



**City of Bloomington
Board of Public Safety**

**AGENDA
BOARD OF PUBLIC SAFETY
REGULAR MEETING
TUESDAY, DECEMBER 18, 2018
AT 5:30 P.M.
BLOOMINGTON CITY HALL
401 N MORTON STREET
BLOOMINGTON, IN 47404
MCCLOSKEY CONFERENCE ROOM**

1. CALL TO ORDER *promotions*
2. APPROVAL OF MINUTES
 - a. November 13, 2018
 - b. Certification of December 18, 2018 Executive Session
3. STATUS OF FIREFIGHTER RICHARD GARVIN
4. FIRE DEPARTMENT BUSINESS
 - a. Report on Monthly Statistics and Training Update; Letters Of Appreciation and Commendation
 - c. General Business
 - d. Promotion
 - e. Resolution 18-04
 - f. Approval of Hiring List
 - g. Purchases: Expenditures/Procurements
 - h. Personnel Issues
5. POLICE DEPARTMENT BUSINESS
 - a. Report on Monthly Statistics and Training Update; Letters Of Appreciation and Commendation
 - b. General Business
 - c. Purchases: Expenditures/Procurements
 - d. Personnel Issues - *disciplinary*
6. CIRT DEPLOYMENT REPORT
7. REVIEW OF BPS PAYROLL
8. BOARD BUSINESS
 - a. Electronic Signatures
9. OTHER BUSINESS
 - a. Amanda Sheridan F/K/A Luke Citizen Complaint
10. PUBLIC COMMENT
11. ADJOURNMENT

BLOOMINGTON BOARD OF PUBLIC SAFETY

The Bloomington Board of Public Safety held a Special Meeting on **Tuesday, November 13, 2018, at 6:00 p.m.**, in the City of Bloomington Legal Conference Room located at 401 N. Morton Street, Room 225, Bloomington, Indiana.

CALL TO ORDER

Chairperson Susan Yoon called the meeting to order. Board members present were: Kim Gray, Luis Fuentes-Rohwer, and Martin McCrory. Others attending are listed on the attached sheet.

APPROVAL OF MINUTES

Fuentes-Rohwer made the motion to approve the October 22, 2018 Special Meeting. McCrory seconded the motion and the motion carried with Yoon abstaining since she did not attend the October 22nd Special meeting. Fuentes-Rohwer made the motion to certify the October 22, 2018 Executive Session Meeting. Gray seconded the motion and the motion carried with Yoon abstaining since she did not attend the October 22nd Executive Meeting.

POLICE DEPARTMENT BUSINESS

Training and Incident Reports and Statistics; Letters of appreciation and Commendation

Deputy Chief Joe Qualters reported on the monthly statistics, training and letters of appreciation and commendation. Questions were asked about training. For the General Business, Chief Mike Diekhoff reported that the budgets have passed and that the Police Department is looking to hire new personnel for the 2019 year. The positions will be: two sworn in Community Neighborhood Resource Specialists and a Police Social Worker. Diekhoff was asked to participate and present at a round table discussion in Washington D.C. that the Department of Justice put on regarding Hate Crimes. BPD is doing well in Hate Crime reporting so the presentation allowed shared information with other agencies across the country and encourage them to report more Hate Crime data.

Captain Steve Kellams reported that they are currently in stages of the Hiring Process and are in the process of hiring two employees plus the new positions that have been approved to fill. There are three at the academy and several in the field training program. There is one person out on light duty.

CIRT DEPLOYMENT REPORT

None.

REVIEW OF BPS PAYROLL

- a. Chief Mike Diekhoff and Deputy Chief Jayme Washel agreed the payrolls were correct.

FIRE DEPARTMENT BUSINESS**Training and Incident Reports and Statistics; Letters of Appreciation and Commendation**

Deputy Chief Washel reported on the monthly statistics, training and letters of appreciation and commendations.

Washel reported that there are two people on light duty and one on administrative leave with pay. There is a new Logistics Officer position that will be finished up by the end of the year. The hiring list is in the process of being finalized.

Expenditures would be that the Fire Department has entered a Building Lease Agreement with IU Health and have acquired a 2800 square foot building for a little less than \$3,300.00 for 14 months which will house storage equipment (fire gear). One of the purchases is the Gear Storage Rack for \$7,000.00 to hold the Fire Gear. \$8,000.00 Serve Pro bill for a basement flood at headquarters. \$10,000.00 for appliances for all five stations. There will be a few more things to come across at a later point for the "end of the year purchasing".

Yoon went backed and asked Police if they had any Purchases: Expenditures/Procurements to report. Diekhoff was not aware of anything.

STATUS OF FIREFIGHTER GARVIN

Yoon explained that Mr. Garvin is on Administrative Leave with Pay and this Board needs to decide whether to keep Mr. Garvin on Administrative Leave with Pay and call for an investigation, or to fully reinstate Mr. Garvin. It was noted that the Prosecutor's Office dropped the charges for Mr. Garvin and that has nothing to do with what the Board decides to do. The Board is not bound by the decision of the Prosecutor's Office. An extensive discussion began as to how an investigation could be held. Board Attorney Chris Wheeler explained that the Board can decide how they would like the investigation to be conducted. Wheeler re-emphasized that the Board could do an investigation or not discipline Mr. Garvin further and fully reinstate him. If that is done, a decision would have to be determined for back pay. Wheeler explained multiple ways (by statute) of how an investigation can be conducted. An extensive discussion occurred. After the discussion, Fuentes-Rohwer made a motion to authorize Attorney Wheeler to investigate the charges against Mr. Garvin and that the Board give him two weeks to report back to the Board. The Board can re-convene on November 30th with a report so that we can move forward. Gray seconded the motion. Yoon noted that it was mentioned that someone work with Wheeler to obtain the information. She recommended Barbara McKinney since she is in Human Resources. Wheeler made a correction that Barbara McKinney is an attorney in the Legal Department, she is involved with the Human Rights Division and Human Resources. Yoon asked if everyone was ok with that and the Board appeared to be in agreement. Yoon then asked for a new motion. Fuentes-Rohwer motioned that the Board authorizes Mr. Wheeler and Ms. Shaw (Yoon corrected that it should be McKinney), he corrected the motion and said Mr. Wheeler and Ms. McKinney investigate the matter of Mr. Garvin and to report back to the Board on November 30th on Friday. Gray seconded the motion. The motion carried. There were a lot of people present for this meeting. Yoon stated that normally public comment would be extended, but since this matter is being investigated, no public comment on

the Garvin matter will be extended today. Everyone is welcomed to stay for the rest of the meeting but we will be doing "GENERAL BUSINESS".

ELECTRONIC SIGNATURES

Wheeler reported that they have been in discussion with the Controller's Office on the matter of Electronic Signatures. The Controller's Office recommended that we get a hold of the State of Indiana to have them weigh in on it. There has been some dialogue with the State of Indiana and some direction whether or not we can use Electronic Signing but we still don't have clear direction yet on how that might look. Whether it's something this Board or any Board legally can use Electronic Signing for approving claims. This is still being looked into. Some questions were asked by the Board members. Wheeler hopes to be able to get an answer for the December meeting.

FINALIZATION OF AMMENDMENT TO BOARD STANDARDS

Mike Rouker, Assistant City Attorney, made mention that during last month's meeting, Wheeler had to attend the Board of Public Works meeting so he filled in, but Wheeler wrote the amendment. Board members discussed this and stated that the amendment was going to be approved last month but Board Member Maqubé Reese wanted more time. She's not here today. Yoon said she had spoken with Reese before the meeting and that she was fine with going forward. Wheeler stated the request was to change one of the pieces of the procedure for discipline, which is to place the authority statutorily for deciding whether disciplinary actions will be conducted in Executive Session with the Board and not with the Member. As it is written today, it is the Member's choice to have disciplinary action in an Executive Session or not in an Executive Session. We found that to be curious because it is a statutory granted authority to the Board to make that decision. And we were asking to change it so that it reads "All hearings may be conducted in an Executive Session at the sole discretion of the Board. Any final action shall be taken at a meeting open to the public". It was asked if there is a number provision that should be quoted in the motion. Wheeler said it would be Chapter 2, Section D, and Paragraph 1 under the Board of Public Safety Standard. Fuentes-Rohwer moved to amend the Board of Public Safety Standards under Chapter 2, Section D, and Paragraph 1 to reflect as recommended by staff effective today. Gray seconded the motion and the motion carried.

AMANDA SHERIDAN F/K/A LIKE CITIEN COMPLAINT

Yoon stated that Amanda was not coming. Recording Secretary Renée Rose explained that she was placed on the agenda. Ms. Sheridan was called to remind her know she is on the agenda for the November meeting. Due to her work schedule she will not be at the meeting today but plans on being at the December meeting. Yoon explained that Amanda had an incident some years ago where she felt there was some abuse and it was investigated by the Police with the body cam. The Board has no information on this so she wants to come and make a statement.

ADJOURNMENT

Fuentes-Rohwer made a motion to adjourn the meeting.

Respectfully submitted,

Renée Rose, Recording Secretary
Board of Public Safety

**The minutes of the October 22, 2018 Special Board of Public Safety Meeting are approved this
18th day of December, 2018.**

Sam Yoon

[Signature]

[Signature]



**City of Bloomington
Board of Public Safety**

**CERTIFICATION OF EXECUTIVE SESSION
BY THE
BLOOMINGTON BOARD OF PUBLIC SAFETY**

I, SUSAN YOON, do hereby certify that the Executive Session of the Bloomington Board of Public Safety held on DECEMBER 18, 2018, was for the purpose of receiving information concerning an individual's alleged misconduct pursuant to Ind. Code §5-14-1.5-6.1(b)(6)(A), as well as receiving information about prospective and current employees pursuant to Ind. Code §5-14-1.5-6(b)(9) all as publicly noticed in accordance with Indiana Code §5-14-1.5-6.1(d). Only the subject matter specified in the public notice was discussed in the Executive Session.

