IA 19-06
Muskegon Police Department Inquiry into Allegations of Potential Bias by Officer Charles Anderson

MUSKEGON POLICE DEPARTMENT 980 JEFFERSON ST

Contents

EXECUTIVE SUMMARY 4
Introduction: 5
Civil Service Personnel File Review 6
Officer Anderson Tenure with Muskegon PD 6
Complaints made against Officer Charles Anderson 6
Administrative Leaves 6
Discipline 7
Commendations 7
Officer Anderson area worked and non-assigned enforcement (self-initiated vs call driven) 8
District Worked 8
Officer Anderson Enforcement Data 9
Interviews 9
Interview with Officer Charles Anderson 9
Interview with Reyna (nee Arizola) Mathis 10
Interview with Robert Mathis Sr 12
Interview with REDACTED – Anderson Family realtor 14
Interview with REDACTED – Mathis Family realtor 15
Interview with REDACTED – uninvolved Community member 16
Interviews with Officers on Officer Anderson's Shift 16
Interviews with Minority Officers not on Officer Anderson's Shift 16
History between Officer Anderson and the Mathis' 18
Incident_200812081 – see Appendix F.1 18
Incident_200819794 – see Appendix F.2 18
Incident_201019039 – see Appendix F.3 18
Incident_201106325 – see Appendix F.4 18
Incident_201221345 – see Appendix F.5 19
Incident_201424464 – see Appendix F.6 19
LOCAL BLACK PASTOR INTERVIEW SUMMARY 20
Appendix A) Charles Anderson Civil Service Personnel File 21
Appendix A.1) Internal Affairs complaint 10-06 – Exonerated allegation that Officer Anderson acted rudely and disrespectfully during a 7-9-2010 incident (10-12676). 181

Appendix A.2) Internal Affairs complaint made in reference to incident 2016-12381 – partially sustained after a drunk driving arrest Officer Anderson did not properly secure a vehicle after arrest. 201

Appendix A.3) Letters of Appreciation / Awards 212

Appendix B) Officer Anderson Enforcement Data 1-1-14 to Current 223

Appendix C) Transcripts of Interviews 266

Appendix C.1) Charles Anderson 266

Appendix C.2) Reyna Mathis 290

Appendix C.3) Robert Mathis 312

Appendix C.4) Officer REDACTED 325

Appendix C.5) Officer REDACTED 331

Appendix C.6) Officer REDACTED 336

Appendix C.7) Officer REDACTED 342

Appendix C.8) Officer REDACTED 347

Appendix C.9) Officer REDACTED 352

Appendix C.10) Officers REDACTED, REDACTED, and REDACTED 357

Appendix D) Photos 366

Appendix D.1) Zillow photos of Anderson's garage 366

Appendix D.2) Zillow photo of Anderson's dining room table 367

Appendix D.3) Zillow photo of Anderson's "antique room" 368

Appendix D.4) Facebook photo of Robert Mathis post on August 7th, 2019 369

Appendix D.5) Facebook photo of Robert Mathis picture posted that was taken in Anderson's antique room of framed KKK application. 370

Appendix E) Information from REDACTED regarding 5260 Holton Whitehall Rd 371

Appendix F) Prior Incidents involved Officer Anderson and Robert and Reyna (nee Mathis Arizola) 375

Appendix F.1) Incident_200812081 376

Appendix F.2) Incident_200819794 386

Appendix F.3) Incident_201019039 394

Appendix F.4) Incident_201106325 398

Appendix F.5) Incident_201221345 412

Appendix F.6) Incident_201424464 416

EXECUTIVE SUMMARY- Charles Anderson Internal

Allegations were made via Facebook on August 7th, 2019 that Officer Charles Anderson has in his home a framed application to join the Ku Klux Klan and several Confederate flag related items. The Facebook posting, written by Robert Mathis after viewing Anderson's home with his family and realtor, insinuates that Officer Anderson is racist, biased, and otherwise incapable of impartially policing the City of Muskegon.

Interviews have been conducted with Officer Anderson, Robert Mathis and his wife Reyna Mathis, Mathis' realtor Redacted, Anderson's realtor Redacted, Officers assigned to Anderson's shift; Redacted, Redacted, Redacted, Redacted, Redacted, and Redacted, Officers of African or Latin ethnicity; Redacted, Redacted, Redacted, and Redacted, and a neutral party unaffiliated with the Police Department or the incident, Redacted. None of the Officers or Redacted have any experience or knowledge of Anderson exhibiting racist or biased views, tendencies, or actions while on duty.

Officer Anderson categorically denies ever being a member of, supporter, or influenced by the Ku Klux Klan, he (Anderson) explains that the Confederate items Mathis saw in his home are a very small part of an extensive collection of "Dukes of Hazard" memorabilia he has spent decades collecting. The framed, unsigned application from the 1920's is a historic item, purchased from a vendor in Indiana and collected as part of Anderson's interest in American history and antiques. Anderson denies that his Family has ever been members of the Klan, and his Family is not at all affiliated with the Anderson Centennial Farm in Fremont. Anderson denies the allegation that he is biased and insists that he is a fair, and impartial.

A review of complaints filed against Officer Anderson during his at the Muskegon Police Department has revealed two (2) citizen complaints involving him, it also included two (2) shootings, a third (3) that was not revealed, which occurred in an under-cover operation in another community. There are additional complaints and new complaints that are now under investigation that involve Officer Anderson while on duty, that will start at the conclusion of this investigation.

The internal inquiry forwarded was focused on the alleged racist material owned and displayed in Officer's Anderson's home during a real estate showing and the overtones of racism and affiliation to a hate group.

