

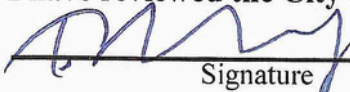
## Centralia Police Department Yearly Evaluation

Name: Tracy Murphy	Rank: Sergeant	Assignment: JNET
Evaluator: Andy Caldwell	Rating Period: 2025	

Category	Exceeds Standards	Meets Standards	Needs Improvement
<b>1. Problem Solving</b>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Comments: Sgt. Murphy consistently identifies operational issues in planning phases and works through solutions. His years of experience enable him to find solutions to problems not just in JNET but also in other areas of the department. An example of this was the discussions around PC statements and bookings.			
<b>2. Commitment to Duty, Department's Mission &amp; Goals</b>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Comments: Sgt. Murphy demonstrates a high level of reliability in JNET investigations. He is available for the difficult hours that are required of a drug unit supervisor. He regularly finds creative ways to be available for the calls that come in, whether it is another task force needing assistance or a late-night drug buy; he makes it work to get the bad guy in custody.			
<b>3. Oral Communication Skills</b>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Comments: Sgt. Murphy's is an effective public communicator. During this rating period, he has spoken about drug investigations at community events, schools, and with government officials. I have received positive feedback from community members about his presentations.			
<b>4. Written Communication Skills</b>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Comments: Sgt. Murphy's reporting writing is technical and accurate.			
Category	Exceeds Standards	Meets Standards	Needs Improvement

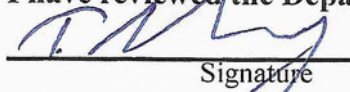
5. Teamwork	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Comments:			
6. Investigative Skills	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Comments: Sgt. Murphy stays current on investigative tools and strategies. This is an area of importance that cannot be overstated. The tools for thorough investigations are advancing at a pace faster than at any time in law enforcement history; there are new phones, phone companies, apps, computer programs, ways to hide drugs, forensics, court order processes, reporting requirements, and surveillance tools. Sgt. Murphy stays current on how to apply skills to navigate complex investigations successfully.			
7. Employee & Workplace Safety	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Comments: Sgt. Murphy has expressed interest in learning new standards for tactical operations.			
8. Appearance	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Comments: JNET is a plainclothes unit, and his appearance is always appropriate for his assigned duty. He has been called upon a few times during this rating period to wear his Class A and Class B uniforms, and during those times, he clearly takes pride in his uniforms and sets an example for younger officers.			

**I have reviewed the City Harassment Policies** - City Policy Chapter 1, 1.4 a-e and Lexipol 314:

  
Signature

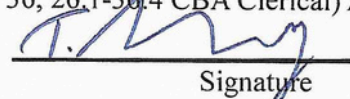
03/10/2026  
Date

**I have reviewed the Department Policy on Use of Force** - Lexipol Policy 300:

  
Signature

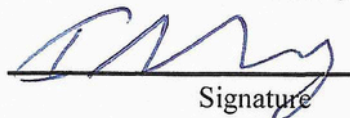
03/10/2026  
Date

**I know how to file a complaint/grievance** - Collective Bargaining agreement (Commissioned) Article 36, 26.1-36.4 CBA Clerical) Article 37, 37.1-37.5:

  
Signature

03/10/2026  
Date

**My supervisor has provided information on where to obtain these policies** - Lexipol and City of Centralia Personnel Policy manual:

  
Signature

03/10/2026  
Date

**Supervisory Evaluation:**

Name: Tracy Murphy	Rank: Sergeant	Assignment: JNET
Evaluator: Andy Caldwell	Rating Period From: 2025	

Category	Exceeds Standards	Meets Standards	Needs Improvement
<b>1. Leadership Skills</b>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Comments: Sgt. Murphy fosters a high level of efficiency in drug investigations. He manages investigations from low-level drug cases (Circus House) to high-level investigations into drug trafficking organizations.			
<b>2. Employee Development</b>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Comments:			
<b>3. Planning &amp; Organizational Skills</b>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Comments: Sgt. Murphy excels at managing resources for short-term and long-term investigations. During this rating period, he was involved in a long-term, large, multi-jurisdictional drug investigation. The culmination of this event involved the DEA, FBI, multiple county and city law enforcement agencies, and both government and volunteer animal organizations, serving search warrants at three separate locations. He was one of the primary organizers of the final service of the search warrants and all accompanying logistics.			
<b>4. Maintains Professional Work Environment</b>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Comments: Drug units can be a challenge due to the dynamic nature of drug investigations. Through those challenges, Sgt. Murphy maintains a professional, safe work environment. He consistently ensures JNET has the resources and equipment to stay operationally proficient.			

**GENERAL COMMENTS**

Sgt. Murphy helped with the deployment of a new department handgun system. This process was challenging for many officers who had long carried a different handgun. His exceptional ability as a firearms instructor and his patience with officers learning a new handgun helped make the transition as smooth as possible.

**COLLATERAL ASSIGNMENTS**

Police K9 programs are challenging for police administrators who have not been part of a K9 program before. I have had to call on Sgt. Murphy on two separate occasions to help me with use-of-force reviews to understand what the dog and handler were doing and whether I needed to be concerned. His knowledge of K9 training is second to none.

**TRAINING RECIEVED**

WCIA Use of Force Core Principles  
10 Mandatory CJTC Trainings

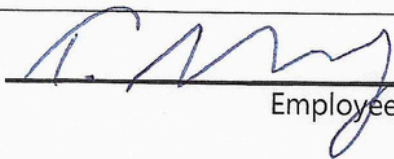
**GOALS ACHIEVED FROM PREVIOUS RATING PERIOD**

[Empty space for goals achieved from previous rating period]

**UPCOMING GOALS ESTABLISHED**

In 2026, by midyear, work towards preparing JNET for new leadership.

[Empty space for upcoming goals established]

  
\_\_\_\_\_  
Employee

07/10/2026  
\_\_\_\_\_  
Date

\_\_\_\_\_  
Supervisor

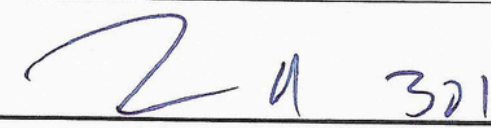
\_\_\_\_\_  
Date

\_\_\_\_\_  
Commander

\_\_\_\_\_  
Date

Comments:

[Empty space for comments]

  
\_\_\_\_\_  
Chief of Police

3-10-2026  
\_\_\_\_\_  
Date