Susan Yoon, Chairperson

Date: December 18, 2018

Statius of

Firelighter Richard Gavin

City of Bloomington Fire Department
Board of Public Safety Report

BLOOMINGTON

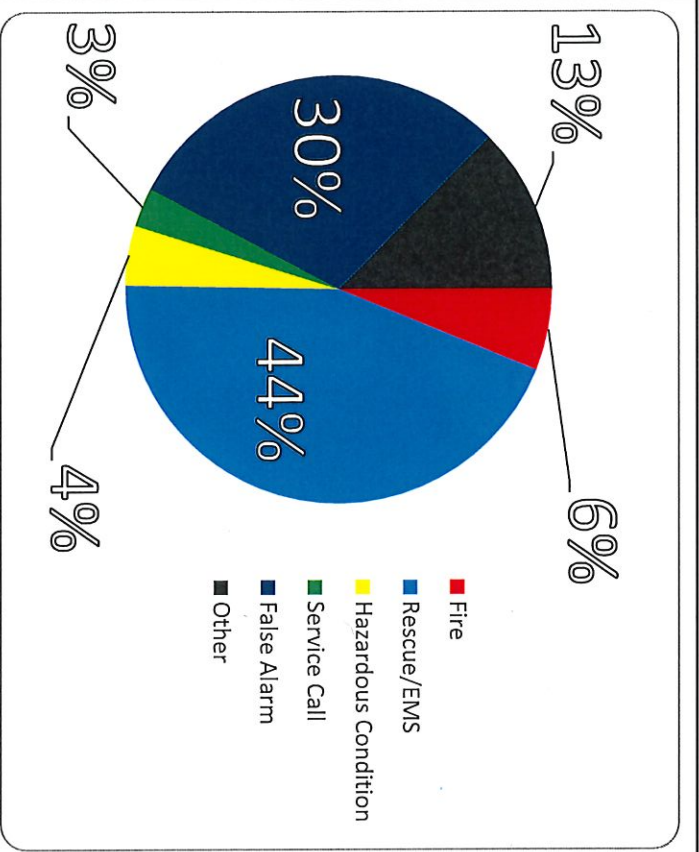


Established

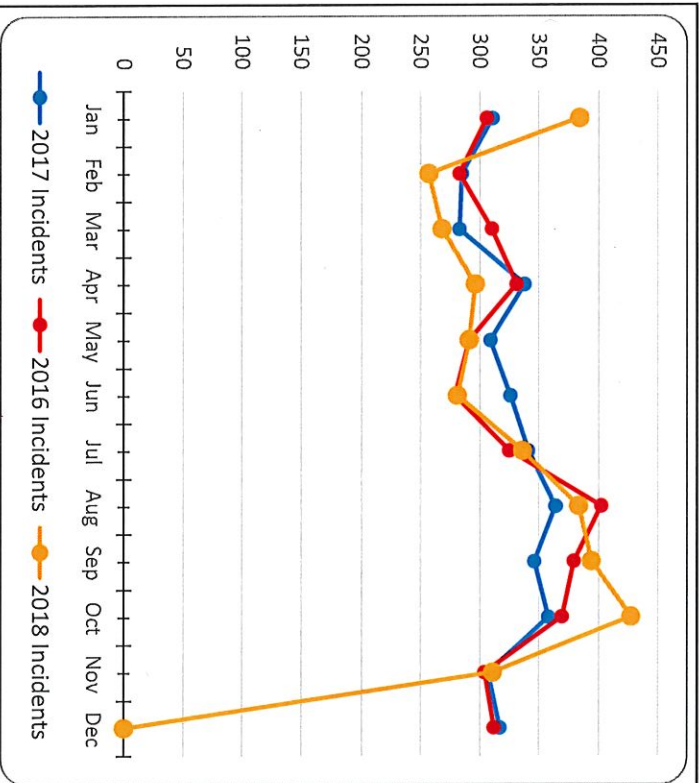
February 17, 1900

November 2018

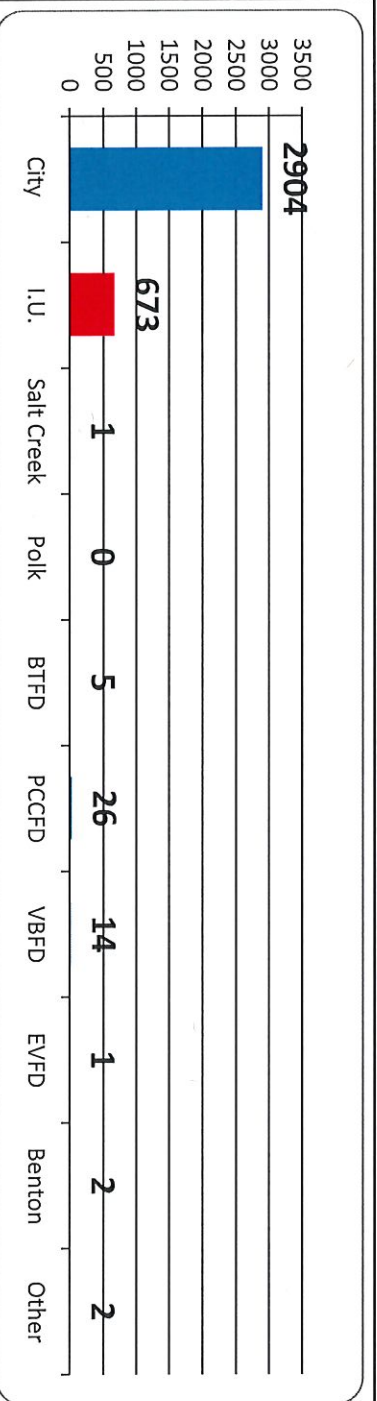
Operational Statistics



YTD Percentage of Incident Types

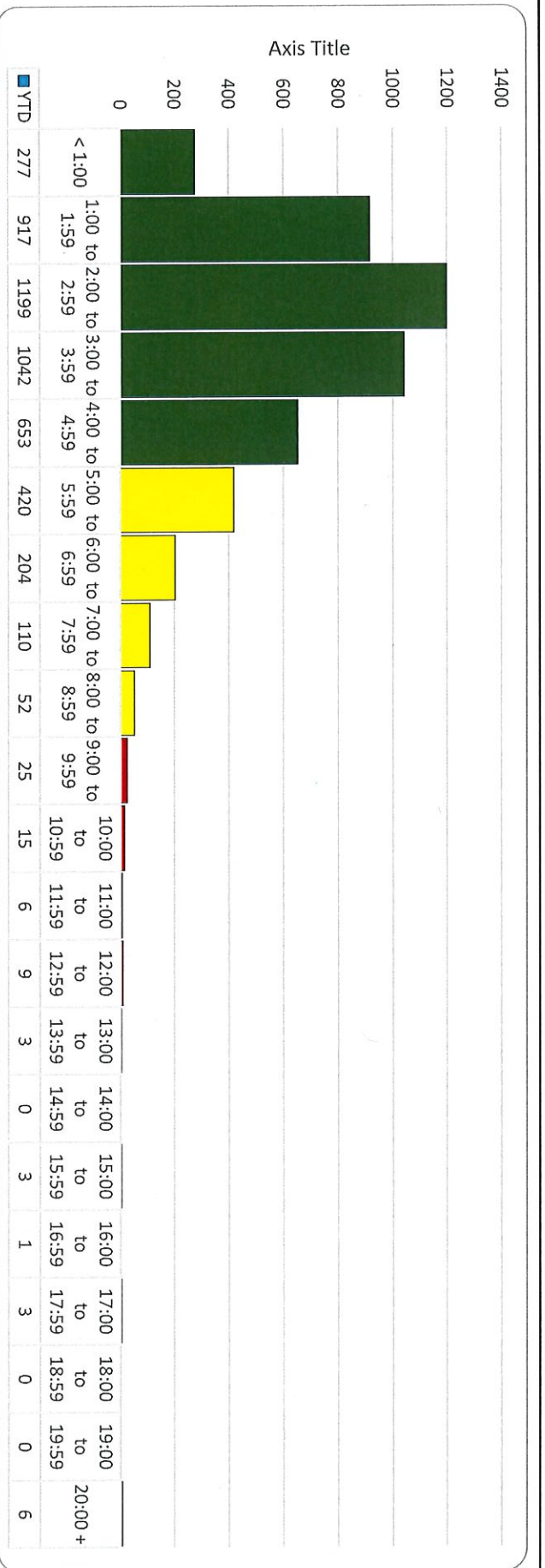


Year to Year Trend of Total Incidents

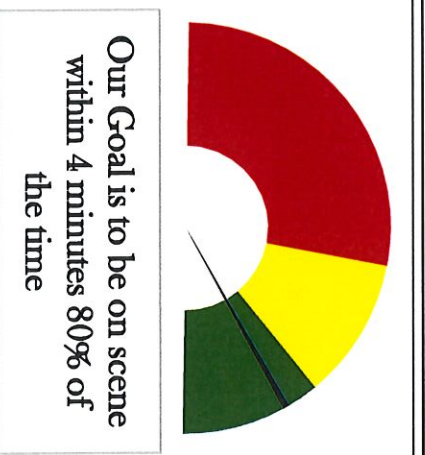


YTD Location of Incident

Response Times / Goals

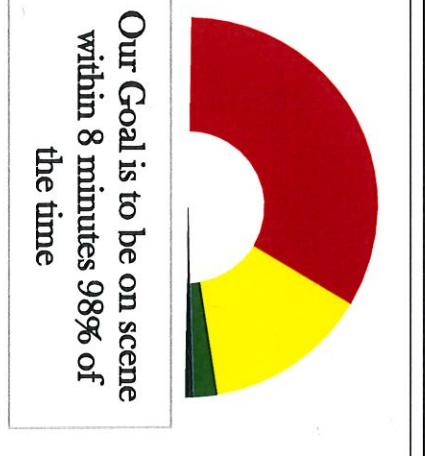