At the conclusion of this internal inquiry, the allegations that Officer Anderson was in possession of Confederate flags, Confederate table setting, and 1920's Ku Klux Klan application, on display in his home was sustained. Officer Anderson during a consensual interview acknowledged ownership with explanation as indicated in the full report.

In addition to the internal interviews, the Social Justice faith-based leaders gave statements. The Social Justice leaders indicated that they (community) have lost faith, confidence and trust in Officer Anderson. Further, they were direct in stating that Officer Anderson's actions put the entire department in negative or unfavorable light with the community. If Anderson returns the city would go "wild". Also, Officer Anderson has received national attention through different sources of the media reflecting negatively on him, the police department as it relates to the KKK application and displays of memorabilia that is considered racist by a segment of the population.

Respectfully Submitted;

Director Jeffrey A. Lewis

09/01/2019

Introduction:

On August 7th, 2019 at 2013 hours Muskegon Police Department Administrative Staff learned of a Facebook posting by a Rob Mathis that insinuated that while he and his wife, Reyna (Arizola) Mathis, were looking at homes for sale, he walked through a home in Holton, MI which belonged to a Muskegon Police Officer that contained Confederate flags, a framed Ku Klux Klan application. Mathis initially did not name the Officer, or indicate that he was in any contact with the Officer. Eventually, later that evening Mathis, a black male, identified the Officer as Charles Anderson.

Immediately responses began to accumulate denouncing Officer Anderson as a member of the Ku Klux Klan and calling for action by the City. Several of the threads advocated violence and implied the need to acquire firearms for survival and protection. Many questioned as to how a person who displayed such items in their home could serve as an impartial police officer. The general perception was that Officer Anderson was a member of the Klan. Few posters suggested that the items might be of historical significance or collectability. These posters were swarmed with accusations that they too must be racist for posting a rational for why anyone would possess these items.

The Director of Public Safety was contacted and made aware of this posting and the growing responses immediately. The decision was made to place Officer Charles Anderson on paid administrative leave pending an investigative inquiry.

Civil Service Personnel File Review

See Appendix A

Officer Anderson Tenure with Muskegon PD

Officer Charles Anderson has been a Police Officer with the City of Muskegon since November 3rd, 1997 (21 years and 9.5 months).

Complaints made against Officer Charles Anderson

Officer Charles Anderson's file has no formal or informal complaints during his tenure with the City of Muskegon Police Department that call into question his integrity, honesty, or virtue.

No biased based complaints have been documented about Officer Anderson during his employment with the City of Muskegon.

Captains Lord and Bride combed through all Internal Affairs complaints from 1997 to current searching for complaints lodged against Officer Anderson.

Officer Anderson has two lodged complaints against him. One in 2010, and the second in 2016.

The 2010 complaint (IA 10-06) alleged that Officer Anderson acted rudely and disrespectfully during a 7-9-2010 incident (10-12676) which led to the use of pepper spray and two persons being arrested. This complaint (attached in full) was investigated by the Department's Internal Affairs Detective, and Officer Anderson was ultimately exonerated, noting that the incident occurred but the Officer's actions were justified. See Appendix A.1.

The second complaint, in 2016, was made in reference to incident 2016-12381, a drunk driving arrest. The complaint (attached in full) was that Officer Anderson did not secure a vehicle after arrest, and did not return a driver's license to the arrestee. The internal affairs investigation sustained that Officer Anderson did not properly secure the stopped vehicle as per policy. Officer Anderson was exonerated for the failure to return the driver's license as it was seized pursuant to MCL 257.625g and the issuance of a DI-93 permit. See Appendix A.2.

Administrative Leaves

Personnel Records indicate that Officer Anderson was placed on Administrative leave three times during his career:

1. September 23rd, 2009 during the investigation into 09-18191, an Officer Involved Shooting. Officer Anderson was reinstated to full duty on January 5th, 2010.
2. December 8th, 2012 during the investigation into 12-22212, an Officer Involved Shooting. Officer Anderson was reinstated to full duty on December 16th, 2012.

3. August 8th, 2019 during the course of this current investigation. Currently still on Administrative leave.

See Appendix A

Discipline

Officer Anderson has no record of documented discipline in his personnel file.

See Appendix A

Commendations

Letters of Appreciation / Awards

- **Certificate of Commendation** – 2-12-99 for his actions preventing a troubled man from committing suicide.
- **Civil Service certificate of training excellence and/or Letters of Commendation** for Excellent Customer Service on 6-22-2000.
- **Civil Service certificate of training excellence and/or Letters of Commendation** for a Valuable Employee on 6-22-2000.
- **Letter of Appreciation** from MUPD Chief A.L. Kleibecker for dismantling two methamphetamine labs in the city while assigned to WEMET, 11-2-2001.
- **Letter of Thanks** from a family of child victim of a Criminal Sexual assault for the apprehension of the offender, 2-6-2002.
- **Letter of Appreciation** from MUPD Chief A.L. Kleibecker for narcotics related arrests while assigned to WEMET, 11-15-2002.
- **Letter of Commendation** from MSP WEMET Lt Dale Young 4-23-03.
- **Meritorious Service Award** for actions on 1-9-06 when he displayed great courage and determination in bringing a fleeing motorist who struck you repeatedly with a grill cover into custody while preventing a potential deadly force occurrence.
- **Police Heart Award** for actions on 9-22-09 for showing great determination and bravery in attempting to bring a dangerous confrontation with a fleeing paroled felon to a peaceful end while incurring serious bodily injury at the hands of the suspect.
- **Notation of Outstanding Performance and Leadership** by Sgt. Timothy Titus for actions during a homicide at 1500 S Getty St that led to apprehension of offenders on 4-2-16.
- **Police Citation** for personal courage under fire, tactical expertise, and professional competence in stopping an intoxicated, armed subject who shot another Officer and 12-7-12.
- **Police Citation** – for rescuing a suicidal black man from jumping off the overpass at E. Sherman Blvd and US31 on 7-8-17.

