are obedience, tracking, and protection work. You can accomplish three levels of titles from this training. K9 Nanuk was imprinted with the beginning knowledge in schutzhund training however he was sold at a young age and he had not achieved a title. Most working dogs are sold to kennels where police agencies purchase them with some sport dog training up to titled dogs in sport training. The training is then adapted to police work.

Officer	K9 Deployments GPD	K9 Deployments Other Agencies	K9 Training Hours
Olson	0	1	12

We assisted Clackamas County Sheriff’s Office after a pursuit that ended near the Tualatin River in West Linn. The suspect was seen on Pete’s Mountain Road after he swam the river and climbed up the hillside. The suspect was not located and it appeared that he fled back down the hillside prior to my arrival on scene.

K9 Nanuk and I assisted Gresham Police with a K9 demo supporting their comfort dog program.





# GLADSTONE POLICE DEPARTMENT OPERATIONS MONTHLY REPORT TO CHIEF AND COUNCIL



## OPERATIONS MONTHLY REPORT

Prepared by Sgt. Okerman

July 2023

7/2 Three juveniles stole ice cream and skin care products from Walgreens. They were located a few blocks away. All three were cooperative and the items were recovered. The case was referred to the juvenile department.

7/4 A subject was located in Meldrum Bar Park passed out with the driver door open. The subject was intoxicated and officers noticed fresh damage to the vehicle. One of the tires was completely flat and the car had been driven on the rim. Officers investigated and determined the driver crashed into a boulder in the park. Officers could not determine if the driver was intoxicated before the crash or drank after. The driver was arrested for several crimes related to the investigation and excluded from the Park for 30 days.

Officers responded to over a dozen fireworks complaints that were called in or they witnessed. All of the people contacted were cooperative with police except for one subject. In all the other cases subjects destroyed their illegal fireworks and were cooperative. At the one location officers encountered an aggressive and hostile crowd. The subject seen lighting the illegal firework tried to walk away from the officers and then resisted arrest. The subject was charged with several crimes and taken to jail.

After the police cleared the scene another subject lit off an illegal firework that tipped over when it went off. It endangered people in the area and caused over \$2000 in damage to a vehicle when it exploded. The case was investigated and charges are being filed.

7/5 A group of young teens from Portland were contacted near Safeway for being visibly intoxicated. They were uncooperative with officers and they were all detained and transported to the juvenile department for processing.

7/9 A 12-year-old was arrested for assaulting her grandmother causing a black eye and several bloody cuts to her face. This stems over an earlier incident where the 12-year-old threatened to run away.

7/10 Officer responded to a disturbance in the middle of 82<sup>nd</sup> Dr. where a Lyft rider was assaulting the driver. The assault started while the vehicle was moving and once it started the suspect was able to push the driver out of the car in an attempt to steal the car. When officers arrived, the suspect was still in the car. When officers tried to arrest the suspect, suspect resisted and force was required to be used to gain control of the suspect. The suspect was charged with many crimes including several felonies.



# GLADSTONE POLICE DEPARTMENT OPERATIONS MONTHLY REPORT TO CHIEF AND COUNCIL



## OPERATIONS MONTHLY REPORT Continued.....

7/11 An overdose was reported. Officer responded with medical and the patient was still conscious when they arrived. The patient received emergency medical care while the ambulance took them to the hospital. The patient survived.

7/12 Officers responded to a domestic disturbance at the Budget Inn. No crimes had been committed but the male was arrested on an outstanding warrant from another county.

7/17 A subject lit an aerial firework out of a homemade launcher. It did not go as planned and caught the John Wetten Elementary field on fire. The fire department responded and put the fire out. The suspect stayed on scene at the encouragement of neighbors. They were cited for the illegal firework and starting the fire.



7/19 There was a theft from the liquor store involving juveniles. Once officers got the photo of the suspect they were able to locate the suspect at the skate park in Oregon City. The suspect was arrested and the liquor was recovered. The suspect had a bag of items they said was all property they stole from various stores at the mall. They were arrested earlier this month for being intoxicated as well.

7/23 A subject overdosed on fentanyl at the Budget Inn. Narcan was administered by management and fire, which revived the subject. The subject had to be placed on a hold to force medical treatment.

7/25 An officer made a traffic stop and learned the driver had a warrant. The driver was arrested. The passenger was arrested on a warrant also.

7/31 A vehicle crashed into a tree on Webster Rd. The driver did not show signs of impairment and told witnesses he was looking down while eating.