YTD Response Times Incidents within COB Limits

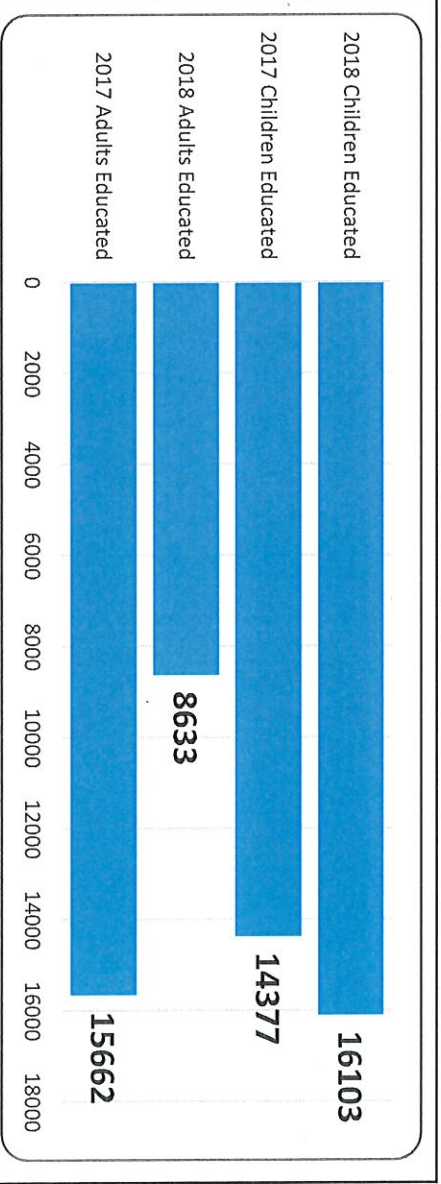


We are on scene within 4 minutes
83%
 of our incidents within City Limits

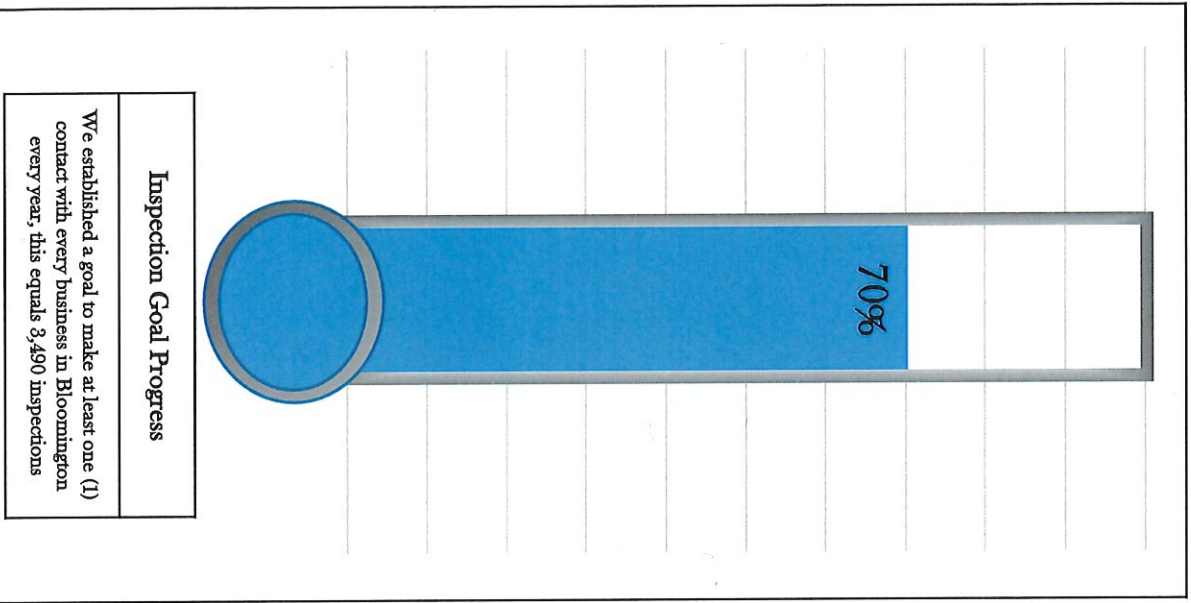
We are on scene within 8 minutes
99%
 of our incidents within City Limits



Prevention and Public Engagement Statistics

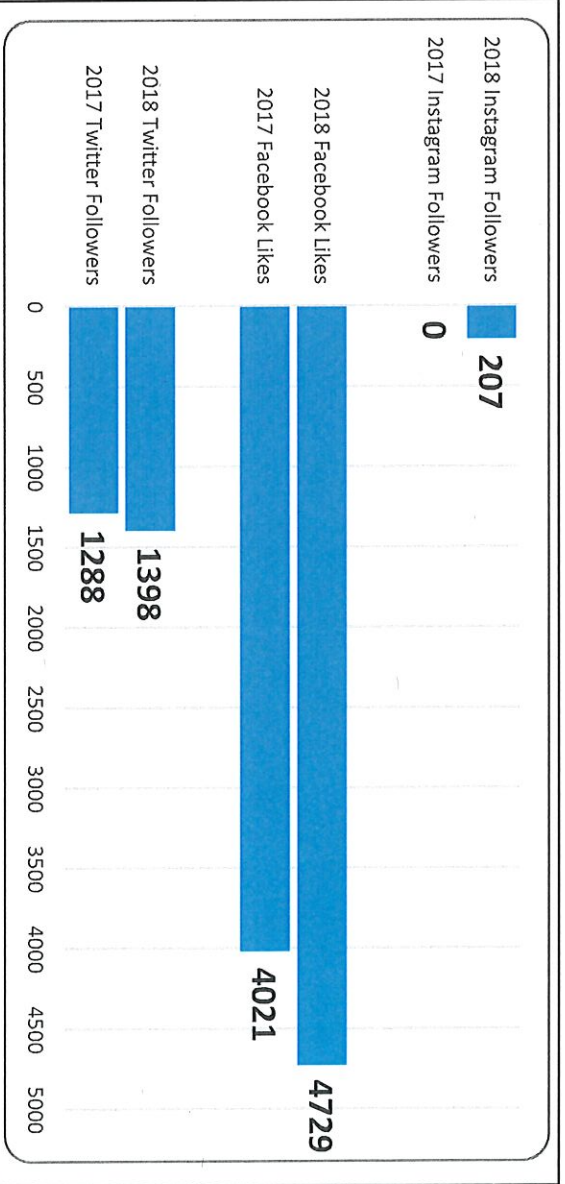


Public Education Contacts



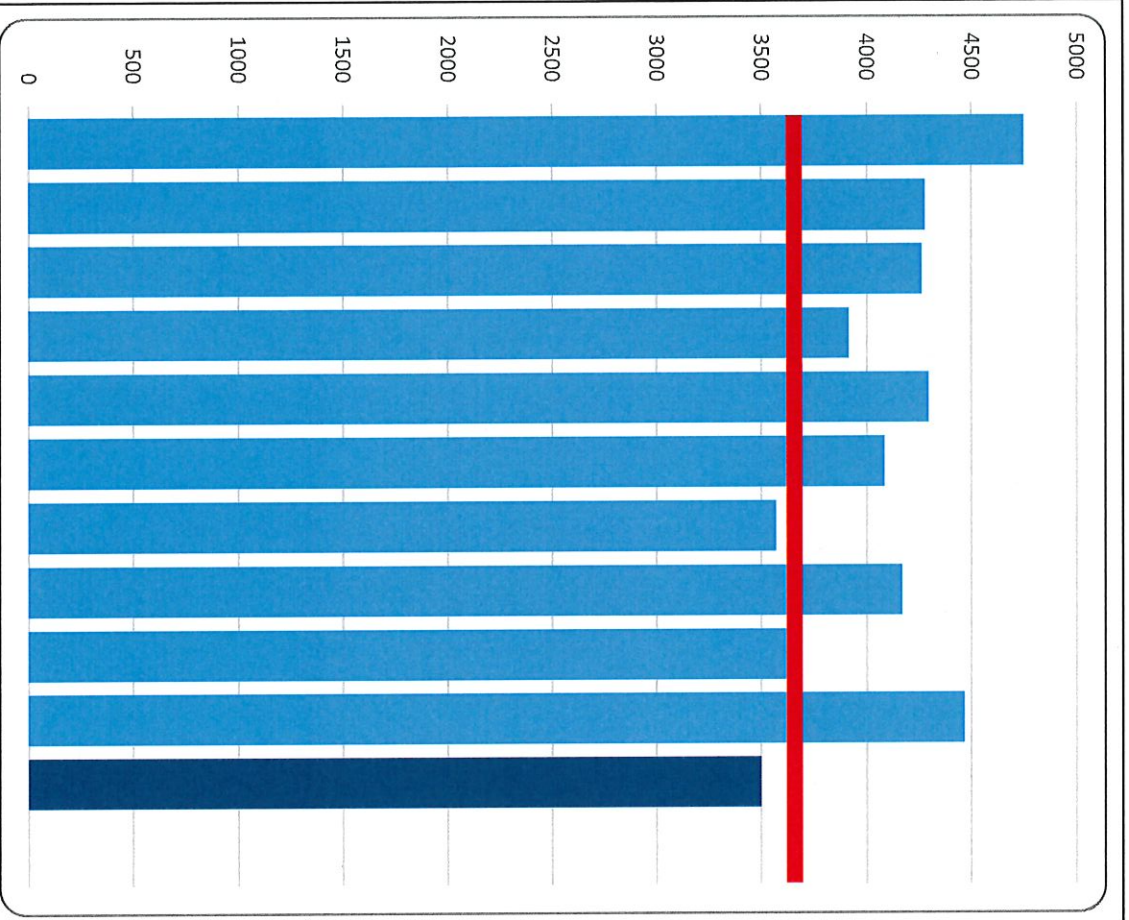
Inspection Goal Progress

We established a goal to make at least one (1) contact with every business in Bloomington every year, this equals 3,490 inspections