- **Recognition from the Public** – received a publicized thanks on Facebook from a citizen for professionalism in apprehending suspects in an attempted vehicle theft on 9-3-18.
- **Unit Citation** award 11-27-18 as a member of Field Training Officer Cadre
- **Notation of Outstanding Performance** by Lt. Timothy Bahorski for actions taken to apprehend a subject after a multi-block foot pursuit who was just involved with a home invasion and shooting at a Police Officer on 1-27-19.
- **Letter of Appreciation** from a citizen for his patience, caring and consoling treatment of their daughter by Officer Anderson during a larceny complaint on 7-12-19.

See Appendix A and A.3.

Officer Anderson area worked and non-assigned enforcement (self-initiated vs call driven)

District Worked

Officer Anderson has drawn, as is his right by Union Seniority, shift 1C (Nights) District 114, an area outlined by the south City border, from Seaway Drive to Getty St, north to Irwin Ave, for the majority of his career.

Demographics of District Worked

The racial demographics of this district, according to 2000-2016 US Census date (via www.city-data.com/city/Muskegon-Michigan.html) is:

Black	41.75%
White	41.44%
Two or more races	16.81%

The racial demographic for the area bordering this district, the City of Muskegon Heights (according to the US Census https://www.census.gov/quickfacts/fact/table/muskegoncitymichigan,muskegonheightscitymichigan/PST045218), is:

Black	74.9%
White	16.2%

Two or more races	6.1%
Hispanic	3.4%

Officer Anderson Enforcement Data

Data in the form of Officer Anderson's traffic citations, a measure of his self-initiated pro-activity were pulled from January 1st, 2014 to the current date. Officer Anderson issued 709 citations over this time period. Here is a breakdown of those citations by race:

Black	426	or	60.08%
White	264	or	37.24%
Unknown race	19	or	2.68%

See Appendix B

Interviews

Interview with Officer Charles Anderson

Summary

Anderson was interviewed on 8-13-19. He advised that his home, located at [redacted] is currently up for sale and he has had open houses and a number of people walk through the home on showings. Anderson advised that he was not present on August 7th, 2019 when the Mathis family toured his home.

Anderson was shown photos of his home, taken from the real estate web site Zillow.com. He identified photos as being of the interior of his residence. He affirmed that he has a Confederate flag hanging in his garage, a Confederate flag decorated hot pad on his dining room table, and a wall hanging in his upstairs "antique room" that contains a matted and framed 1920's era blank copy of an application for membership in the Knights of the Ku Klux Klan.

Anderson explained that the Confederate flag, and flag decorated hot pad are items associated with his extensive collection of "Dukes of Hazard" memorabilia. He claimed that he has attended "Duke Fest" several times. He describes this as being akin to the present day fan gatherings such as Comic Con. He stated that he has a very large collection of all things "Dukes of Hazard." He advised that he loves everything about the "Dukes of Hazard" and that is the sole reason why he has these items.

He stated that the application is something he purchase in Indiana, roughly six years ago. He went on, advising that another of his passions is United States history from the late 1800's to the 1960's. He describes himself as an amateur historian and a collector of any antique items that originate from that particular time frame. He was adamant that to him the application is just a piece of Americana that was from the time period from which he collects antiques.

Anderson was then asked of what groups he is or has ever been a member of. He noted that he is a member of the Knights of Columbus, a Catholic based charity organization, the Police Officer's Labor Council (POLC) and the Fraternal Order of Police (FOP). Officer Anderson was

then confronted with the question if he was ever or is currently a member of the Knights of the Ku Klux Klan. Anderson emphatically denied this.

He was asked if he had items from the well-publicized auction of Ku Klux Klan material from the Anderson Centennial Farm of Fremont in 1992. He denied that he had any items from this auction, and also denied being related to that particular Anderson family, noting that the last name of Anderson is quite common.

Anderson was asked if he left these items up in his home to dissuade a minority from purchasing his home. Anderson advised that does not care who he sells his home to, he simple wants to complete the sale.

Anderson was asked why the application was left hanging on his wall. He advised that he moved the majority of his collections to storage to prepare his home for sale. He stated that although the hanging is part of his collection, he forgot it was in his antique collection room. He stated that he doesn't use the room other than to store his collection, and he removed everything that wasn't affixed to the walls.

He advised that had the couple contacted him, he would have been happy to explain why he has these items, shown them his extensive collections, and apologized to them that he meant no one any harm by it.

It was pointed out that as a Catholic, Anderson would be considered a target by the Ku Klux Klan. Further, as a Catholic, he believes in treating everyone equally.

Anderson's career as an Officer was discussed. He pointed out that amongst his numerous commendations received, one recent commendation was for rescuing a black man who was attempting to commit suicide by jumping from an overpass bridge.

Anderson was asked to name a member of the community at large who would be a reference source for his character and interactions with others. Anderson advised that REDACTED, a member of the Lesbian Gay Bisexual, Transgender, Queer (LGBTQ+) community, is a friend who would vouch for his character.

Anderson advised that he considers himself to be a member of the community who is strongly against the Ku Klux Klan and what that organization stands for.

Anderson stated that as an Officer for 22 years, he believes that he has done the City of Muskegon well, and treated everyone fairly.

Full Interview Transcription located in Appendix C.1

Interview with Reyna (nee Arizola) Mathis

Summary

Reyna Mathis was interviewed on 8-15-19. She stated that at 3:00pm on Wednesday August 7th, 2019 she and her husband, Robert, along with their 12 year old daughter, his 21 year old son and his son's girlfriend, met their realtor, REDACTED at [redacted] to tour the home up for sale at that location.