# GLADSTONE POLICE DEPARTMENT OPERATIONS MONTHLY REPORT TO CHIEF AND COUNCIL



## OPERATIONS MONTHLY REPORT

Prepared by **Sgt. Graves**

**July 2022**

07/05/23- Theft in progress at Walgreens. Officers arrived in the area and located the suspect. Suspect was arrested and merchandise was returned.

07/06/23- Suspicious person in the 17600 block of Springhill. Ongoing issue with a subject with mental health issues. Subject was previously trespassed from an address on Springhill and keeps returning to location.

07/12/23- Domestic disturbance in the 900 block of Risley Ave. Ongoing issues with subjects with mental health issues living at the location. Officers were able to determine that no crimes were committed. Mobile Crisis Team was notified, and said they would check in with subjects.

07/13/23- Disturbance in the 6300 block of Caldwell at a chronic nuisance home. Officers were able to determine no crime had occurred, but one of the parties involved had a warrant for their arrest.

07/14/23- Domestic disturbance in the 900 block of Risley Ave. Ongoing issues with subjects with mental health issues living at the location. (same as 07/12/23) Again no crimes were committed and the Mobile Crisis Team was called.

07/20/23- Domestic disturbance in the 750 block of Edgewater. Officers arrived and determined no crime had occurred. One of the subjects involved was experiencing a mental health crisis and was provided resource phone numbers to use.

7/20/23- Officers were dispatched to a trespass in the 17600 block of Springhill. This is related to the same subject with mental health issues. (07/06/2023) When officers arrived, the subject was gone and it was determined that the subject never came on to the property, but was parked in a vehicle in the street. About an hour later the subject returned to the scene and parked outside on the street again. Officers arrived and determined the subject was in mental health crisis. The Mobile Crisis Team was called out to the scene. It was determined the subject needed to go to the hospital for an evaluation. She was taken into custody and transported by AMR to the hospital.

7/22/23- Repeat Domestic disturbance in the 750 block of Edgewater. (07/20/2023) Again subject was in mental health crisis. Mobile Crisis Team was contacted. They spoke with the subject and were able to help with resources for the subject and the family.





# GLADSTONE POLICE DEPARTMENT OPERATIONS MONTHLY REPORT TO CHIEF AND COUNCIL



## OPERATIONS MONTHLY REPORT Continued.....

07/27/23- Strong arm robbery at Safeway. Subject was fighting with loss prevention when confronted about stealing items from the store. Officers arrived in the area a short time later and took the subject into custody. Subject was arrested and charged with Theft III, Robbery II and Harassment.

## **OPERATIONS MONTHLY REPORT**

**Prepared by Sgt. Hutchinson**

**July 2023**

07/01/23 – Officers responded to Tukwila Springs for a known mental health subject harassing the employees. The man was counseled and the staff were advised to call if he continues.

07/05/23 – Officers took a call of a theft from Walgreens. The male suspect stole items and was hiding in the bushes near the 99E Bridge to Oregon City. He was located and arrested for Theft.

Gladstone Officers located 4 juveniles in the Safeway parking lot that were heavily intoxicated. They had been drinking at High Rocks Park and were not from the area. The juveniles were detained and transported to JRC. Two lied about their identities, one had a warrant for their arrest and the other was a missing juvenile.



07/07/23 - Officers responded to a Motor Vehicle Accident at Arlington and Mcloughlin Blvd. Parties involved were not injured and tow trucks were arranged for them.

Officers responded to a theft in progress at the Walgreens. The male suspect stole beer and other items. He was located in Oregon City. Due to the amount of property the man had and a leg injuries (no medical required) the man was cited for the theft and the items returned.

07/08/23 – Officers responded to a domestic disturbance at the River Run Village. A known subject was located having a mental health issue. She had an active Gladstone Warrant and was arrested without incident.

## OPERATIONS MONTHLY REPORT Continued.....

07/14/23 – Officer responded to a theft of cash from Somerset Assisted Living, no suspect was located. Officers also took a fraud of a male suspect using counterfeit bills at local businesses, the investigation required follow up.

07/15/23 – Officers responded to Tukwila Springs for a suspicious person who is a mentally ill subject. Officers have assisted him multiple times and he was medically checked and cleared to go home.

07/19/23 – Officer responded to a theft from Walgreens. 2 subjects, a male and a female, stole items and left the area. The female was located and arrested. The male was not located on this call.

07/22/23 – Kearns Market called in a trespassing in progress of a known suspect who has been trespassed multiple times. He was located on the nature trail and arrested without incident.

Officers responded to a disturbance at the bus stop on W Arlington. Two women were physically fighting after one wanted the other to stop smoking. The possible primary aggressor was uncooperative. Neither party was injured and it was unclear who caused the incident. The cooperative party was transported home to separate them and the incident was forwarded to the City Prosecutor.