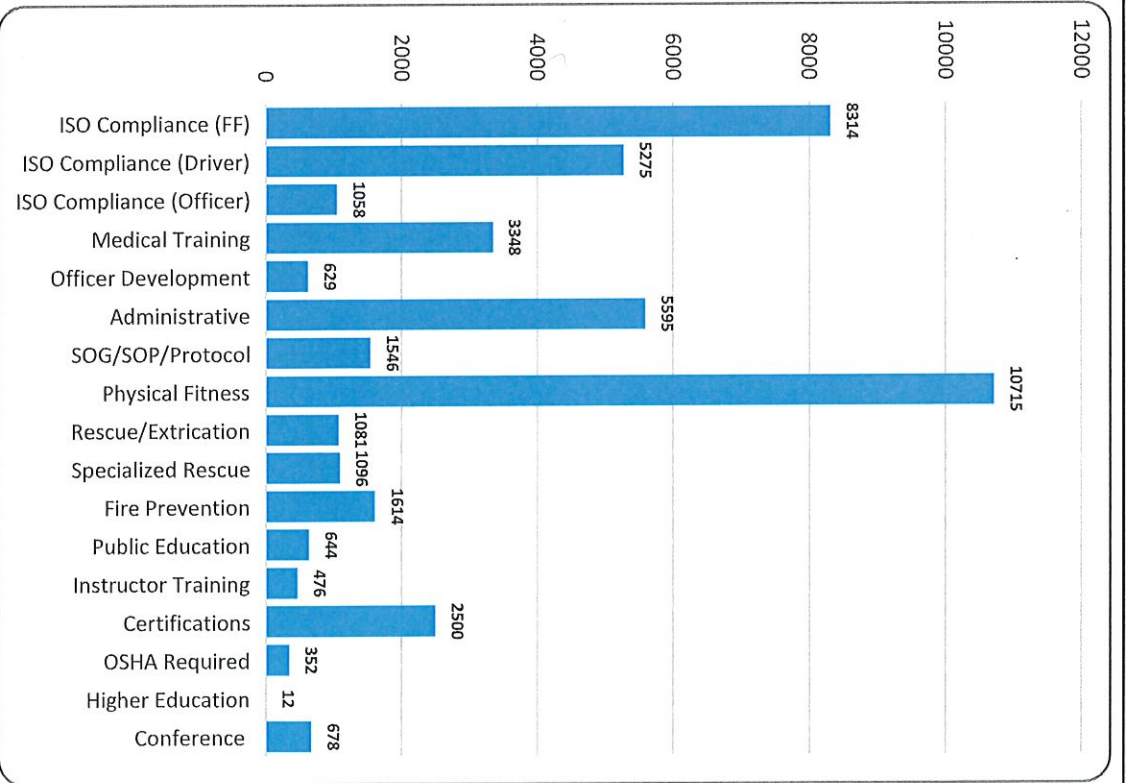


Social Media Engagement

Training and Education



Training Hour Trend



Training Hours YTD

Letters Of Appreciation

&

Commendation



Letters of Appreciation / Commendation

Thank You



We just want to say thank you for your business. We enjoyed working with you on this project. If you have any questions or concerns, feel free to contact us.

812-486-2555

Thanks again—

The Staff at Raber's Storage Barns

Maurin Raber - owner



City of Bloomington Fire Department

Respect - Integrity - Service - Excellence

"Saving Lives and Protecting Property with Honor and Professionalism"

TO: Board of Public Safety
CC: Mike Rouker, Chris Wheeler, Renee Rose
FROM: Jason Moore, Fire Chief
DATE: 14 December 2018
RE: Request to promote Josh Tapp to the Position of Chauffeur

Josh Tapp was hired on 03/04/2013. He has served the community as a Firefighter/Engineer since 03/19/2015. Josh has served this community with honor and dedication. With our last revision to the Collective Bargaining Agreement (CBA), personnel like Josh were reassigned as Engineers even though they were previously Chauffeurs (Full Time Drivers). In an agreement with Union Executive Leadership, all former Chauffeurs were placed on the promotional list as they have already proven the capability. These individuals would be promoted back to the job they were doing and as in the case of Mr. Tapp have continued to do since the CBA change. For this reason, I respectfully request you to promote Josh Tapp to the rank of Chauffeur effective 15 November 2018.



City of Bloomington Fire Department

Respect - Integrity - Service - Excellence

"Saving Lives and Protecting Property with Honor and Professionalism"

TO: Board of Public Safety
CC: Mike Rouker, Chris Wheeler, Renee Rose
FROM: Jason Moore, Fire Chief
DATE: 14 December 2018
RE: Hiring Process

Our department is projected to have several vacancies in 2019 that will cause operational concerns, result in extremely elevated overtime expenditures, and have a drastic impact on employee morale. The known vacancies consist of:

- One (1) position left unfilled from 2018
- One (1) position from an employee leaving on December 30th 2018
- One (1) position created by the filling of our new Logistics Officer in January of 2019
- One (1) position from an employee retiring March 4th (terminal leave beginning Jan 3rd)
- One (1) position from an employee retiring March 5th (terminal leave beginning Jan 4th)
- One (1) position from an employee retiring April 2nd (terminal leave beginning Jan 1st)
- One (1) position from an employee retiring July 1st (terminal leave beginning Apr 22nd)

To reduce the overtime, operational impact, and negative impact to employee morale we are respectfully requesting the Board to approve an ordinance that will allow us to hire a replacement for a departing employee, who has already submitted an resignation / retirement letter, while they are on terminal leave. Terminal leave is defined as the taking of owed paid time off benefits until the date of separation.

This proposal has been reviewed by the Human Resource Department, Controller's Department, Legal Department, and Union Leadership; each agreeing that it is in the best interest of the City, Department, and Employees. By immediately hiring replacements for employees on terminal leave, we should eliminate 154 shifts of overtime compared to our current methodology of only hiring once the employee is officially separated.

Thank you for your consideration, we are happy to answer any questions you may have.

Board of Public Safety
Resolution 18-04

A Resolution Authorizing the Bloomington Fire Department to Hire New Firefighters and Place Said New Firefighters into the Department's Recruit Academy Coincidental with Retiring Firefighters' Terminal Leave

WHEREAS, pursuant to Indiana Code § 36-8-3-3(e), the City of Bloomington Board of Public Safety has the authority to fix the number of members of the Fire Department; and

WHEREAS, Fire Department ("Department") employees who have selected the Deferred Retirement Option Plan, have therefore identified a precise retirement date, and then begin terminal leave are effectively retired from the Department; and

WHEREAS, the Department expends significant resources calling back employees for premium overtime pay in order to maintain minimum staffing levels during those months when retiring firefighters are on terminal leave; and


WHEREAS, during months when one or several firefighters are utilizing terminal leave, the Department's resources are frequently at or near minimum staffing levels, rendering the Department less capable of safely responding to emergency situations in the Bloomington community; and

WHEREAS, it is therefore in the interest of good stewardship of taxpayer dollars as well as public safety that the Department be authorized to employ one new firefighter and place said new firefighter into its recruit academy for each firefighter that begins terminal leave;

NOW, THEREFORE, be it resolved by the City of Bloomington Board of Public Safety that:

1. For each Department employee subject to the jurisdiction of this Board that begins terminal leave, the Department is authorized to hire a new employee and may place said new employee into the Department's recruit academy. Said new employee's first date of employment may begin as early as the first day the retiring firefighter begins his/her terminal leave.
2. The Department shall have this authority beginning on the date indicated below.

PASSED AND ADOPTED by the City of Bloomington Board of Public Safety upon this 18 day of December, 2018.



Susan Yoon, President
Board of Public Safety



City of Bloomington Fire Department

Respect - Integrity - Service - Excellence

"Saving Lives and Protecting Property with Honor and Professionalism"

TO: Board of Public Safety
CC: Mike Rouker, Chris Wheeler, Renee Rose
FROM: Jason Moore, Fire Chief
DATE: 14 December 2018
RE: Request to approve 2018 Hiring List

The City of Bloomington, Bloomington Fire Department (BFD) Administration, and Local 586 Fire Union participated in a process to redevelop how BFD hires candidates with an expanded focus on matching the community's diversity profile while still seeking the most qualified candidates. The result of our process is a list of 105 eligible candidates. Each candidate on the list had to pass a written exam with a minimum of 70%, pass an oral interview consisting of the Fire Chief, Union President, a Battalion Chief, Captain, Chauffeur, and Firefighter, and undergo a background check. Candidates will be required to provide proof of passing the Candidate Physical Ability Test (CPAT) prior to receiving a contingent job offer that also initiates the pension approval process.