Reyna Mathis advised that her family is looking to purchase a home with more property in order to build more homes upon the property. She stated that when REDACTED sent the Mathis' info on the [redacted] property they looked at the photos on line and decided to make an appointment for a showing.

Reyna Mathis advised that August 7th, 2019 was the first time that she had been to this location. She also advised that neither of the owners, whom she knows as Officer Anderson and his wife, were present on August 7th, 2019 when the Mathis family toured the home.

She was asked if she had ever had contact with either one of the owners. She replied that she doesn't know, but acknowledged that she was in trouble in my past and doesn't know if she's ever came across Officer Anderson professionally.

She was asked what she saw inside of the residence. She stated that, "when they first walked in there was a kitchen to the right, a dining room straight ahead and on the photos it showed a picture of a room with a Jacuzzi and I noticed that the Jacuzzi was in another room behind the dining room table like there was doors open and there was...so that was my first aim to go to that and I looked at the table and my husband was walking directly behind me and I noticed there was like umm kind of like it looked like a little glass, kind of reminds me of my cutting board but it had the confederate flag in it and it was sitting on the middle of the dining room table with salt and pepper shakers on it." She added they walked through the garage, "and there was another confederate flag on the wall and then when I went to go walk in the door that takes to back into the house, instead of going back down the basement stairs and there was a big flag right there." Lastly she advised that on the wall of a room on the second floor of the home she saw a framed, blank application for the Ku Klux Klan.

Reyna Mathis was shown photos of the home, taken from the real estate web site Zillow.com. She identified photos as being of the interior of the residence. She affirmed that there was a Confederate flag hanging in the garage (see Appendix D.1), a second flag out of view in the same photo, a Confederate flag decorated hot pad on the dining room table (see Appendix D.2), and a wall hanging in an upstairs room that contains a matted and framed 1920's era blank copy of an application for membership in the Knights of the Ku Klux Klan (Appendix D.3).

Reyna Mathis was asked if there were any other items which caught her attention in the home that caused her to take pause. She advised that she did notice a police officer jacket and realized that it was a police officer's home. She claimed that she didn't know who the Officer was until after everything transpired.

Reyna Mathis was asked what she did when she encountered these items and she stated, "Umm the flags I didn't really think too much into it umm when I seen that when my husband and my son were running down and myself and the realtor were walking up we didn't know what had just transpired or whatever but went I got up there and seen it and then, to me it was just like "wow" this just puts everything together like is this really what I'm thinking it is and umm I was kind of like I didn't know what to think or how to feel at first and I just stood there for a minute and then my daughter started asking why is daddy so upset? Why did daddy run out? And he's yelling like "Let's go now!"

She advised that they were in the home for 15-20 minutes before leaving.

Reyna Mathis was asked if she was aware of a Facebook post that was posted in the name of her husband, Rob Mathis, which was posted in the late afternoon or early evening on Wed. Aug 7, 2019. She advised, "Yes, I am. We discussed it. Kind of argued a little bit before he posted it just because we didn't know you know what was going to happen once he did but the initial post was actually private so only friends could see it, umm, and then somebody asked him to let him let them share it and then from there it just it blew up and he basically was just asking for their opinions like what should he do? And it just, it spread like wildfire from there."

She was then presented with a copy of that Facebook post and acknowledged that it was an accurate reproduction of her husband's post (see Appendix D.4).

Full Interview Transcription located in Appendix C.2

Interview with Robert Mathis Sr.

Summary

Robert Mathis was interviewed on 8-15-19. He stated that at 3:00pm on Wednesday August 7th, 2019 he and his wife, Reyna, along with their 12 year old daughter, his 21 year old son and his son's girlfriend, met their realtor, REDACTED at [redacted] to tour the home up for sale at that location. He added that, "my wife received a phone call from the realtor indicating that she found a property that would best serve our needs and umm we set up an appointment to go out there and see the property that day."

Robert Mathis advised that, "My wife and I was looking for property with a little bit more acreage. Currently the home that we live in is, 5 or 6 bedrooms, 4 bathrooms and the only think lacking, we live on 5 acres, that house was on 22 acres so I, you know, figured it would be a lot more things we can do you know and let the kids go out and explore on the property and stuff like they get some 4 wheelers and really you know have a good time out there so that was my motivation for getting you know looking into the property."

He advised that August 7th, 2019 was the first time that he had been to this location. He was asked if prior to going there in person had he viewed the home or the interior on social media or off the internet. Robert Mathis replied, "Umm the realtor sent ahh a listing of the home and we I was just thumbing through the pictures and I seen the acreage and you know you touch on a picture and scroll down and it tell you cause of my only concerns was it was it it was propane and well water so those were my primary concerns so you know I was like okay well we can go out there and check it out and....I think she said it was it might be propane out there but the house might be on the list to have DTE come out there and install gas lines. So I was like well you know it's something to look into so we go out there."

He also advised that neither of the owners, whom he knows as Officer Anderson and his wife, were present on August 7th, 2019 when his family toured the home.

He was asked if he had ever had contact with either one of the owners. He replied, "No sir. Not to my knowledge, you know. I'm not, you know, perfect. I've had some run in's with the law and maybe been arrested by the officer but in going into the home I was just exploring to see if it was a fit for my family. When they send you listings for the home they don't say this home belongs to so-and-so or so-and-so they just send you the listing of the home to see if you even want to go out there to that property."

As a follow up to this question, Robert Mathis was asked if he may have been arrested by Officer Anderson in the past. He replied, "I don't know sir. I'm not, you know, saying that I haven't. I'm not saying that I have."