07/26/23 – Gladstone Officers and CCSO deputies responded to a suicide threat by a man who threatened to shoot himself in the head in front of his ex-girlfriend in her yard. Officers located the man in his truck. He was detained for a possible mental health hold. The shotgun was located hidden in the reporting party's backyard. The suspect was a felon, and was arrested for Felon in Possession of a Firearm and Trespassing with a Firearm.







# GLADSTONE POLICE DEPARTMENT OPERATIONS MONTHLY REPORT TO CHIEF AND COUNCIL



## OPERATIONS MONTHLY REPORT Continued.....

07/27/23- Officers conducted a welfare check on a woman at the request of DHS. The woman was evaluated by Clackamas County BHU and was deemed not a threat to herself and no hold was placed on her. Her family was advised to check on her as it was clear her mental health was deteriorating.

07/28/23 – Gladstone Officers responded to a felony elude from a GPD traffic stop. A traffic stop was attempted on a vehicle and it refused to stop, speeding away from the officer. The vehicle was later located after a collision with a tree and the driver was arrested for DUII and Felony Elude.

Gladstone Officers responded to a Domestic disturbance with a Knife between Father and Son. Both parties were heavily intoxicated. No injuries were sustained, and after interviews with both parties, it was not clear if the event occurred at all. Witnesses claimed the son who called the police was the aggressor. The parties were separated and the event documented.

07/29/23 – Officers responded to a disturbance between a mother and son. The suspect was upset about garbage in the apartment. He was preventing his mother from calling for police by taking her phone. The son was arrested for interfering with making a 911 call.

Officers responded to Tukwila Springs Transitional Housing on a report of a bloodied male lying in the parking lot. The man was located but told officers he fell off his bike. No bicycle was located and it was determined another male had struck him. The suspected male lives at the location. The victim refused to change his story and did not want to be a victim. He was transported to the hospital and the event was document.

## **RECORDS UNIT MONTHLY REPORT**

**Reported by: Executive Assistant Kristi Walls**

**July 2023**

Watch our website and our Face Book page for our Monthly “Where is K9 Nanuk” photo contest. The first person to guess where K9 Nanuk is and contacts me at [kwalls@gladstoneoregon.us](mailto:kwalls@gladstoneoregon.us) will win a prize. Elise Martin had the correct answer last month. The correct answer was at the high school.

Don't forget to stop by the Police Department to get your free bicycle helmet. We have all sizes ranging from toddlers to adults. We are here to help you Monday through Friday from 9:00am – 4:00pm. We will have bike helmets at the Community Festival to give away if you need one. So make sure to stop by the Police Department's booth.



We had some hot temperatures in July! Chief Schmerber and Officers surprised park goers with popcicles to help cool them off. The sweet frozen treats were much appreciated.





**RECORDS UNIT MONTHLY REPORT  
Continued.....**

The Annual Fourth of July BBQ was a big hit. We cooked up and gave away 693 hot dogs, along with chips and water. 450 Snow Cones and 50 root beer floats.







# Where is K9 Nanuk? August 2023



Join us every month to identify where is K9 Nanuk



Each month we will post of a picture of K9 Nanuk somewhere in Gladstone. Be the first to identify where K9 Nanuk is, and you will get something special from us. If you think you know where K9 Nanuk is, contact us at [kwalls@gladstoneoregon.us](mailto:kwalls@gladstoneoregon.us). You must email your response to win.





# GLADSTONE POLICE DEPARTMENT TRAINING UNIT MONTHLY REPORT TO CHIEF AND COUNCIL



## TRAINING UNIT MONTHLY REPORT

**Prepared by: Sergeant Okerman**

**July 2023**

The training unit strives to keep all Police Department members updated on legal and training issues. This is no small task considering that to maintain certification as a Police Officer in Oregon you must meet minimum requirements based on required annual or semi-annual training mandates. We also strive to send Officers to training that may not be required, but relate to a particular Officer’s field of expertise or for purposes of career development.

Officer	Training	Mandatory State/Federal	Hours
Day	Armorer	No	16
All employees	OSHA	Yes	16
<b>Total</b>			<b>32</b>

Officer Day attended a patrol rifle armorer course for recertification. This class was put on by a different instructor than we normally use and was a big benefit giving a different perspective and learning points.

All department employees completed their required Heat exposure training through the City. It was a good reminder to be aware of the dangers high heat can be when working outside.

The field training module of Benchmark was completed. This moves all field training documentation to an electronic platform so it is easier and faster to manage. It also allows for training to be analyzed quickly.

Other scheduled training for July was postponed to later months due to scheduling conflicts with vacation, time off, and other conflicts.