With an abundance of qualified candidates it was decided to follow a multiple tiered system generally found in larger metropolitan departments. Our list is split into three tiers:

- Tier 1 - Candidates who scored a 90% or higher on the entire process
- Tier 2 - Candidates who scored between 85% and 89.99% on the entire process
- Tier 3 - Candidates who scored between 70% and 84.99% on the entire process

We respectfully request that this list be approved for four (4) years, expiring 31 December 2022.

Future hiring processes (every two years) will stack behind this current list for each tier. Tier 1's behind current Tier 1's, Tier 2's behind current Tier 2's, and Tier 3's behind current Tier 3's.

Essentially, with our historic turnover rates, we should hire mostly from tiers 1 and 2 but have a third tier should we see a need to hire a lot of firefighters. As an example of this situation, the proposed annexation, would have resulted in the need to hire 60 firefighters. By maintaining this list of eligible candidates, we should minimize operational impacts caused by the departure of current employees thus ensuring the safety of the City and its citizens.

	Candidate Name #	PERCENTAGE	
1	919972 Shaun Huttenlocker	96%	T I E R 1
2	903470 William Garrison	94%	
3	909132 Jeff McDole Jr	93%	
4	899449 Dennis Todd	93%	
5	933588 Kody Waggoner	92%	
6	932941 Jamie Hodges	90%	
7	915104 William Abram	90%	

8	707917 Sean Coleman	89%	T I E R 2
9	897860 Logan Deck	89%	
10	901092 Kenneth Henline	88%	
11	904697 Brock Winters	88%	
12	912091 Christopher Milne	88%	
13	933469 Alexander White	87%	
14	912146 Derek Asher	87%	
15	898526 Shane Hedrick	87%	
16	905932 Michael Pettygrove	87%	
17	896314 Nolan Rogers	87%	
18	924820 Brian Hobbie	86%	
19	896445 Jason Bord	86%	
20	899619 Megan Algood	86%	
21	900144 Sean O'Neal	86%	
22	912288 Schyler Memering	86%	
23	928380 Chelsea Moore	86%	
24	929343 Douglas Kilgo	86%	
25	898443 Tanner Waldrip	86%	
26	921244 Austin Ely	86%	
27	919781 John Porter	86%	
28	916895 Ryan Robinson	85%	
29	898599 Joshua Ruckle	85%	
30	919993 James Miles	85%	
31	898149 Zachary Ferguson	85%	
32	918539 Jonathan Velchek	85%	
33	899383 Andrew Fidler	85%	
34	914615 Matthew Fisher	85%	

35	898442 Ross Roberson	84%
36	903318 Sean Loughlin	84%
37	914765 Jesse Orr	84%
38	922040 Lucas Wilhelm	84%
39	898722 Trevor Yoho	84%
40	923932 Larry Smith	83%
41	928475 Joel Heavner	83%
42	905116 Jarrod Baker	83%
43	918894 Michael Beard	83%
44	898843 Nate Holland	83%
45	898739 Austin Bowman	83%
46	896435 Seth Staggs	82%
47	907648 Michael Mojonnier	82%
48	900014 Benjamin Rardin	82%
49	928673 Tyler Terron	82%
50	907804 Ryan Carithers	82%
51	932596 Taurean Knight	82%
52	901021 Jeremiah Tracey	82%
53	920461 David Hildreth	82%
54	904787 Jordan Murdock	82%
56	906669 Dalton Folger-Macy	82%
57	898784 Matthew Zimmerman	82%
58	934019 Anthony McKnight	81%
59	910158 Casey Whitaker	81%
60	901593 Ryan Haag	81%
61	896599 Kole Jones	81%
62	901861 Boehm Landon	81%
63	906868 Ari Swartz	81%
64	898232 Chris Jeffries	81%
65	918857 Johnathan Hubbard	80%
66	929324 Jaydon Hoffman	80%
67	900555 Stephen Farrant	80%
68	899460 David Richards	80%
69	904177 Chase Snodgrass	80%
70	933449 Benjamin Hutcherson	80%
71	875579 Tyler Mauder	80%
72	897079 Justin Brosmer	79%
73	923622 Jacob Nagy	79%

T
I
E
R

3

74	881585 Jacob Kilar	79%
75	896012 Andrew Craig	79%
76	933026 Ryan Holder	79%
77	918521 Benjamin Patton	78%
78	927351 Kyle Mueller	78%
79	906593 Tyler Parrish	78%
80	930291 Spencer Kearns	78%
81	898454 James Coffey	77%
82	920619 Josse Smith	77%
83	897251 Leyton Craig	77%
84	934332 Brett Johnson	77%
85	899886 Rick Burchfield	77%
86	905380 Cole Ferree	77%
87	897847 Tanner Griffith	77%
88	898097 Derek Ayd	77%
89	899409 Shawn Sargent	76%
90	901142 Logan Splater	76%
91	927194 Brian McGlothlin	76%
92	914707 Clark Baker	76%
93	900625 Trevor Bolton	76%
94	899171 Caleb McMillan	76%
95	901050 Benjamin Escobedo	76%
96	930908 Toby Tincher	75%
97	913105 Noah Hardwick	75%
98	889909 Nicholas Minkema	75%
99	926198 Anthony Wise	75%
100	901352 Grant Kim	74%
101	923402 Michael Gambrall	74%
102	927552 Nathaniel Olejnik	74%
103	901477 Zachary Dirr	73%
104	933122 Kevin Roach	73%
105	897823 Jason Scott	71%