He was asked what he saw inside of the residence. He stated that, "Okay when we first entered the residence walk into the foyer, like this is beautiful. I like this. I was picturing where we would put a Christmas tree at and stuff like that. As we walked around the corner and went into the dining room there was a large wooden table there and I walked over to the table and the centerpiece was a Confederate flag and that's when I was like "Wow".

He went on stating, "Okay so from there we walked around the house and I remember you know everything was good. We walked into the garage and, yeah we walked into the garage and walked into the one wall where he had all the, maybe I can't, I wanna say NASCAR or whatever stuff was on the wall, it was that picture of the, they had the Confederate flag, so you walk to that wall, walking in going this way and I see that but I'm looking at this lift and I'm like "Wow" this guy, you know, really worked on cars and stuff like that. I've never been in a home with that but if you turn from there and look on the opposite wall there was a large Confederate flag. I was like "Man, I don't like this"."

Finally Robert Mathis stated, "So we're on the 2nd floor going through the bedrooms and this one bedroom at the end of the hall walk in and to my left I noticed a gun cabinet and I believe to the right of that was a picture. It was a picture of a police officer and it was another older gentleman sitting in the picture with him so I'm like "Wow that must be the officer and his dad" so I'm thinking that to myself. So when I turned cause I was looking for the master suite so it was on this wall was one single picture then I believe the bathroom was right there and I walked up to the picture to look at the picture and there was an application of for the Ku Klux Klan. I was like "Oh my god! This is, this is oh. I'm getting out of here". So all the red flags as I was walking through the residence when I got upstairs and saw that I was just sick to my....like... I was just blown away with it. So I'm like "get out of here right now" you know. The way they feel about minorities and stuff, touring this house we might me on a ....I don't know, you know. I was just sick for my family, you know and everything."

Robert Mathis was shown photos of the home, taken from the real estate web site Zillow.com. He identified photos as being of the interior of the residence. He affirmed that there was a Confederate flag hanging in the garage (see Appendix D.1), a second flag out of view in the same photo, a Confederate flag decorated hot pad on the dining room table (see Appendix D.2), and a wall hanging in an upstairs room that contains a matted and framed 1920's era blank copy of an application for membership in the Knights of the Ku Klux Klan (Appendix D.3).

Robert Mathis was then asked if he made an offer on this residence. He stated, "No sir. Umm again seeing the Confederate flag around the house that threw red flags over my head but I everybody is entitled to their own opinions and you know views and stuff like that. I didn't care about that, I cared about you know having that property for my children and stuff, grandchildren that can run around and play and explore and be on their own property. It wasn't until I got to that application that it just really disturbed me and then the fact knowing that this individual was a police officer. If he had just been anybody else I would've just told my wife, you know, umm let's put an offer in on the house and see, you know, I wasn't thinking about the neighborhood or nothing like that. I was just thinking about the property, you know. You know I have something to give my you know children if I passed they have a place to be so that was my own concern but that application changed everything, you know."

Robert Mathis was asked if he was aware of a Facebook post that was posted in the name of Rob Mathis in the late afternoon or early evening on Wed. Aug 7, 2019. He advised that he was and that he wrote the post. He was then presented with a copy of that Facebook post (see Appendix D.4) and a photo of the framed and matted blank application to the Ku Klux Klan from the same post (see Appendix D.5) and acknowledged that it was an accurate reproduction of his post.

Full Interview Transcription located in Appendix C.3

Interview with REDACTED – Anderson Family realtor

REDACTED was interviewed on 8-14-19. She advised that she is the realtor for Charles and Rachel Anderson and is contracted to sell their residence at [redacted] She stated that the home has been shown ten to fifteen times since it was put on the market, and she has held two open houses. Once in July, and once on August 4th, 2019. She was not present on August 7th, 2019 when the Mathis' toured the home.

REDACTED stated that she and her entire REDACTED staff walked through the Anderson home prior to it being listed as is customary so that all of the realtors know about the properties their agency is selling. REDACTED stated that she has been a realtor since 2000 and neither she, nor anyone on her company's staff noticed the framed application. REDACTED advised that as a realtor, she isn't concerned with a seller's personal items, but rather the general care and condition of the home itself. She advised that the framed application fit in with the décor of the room it was in and paid it no further attention.

REDACTED advised that she has known the Anderson's for many years. She knows that for the last 25 years that they have been buying and selling antiques and are avid collectors.

REDACTED was asked if she received any specific, or insinuated instructions from the Anderson's on whom to sell their home to. REDACTED stated that she did not receive any instructions from the Anderson about who to, or not to sell the home to. Specifically she was asked if she was instructed to sell to whites only. She offered that her instructions were to sell the home to anyone with a good offer. REDACTED added that if anyone, regardless of who

they were, ever asked her not to sell to anyone but whites only, she wouldn't list the home or otherwise do business with that party.

REDACTED is aware of the Facebook post by Robert Mathis from Wednesday August 7th, 2019. She stated that in her opinion the post grossly mischaracterizes Officer Anderson.

Interview with REDACTED – Mathis Family realtor

REDACTED was interviewed on 8-17-19. She advised that she is the realtor for Robert and Reyna Mathis and is working as a buyer/seller for them. She stated that she sold the Mathis' their current home on [redacted] roughly five years ago. She stated that she is currently assisting the Mathis family in their search for a new home. She has been instructed to find them a large home, with an in-ground pool with acreage.