T
I
E
R

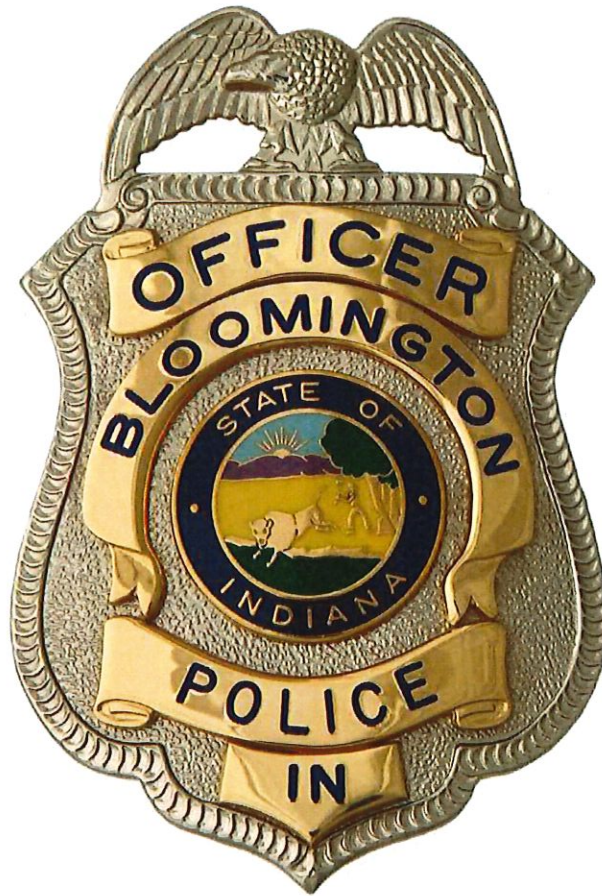
3

Bloomington Police Department

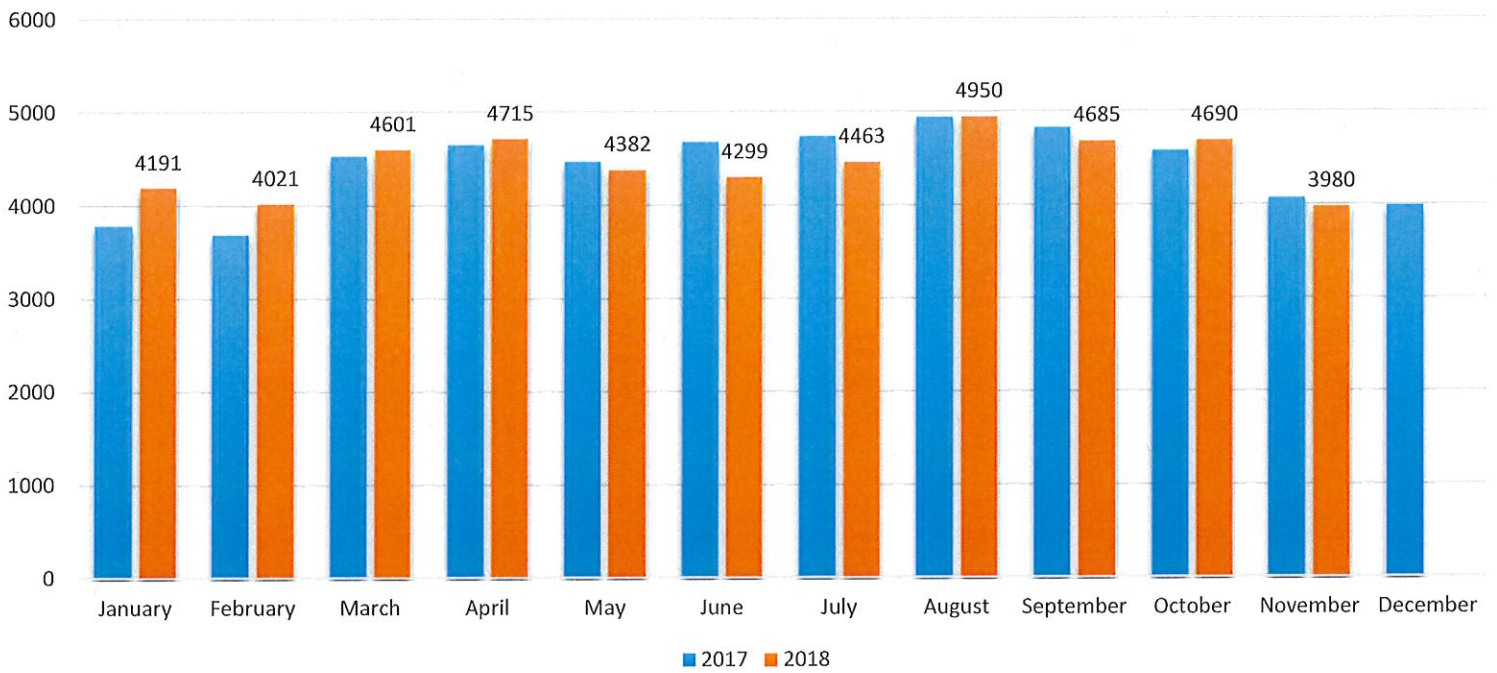
Board Of Safety

Statistical Report

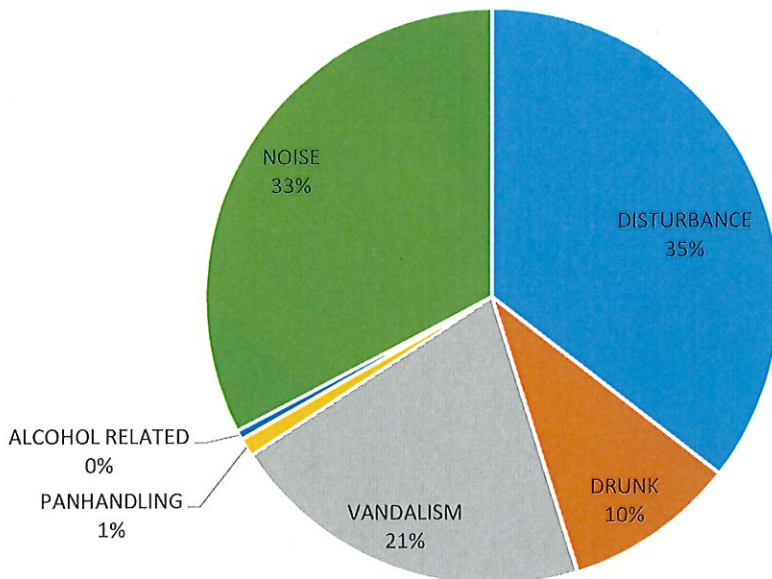
November 2018



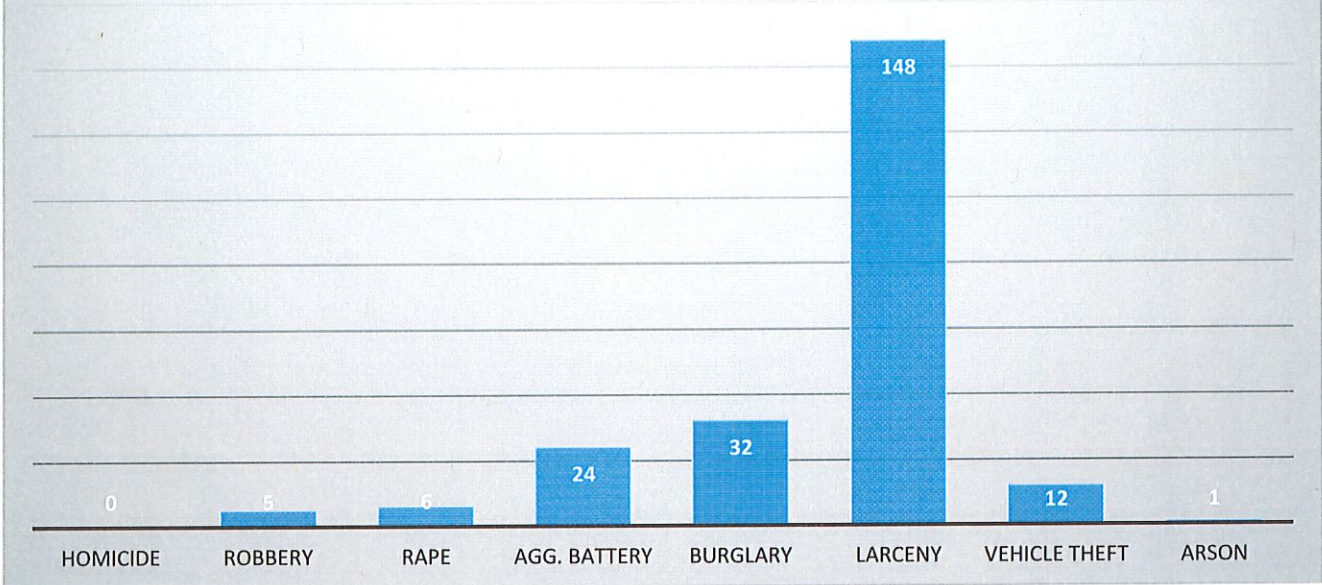
2017-2018 Calls For Service Totals



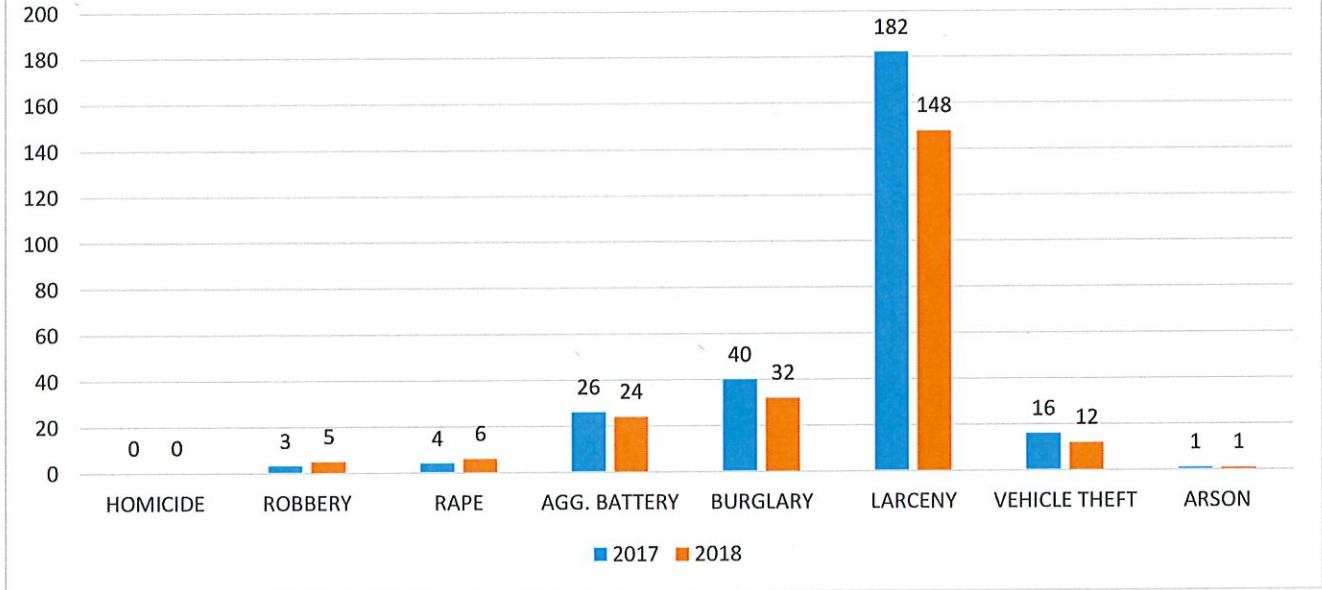
November 2018 Nuisance Calls for Service