REDACTED advised that late in the evening on August 4th, 2019, the Mathis' requested that REDACTED set up an appointment to view the [redacted] property (see Appendix E) REDACTED stated that she was somewhat surprised that the Mathis were interested in this home as she had sent the MLS listing (https://www.flexmls.com/share/2ZnyM/5260-E-Holton-Whitehall-Road-Holton-MI-49425 - See Appendix E) on July 31st, 2019 as a comparable property to the one they are selling on [redacted] REDACTED added that the [redacted] property did not have a pool and that was a steadfast requirement of the Mathis'. The imbedded documents in the MLS listing show the seller as Chuck or Charles Anderson on the MLS sheet, the seller's disclosure form, and the property surveys. (See Appendix E)

She stated that on August 7th, 2019 at 3pm she met the Mathis' at the Anderson address for a showing. REDACTED advised that this was the first time she had been to this property. REDACTED advised that she had the feeling that this was the first time the Mathis' had been to this property.

REDACTED stated that they entered the home, and proceeded to tour it. She heard comments from the Mathis' that they (the owners) must be into antiques. REDACTED stated she had another showing at 5:00pm in Fremont and had taken a call in reference to that appointment. She didn't go through the house with the Mathis' as she stayed in the front entry area on her call.

She stated that after a little while, Robert Mathis, abruptly exited the home. She met with Reyna Mathis and the two went up to the second floor and into a bedroom at the end of the hall. She stated that Reyna Mathis pointed out a framed application to the Ku Klux Klan on the wall.

REDACTED closed up the home and then met with the Mathis' outside. The Mathis' were talking about the owner being an Officer and she asked if they know him. REDACTED looked at the MLS listing for address and saw that the owner's name of Anderson was on it. She stated she thought that this was odd as Officers, Judges, Doctors, and Attorney's usually withhold divulging their names on the MLS documents to protect their privacy. This was shared with the

Mathis'. According to REDACTED, Rob Mathis stated, "yeah we know him (or of him), we know who he is."

Interview with REDACTED – uninvolved Community member

Officer Anderson advised that uninvolved citizen, Mr. REDACTED, would be a neutral party who could offer insight into Anderson's character. REDACTED was interviewed via phone on August 17th, 2019. REDACTED advised that he has known Charles Anderson since before he was a Police Officer. REDACTED indicated that has had Anderson and his wife to his home for meals, and he has been to the Anderson's for meals. REDACTED characterized their relationship as friends with mutual interests in cars. REDACTED, who advised that he is a member of the LGBTQ community, has never known Anderson to be racist or biased or to judge people by their race or sexual preference. REDACTED advised that in his opinion Anderson is a good man, who is honest and is not at all like Facebook postings related to this event have portrayed him as. REDACTED stated that Anderson is the least bigoted person he knows.

Interviews with Officers on Officer Anderson's Shift

Interviews were conducted individually with the Officers who are currently assigned to Officer Anderson's patrol shift:

- Officer REDACTED – Full Interview Transcription located in Appendix C.4
- Officer REDACTED – Full Interview Transcription located in Appendix C.5
- Officer REDACTED – Full Interview Transcription located in Appendix C.6
- Officer REDACTED– Full Interview Transcription located in Appendix C.7
- Officer REDACTED – Full Interview Transcription located in Appendix C.8
- Officer REDACTED – Full Interview Transcription located in Appendix C.9

Officers REDACTED, REDACTED, REDACTED, and REDACTED are all of African ethnicity. All of the Officers interviewed were asked if they would participate and none were forced to do so. All of the Officers interviewed spoke favorably of Officer Anderson and singled him out as a genuine, and honest man, who lends his experience willingly to all Officers. All of the Officers were asked if they had experienced or witnessed any perceived biases exhibited by Officer Anderson while interacting with themselves, other Officers, or the public. All of the Officers were clear in their responses that Officer Anderson is not at all biased, and polices the City as a fair and impartial Officer.

Interviews with Minority Officers not on Officer Anderson's Shift

Interviews were conducted individually with Officers who are of African or Latino ethnicity who aren't currently assigned to Officer Anderson's patrol shift: (see Appendix C.10)

- Officer REDACTED
- Officer REDACTED

- Officer REDACTED
- Officer REDACTED

All of the Officers interviewed were asked if they would participate and none were forced to do so. As with the Officers assigned to Officer Anderson's shift, all of the Officers interviewed spoke favorably of Officer Anderson and singled him out as a genuine, and honest man, who lends his experience willingly to all Officers. All of the Officers were asked if they had experienced or witnessed any perceived biases exhibited by Officer Anderson while interacting with themselves, other Officers, or the public. All of the Officers were clear in their responses that Officer Anderson is not at all biased, and polices the City as a fair and impartial Officer.

History between Officer Anderson and the Mathis'

Incident_200812081 – see Appendix F.1

Summary

Occurred 7-4-08 at 0212 hours at Spring St and Catherine Ave. This was a traffic stop for speeding (38/25) conducted by Officer Anderson involving Robert (driver) and Reyna (then Arizola, a passenger) Mathis. Robert exited the vehicle and refused orders by Officer Anderson. Reyna also exited the vehicle and refused orders to get back into the vehicle. Officer Anderson placed Reyna under arrest for refusing to follow his lawful commands, and she struck him in the face and eye with her hand causing minor injury to Officer Anderson. Robert was issued a citation for speed and released from the scene. Reyna was lodged in the County Jail for obstruction and assault on an Officer. Under court docket #08-056644-FH Reyna (Arizola) Mathis pled guilty to MCL 750.81D1 Assault on a Police Officer and was sentenced to sixty days in jail and $414 in fines.

Incident_200819794 – see Appendix F.2

Summary

Occurred 10-14-08 at 0210 hours at 817 E Forest Ave (Brews and Cues Bar). This was reported as a bar fight. Reyna was involved in a fight and accused of assaulting another subject. She was intoxicated. Officer Anderson arrested her on two outstanding fail to appear bench warrants and lodged her in the County Jail.