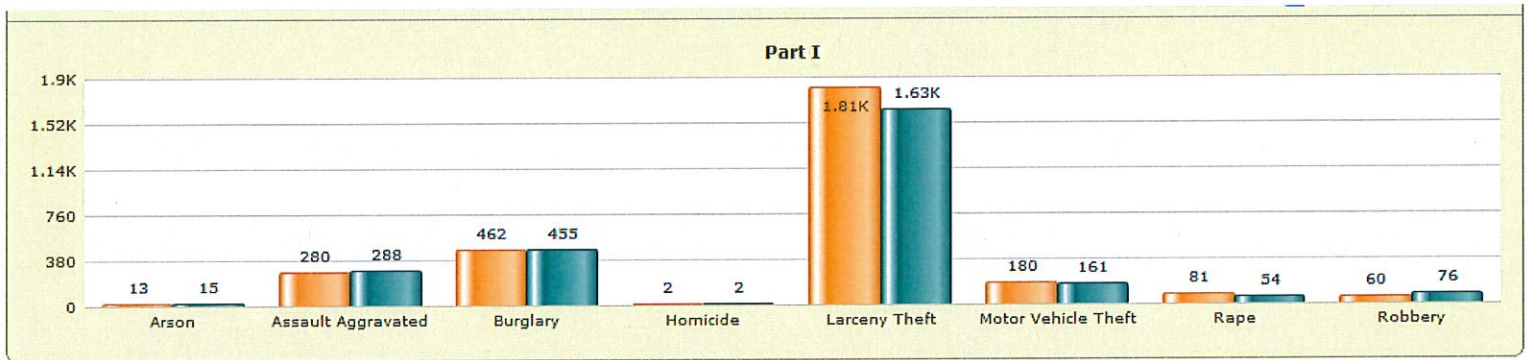
November 2018 Crimes



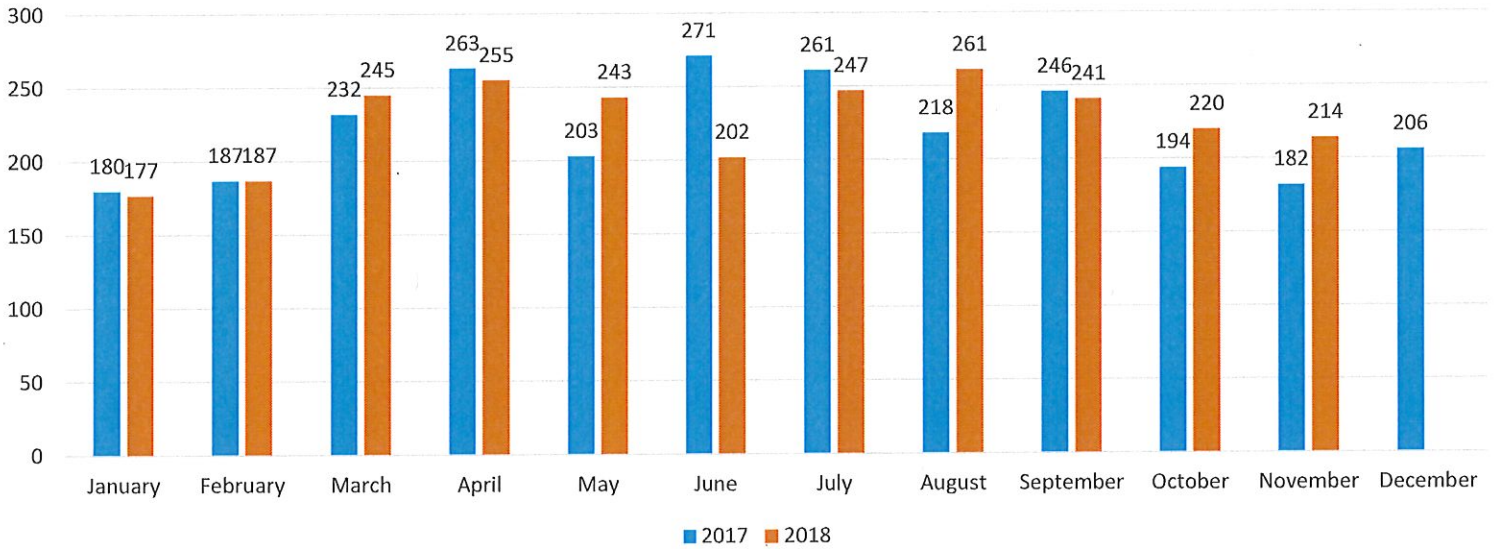
November 2017 and 2018 Compared



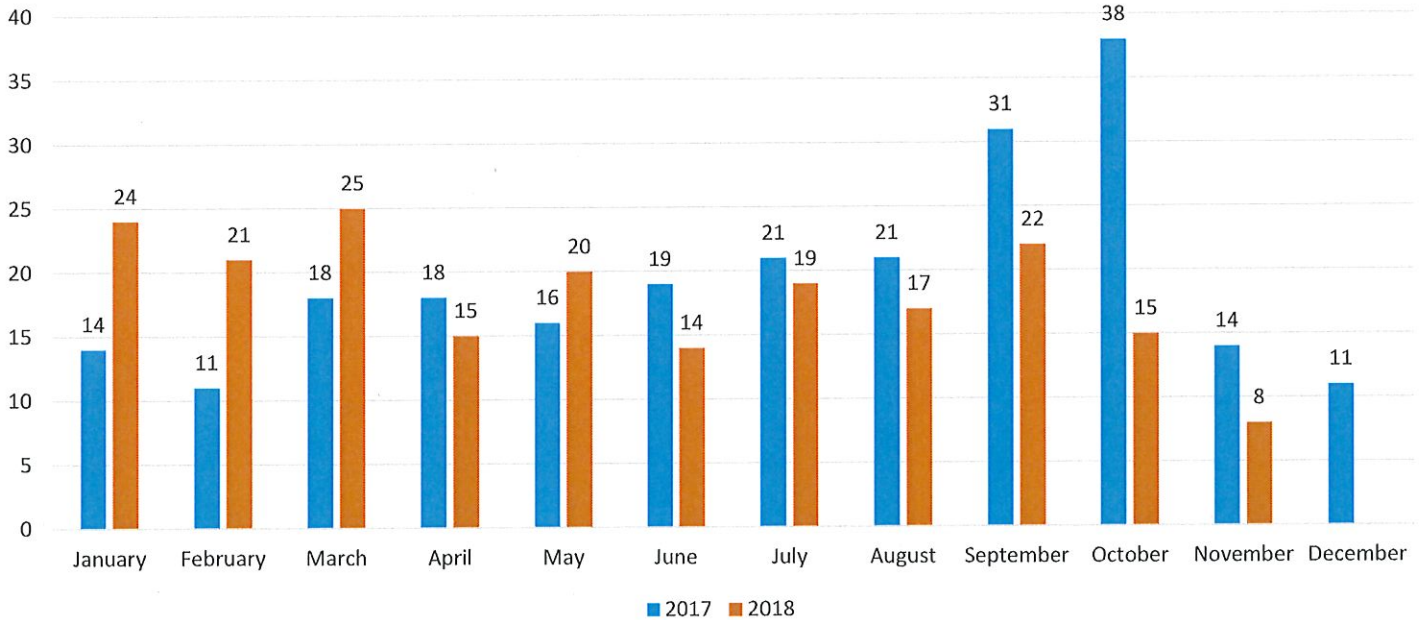
Period 1: 01-Jan-2017 - 30-Nov-2017 Period 2: 01-Jan-2018 - 30-Nov-2018



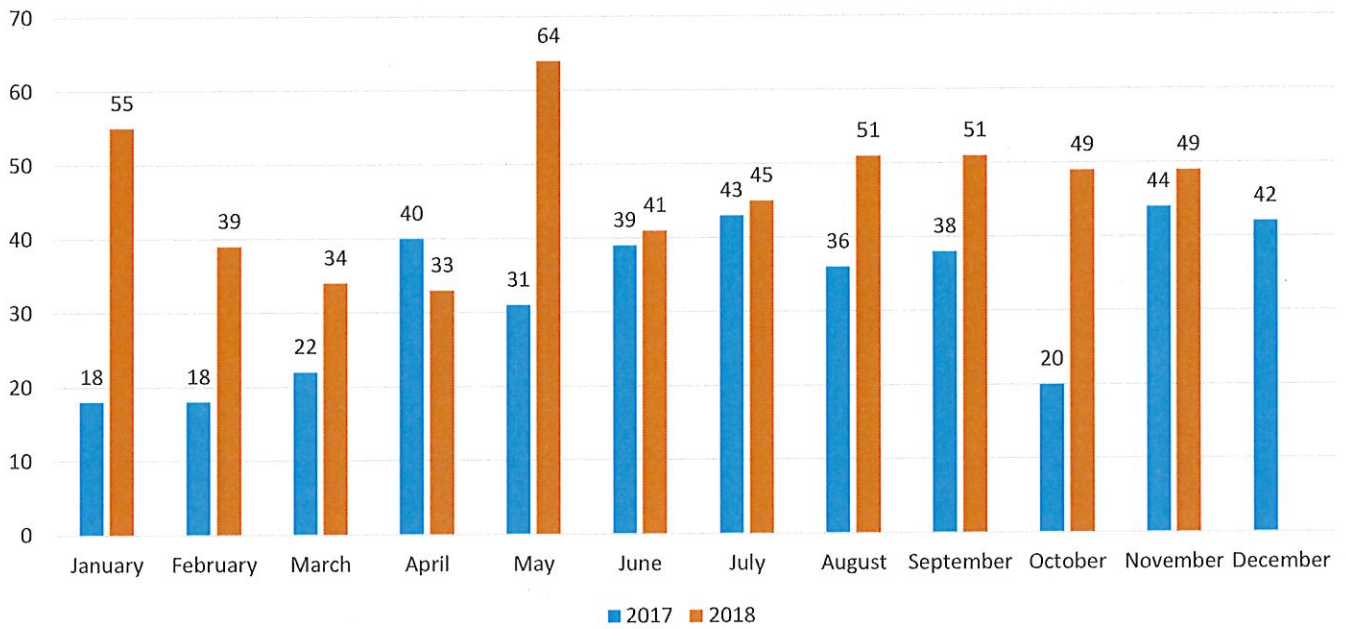
2017-2018 Adult Arrests



2017-2018 Juvenile Referrals



2017-2018 Domestic Violence Cases



UCR/IND. HATE CRIMES		
	2017	2018
Jan-Mar	1	1
Apr-June	4	3
July - Sept	3	1
Oct - Dec	2	
TOTALS:	10	4



BLOOMINGTON POLICE DEPARTMENT

Board of Public Safety Report



December 18, 2018

CRIME TRENDS/MAJOR CASES:

- Excessive graffiti with "VANE" all around the city (Arrests made)
- Theft of packages from porches
- Theft of Christmas decorations

TRAINING

Training Hours: 557.5

Training Highlights:

- Mental Health First Aid (40 hours or 8 hours each for 5 officers)
- Hostage Negotiation Team (56 hours or 7 hours each for 8 officers)
- CIRT (77 hours or 11 hours each for 7 officers)

COMMUNITY ENGAGEMENT

Community Engagement Events: 10

Community Engagement Hours: 67.44 hours

Officers Involved: 26

Community Engagement Events-Prior:

- Girl Scout Tour of BPD
- RAD (Rape Aggression Defense)
- Citizen's Academy

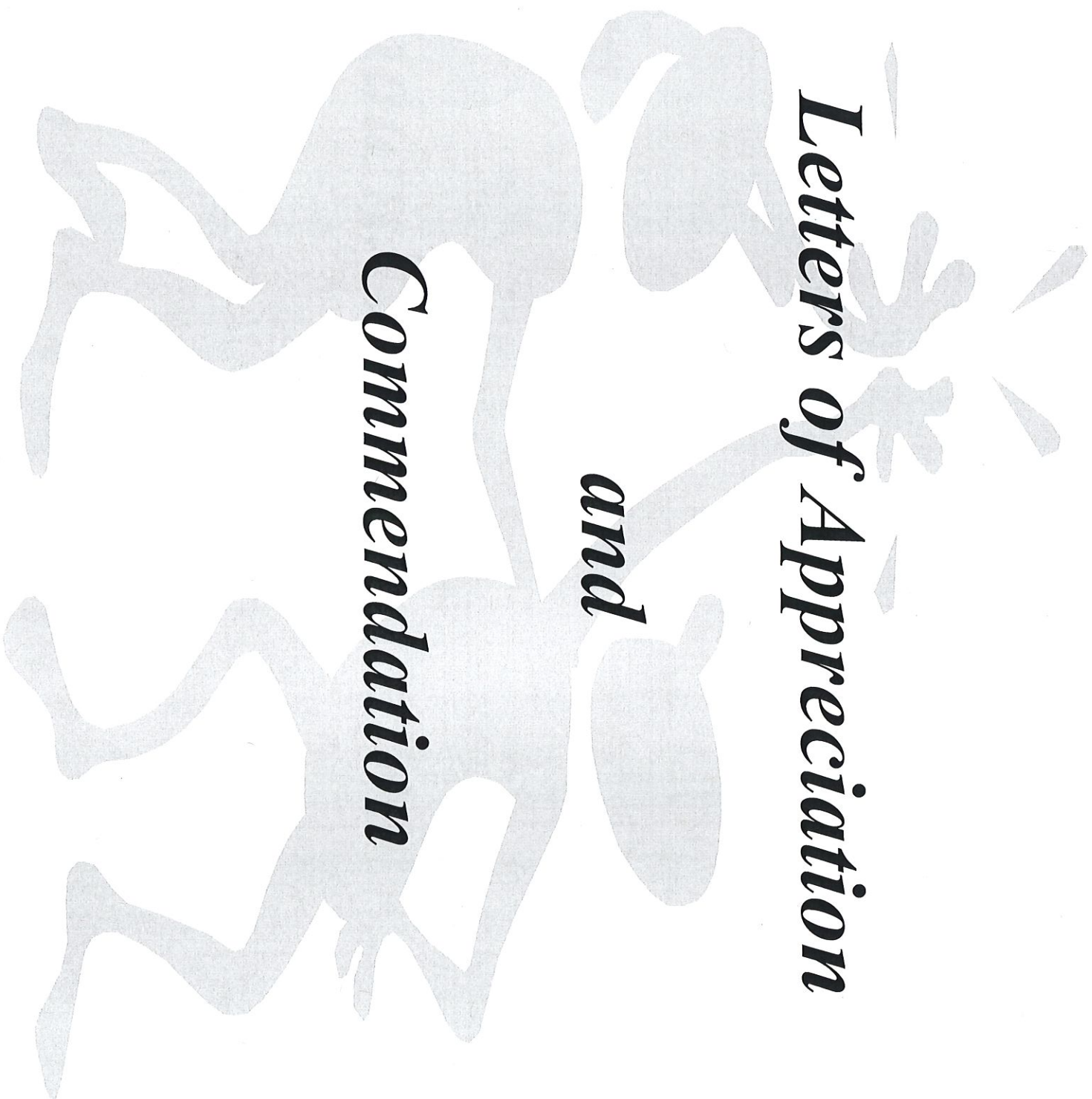
Community Engagement Events-Upcoming:

- Coffee with a Cop (Kroger Jackson Creek on December 13th)

Letters of Appreciation

and

Commendation



November 17, 2018

Michael Diekhoff
Chief of Police
220 East 3rd St.
Bloomington, IN 47401

Chief Diekhoff,

I am writing to express my deepest appreciation for your department's efforts in dealing with the disappearance of my daughter Emma on November 10, 2018. I cannot begin to express in words how much gratitude my wife and I have for how your staff helped us during that stressful time. Thankfully, Emma was found and she is currently receiving treatment for her mental health condition.

There were many of your staff involved, but I do not know all their names. The dispatchers were extremely professional, kind, and understanding when we called in with questions and information. My understanding is that officers searched nearby areas on foot as well, and to them I am forever grateful.

Two officers gave me their names that I want to acknowledge. The first is **Officer Tibbs**. He was the first to contact us on Saturday evening. The situation was serious and he communicated what he could. That helped to assure us that all was being done to help locate Emma. I want to commend him for that. He conducted himself professionally with consideration for our needs.

The second is **Officer Fabris**. He was the officer on duty on Sunday. I communicated with him as we headed to Bloomington after flying out from Buffalo. He was calm and understanding, and was very helpful directing me while I searched for phone records that led to obtaining information from Uber. Many

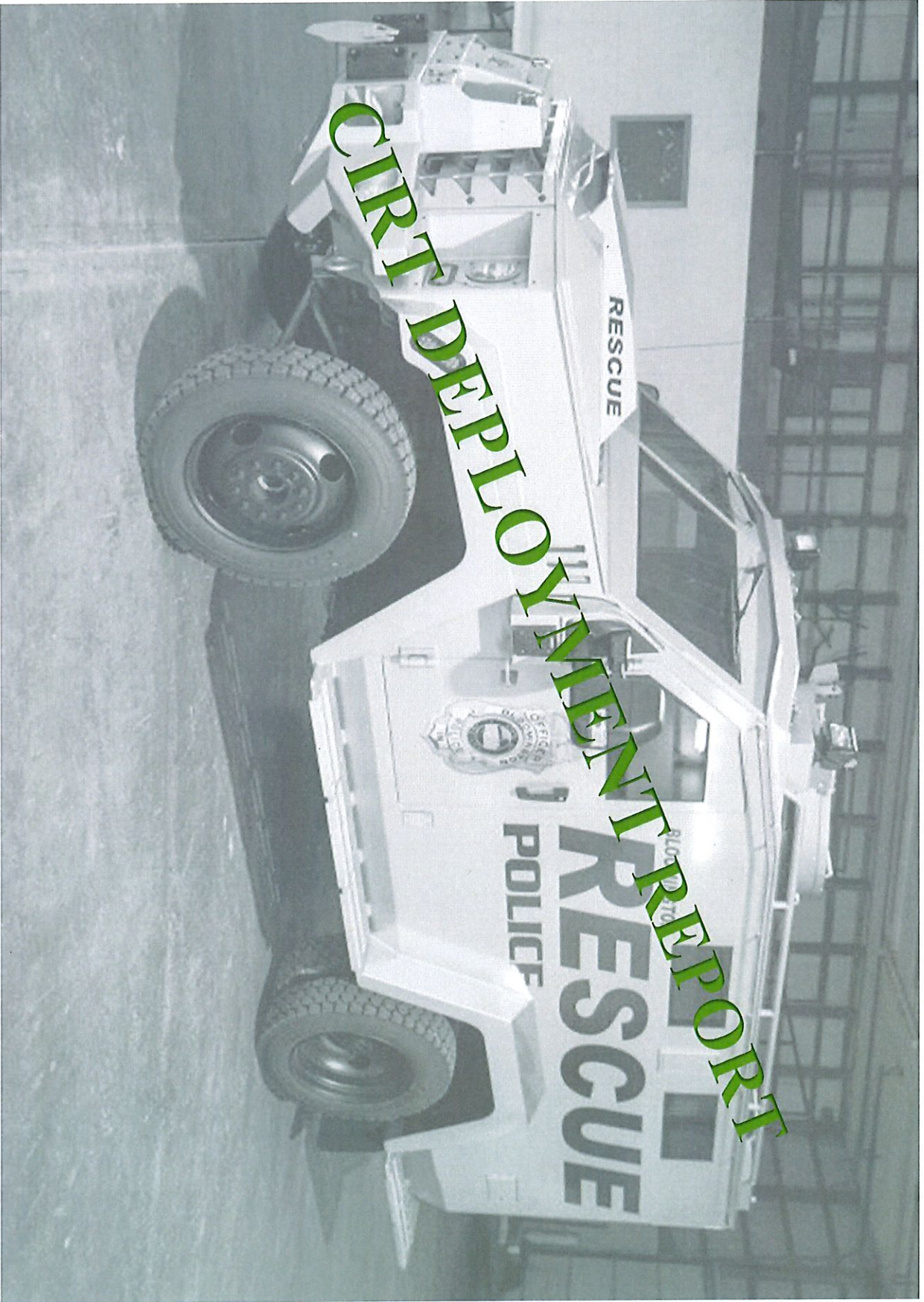
many thanks to Officer Fabris. His assurances and professional manner were so very important to us at that stressful time.

Please communicate our sincere gratitude to your staff in whatever manner you see most appropriate.

Sincerely,

A handwritten signature in cursive script that reads "Kirk Frie". The letters are fluid and connected, with a prominent loop on the 'K' and a long tail on the 'h'.

Kirk Frie
Amherst, NY



NO DEPLOYMENT!!!





PAYROLL

ANY QUESTIONS?