Incident_201019039 – see Appendix F.3

Summary

Occurred 10-07-10 at 0547 hours at 1959 Hoyt St. This was reported to 911 as a mutual domestic assault with both parties intoxicated, stemming over the male half having an affair. Reyna reported that her husband Robert was being verbally abusive and she wanted him to leave. Robert left prior to Officer Anderson's arrival and there was no evidence of an assault occurring. Officer Anderson searched the area for Robert, as LEIN showed him to have an outstanding warrant, however he was not located. No further action taken or charges sought.

Incident_201106325 – see Appendix F.4

Summary

Occurred 4-17-11 at 0449 hours at 1959 Hoyt St. This was reported to 911 as a larceny of a purse. Officer Anderson met with a female party who stated that while at Reyna Mathis' home for a party, her purse was stolen. Officer Anderson interviewed Reyna as a potential witness. Officer Anderson took no further action with this incident, as it was followed up upon by another Officer. No charges involving Mathis' were filed.

Incident_201221345 – see Appendix F.5

Summary

Occurred 11-24-12 at 0522 hours at 1581 Division St. This was reported to 911 as a domestic issue between the caller, Reyna Mathis and her husband with kids present. Both were reported as intoxicated and no assault occurred. Officer Anderson met with both Robert and Reyna Mathis. Reyna advised that she got into an argument with Robert because she left the home and Robert cussed at her. She called 911 as she was afraid things were getting out of hand. Robert refused to give a statement. No evidence of an assault existed and Officer Anderson stood by until Reyna gathered her things and left. No charges involving the Mathis' were filed.

Incident_201424464 – see Appendix F.6

Summary

Occurred 12-5-14 at 2207 hours at 213 Washington Ave. This was reported to 911 as a disturbance where Rob and Reyna Mathis were in the 911 caller's yard with two other subjects looking for their runaway son. Officer Anderson made no contact with either of the Mathis'. No charges involving the Mathis' were filed.

LOCAL BLACK PASTOR INTERVIEW SUMMARY

Allegations were made via Facebook on August 7th, 2019 that Officer Charles Anderson has in his home a framed application to join the Ku Klux Klan and several Confederate flag related items. The Facebook posting, written by Robert Mathis after viewing Anderson's home with his family and realtor, insinuates that Officer Anderson is racist, biased, and otherwise incapable of impartially policing the City of Muskegon.

Interviews have been conducted with local Pastors in the African-American Community; Pastor Redacted of Redacted Baptist Church, Pastor Redacted of Redacted Baptist Church, and Pastor Redacted of Redacted Baptist Church. These men, as leaders and representatives of the African-American community in Muskegon, offer a unique insight as to how this situation impacts the Community and its relationship with the Muskegon Police Department. None of the Pastors have any experience with or direct knowledge of Charles Anderson personally or professionally. They do however know how the Community perceives Charles Anderson and the Muskegon Police Department.

All of the Pastors are familiar with the situation and the allegations. This topic has been a recent point of discussion amongst local Pastors and the African-American community.

If Anderson returns to the Police Department, the City would go "wild" and there would likely be trouble. He has lost all of his trust from the people. All stated that Anderson is probably a great police officer, but the African-American community has no faith in him.

Because of this incident, many in the Community question how many other officers have this perceived mindset or attitude, if any, like Anderson.

The mere possession of the application, and Confederate flag related items has caused many in the Community to look unfavorably on the whole Police Department and not just Anderson.

The Pastors all voiced concern that if the wrong plan or response comes from this, then there would be challenges to engagement, and likely would be impossible to surmount.

The general consensus of the African-American community is that this is part of the police culture, is supported, and the police condone this. It is believed that no action will be taken against Anderson at all. The feeling is that the gap between the community and the department will never grow closer, as this situation pushes us further apart.

Should Officer Anderson return to duty it would be a significant struggle or push for the Department and Chief Lewis to obtain support from the African-American community and local clergy for any future endeavors.

The Pastors collectively acknowledge that being a public representative calls for heightened expectations from the public and lessens the tolerance of mistakes or even misinterpretations.

Appendix A) Charles Anderson Civil Service Personnel File

EMPLOYEE CHANGE OF STATUS

Instructions: Please fill in as needed. Attach documentation for met probation, resignation, discharge, retirement, discipline, or suspension.
Employee signature required if employee initiates the change (address, phone or name change).

Employee Name:	Today's Date:	Effective Date(s):
Charles Andersin		~~12-10-12~~ 12/8/12 to 12/16/12 pb

SSN:	Address (Street, City, State, ZIP Code):
[redacted]	

Home Phone:	Cell Phone:	Operator License Number	Issuing State:

PLEASE COMPLETE RELELVANT INFORMATION BELOW:

☐ New Hire	☐ Met Probation	☐ Transfer	☐ Promotion
☐ Address Change	☐ Phone Change	☐ Name Change	☐ Discipline Rescinded
☐ Resignation	☐ Discharge*	☐ Retirement	☐ Job Terminated
☐ Discipline* Group:	☐ Leave of Absence: Type:	☐ Layoff ☐ Recall	☒ Other* Explain Below

***Other/explain or attach documentation:** Involved w/on duty shooting. Placed on Admin Leave w/pay starting 12-8-12 – 12-16-12, then cleared for duty pb

Division & Department: Public Safety Police

Classification:	Status:
Patrol Officer	☐ Temporary (Includes Seasonals) ☐ Exempt ☒ Full-time Regular ☐ Non-Exempt ☐ Part-time Regular

☐ Merit Increase	☐ Step Increase	**Current Pay Rate:**
New Pay Rate:		**Account Number**

☐ Probationary Hire	☐ Non-probationary hire	**Bargaining Unit:**

Educational Status: ☐ High School/G.E.D.	☐ Associate Degree	☐ Bachelor's Degree	☐ Master's Degree
Major:		**Minor:**	

Employment Separations/Last Day Worked:

Recommend Rehire?* ☐ Yes ☐ No

PREPARED BY: Liz Parker		Date
EMPLOYEE'S SIGNATURE: (For address/phone/name change)		Date
SUPERVISOR'S SIGNATURE:		Date 1/22/13
CITY MANAGER'S SIGNATURE: (For salary change or discipline)		Date 1-25-13
PERSONNEL DIRECTOR'S SIGNATURE:		Date 1-30-13

CIVIL SERVICE RECORD UPDATED:	PAYROLL RECORD UPDATED:

WHITE: PERSONNEL CANARY: FINANCE PINK: ORIGINATING DEPARTMENT GOLD: EMPLOYEE

RECEIVED MUSKEGON CO. HUMAN RESOURCES 2013 JAN 29 PM 2 01

RECEIVED JAN 23 2013 MUSKEGON CITY MANAGER'S OFFICE

Muskegon Police Department

Jeffrey A. Lewis
Director of Public Safety

980 Jefferson
Muskegon, Michigan
49443-0536

www.muskegonpolice.com

Phone: 231-724-6750
FAX: 231-722-5140

MEMORANDUM

TO: Officer Charles Anderson
Patrol Bureau

FROM: Mark A. Lewis
Patrol Captain

CC: Jeffrey Lewis, Director of Public Safety
Mr. Bryon Mazade, City Manager
Lt. Shawn Bride, Team 5 Shift Commander
Officer Richard Bleich, POLC

DATE: December 8, 2012

SUBJECT: Administrative Leave

Effective immediately (December 8, 2012), you are placed on administrative leave with pay pending the outcome of an investigation of a police involved shooting. The following directives are in place:

- You are not to be present at any time within the Muskegon Police Department. You are to be available to the department by telephone between the hours of 8am and 4pm, Monday through Friday. We will contact you by telephone or letter for potential meetings.
- If you have personal property that you need to retrieve, you may make contact with my office or the on-duty shift commander.
- Any leave time that you have previously requested will be honored.
- You are exempt from any scheduled training.
- If you have pending court subpoenas, contact me.
- During this period you are not to exercise any police authority as provided by your employment with the Muskegon Police Department. Further, you are not to wear your police uniform or carry a firearm under police authority unless specifically directed.
- During this period you are not to be employed by any business or entity outside your employment with the City of Muskegon.
- If you have any questions you are to contact my office.

The status of this administrative leave shall be reviewed during the week of December 9. Any violation of these directives shall result in disciplinary action, up to and including discharge.

Muskegon Police Department

Jeffrey Lewis
Director of Public Safety

980 Jefferson
Muskegon, Michigan
49443-0536

www.muskegonpolice.com

Phone: 231-724-6750
FAX: 231-722-5140

MEMORANDUM

TO: Officer Charles Anderson
Patrol Bureau

FROM: Mark A. Lewis
Patrol Captain

CC: Jeffrey Lewis, Director of Public Safety
Mr. Bryon Mazade, City Manager
Lt. Shawn Bride, Team 5 Shift Commander
Officer Richard Bleich, POLC

DATE: December 14, 2012

SUBJECT: Administrative Leave

Under the authority of the Director of Public Safety, effective December 16, 2012, you are to return to your regular duties and are restored to full police authority as provided by your employment with the Muskegon Police Department.

The department internal investigation is still ongoing, but, at this point, we find that you did not violate any state law or department policy stemming from the discharge of your weapon on December 8, 2012.

If you have any questions please contact my office.

Kirksey, Lowell

From: Leafers, Diane
Sent: Wednesday, December 08, 2004 11:37 AM
To: Baker, Candy; Kirksey, Lowell
Subject: new address for Charles Anderson

Charles Anderson
[redacted]

RECEIVED
DEC 0 8 2004
CIVIL SERVICE OFFICE

CSC195

MUSKEGON BOARD OF CIVIL SERVICE COMMISSIONERS
NOTICE OF CHANGE IN EMPLOYEE STATUS

CURRENT DATA: (Please fill in completely - type or use black ink)

EFFECTIVE DATE OF HIRE/CHANGE 11/2/98
(_) FIRST (_) LAST PAYROLL DATE _____
DATE PREPARED 11/6/98
PREPARED BY D.LEAFERS

ANDERSON	CHARLES	C	[redacted]
LAST NAME	FIRST NAME	M.I.	SOCIAL SECURITY #

POLICE OFFICER	POLICE	$.
CLASSIFICATION	DEPT/DIV	HOURLY RATE

			$27819 .
DEPT. NO.	EMPL. NO.	DRIVERS LICENSE NO.	ANNUAL RATE

NEW HIRES ONLY: PROB. ___ X PERM. ___ SEASONAL ___ PART-TIME ___

EMPLOYMENT STATUS CHANGES:
__ NEW HIRE __ REHIRE
(Account # _____)
___ PROBATIONARY ___ SEASONAL
_X_ PERMANENT ___ PART_TIME

___ PROMOTION
___ RECLASSIFICATION
___ NEW CLASS _____

LEAVE OF ABSENCE WITHOUT PAY:
STARTING DATE _____
RETURN TO WORK _____

DISCIPLINE (ATTACH DOCUMENTATION)
___ WARNING LETTER
___ SUSPENSION (# OF DAYS) _____
___ DISMISSAL (PROVIDE DOCUMENTS)

SALARY CHANGES:
___ MERIT INCREASE
_X_ STEP INCREASE
NEW RATE $29450 .
NEW ACCOUNT # _____

[signature] 11/6/98
CITY MANAGER'S SIGNATURE DATE
(NEEDED FOR SALARY CHANGES ONLY)

PERSONAL DATA CHANGES:
(COMPLETE ONLY IF NEEDED)

LAST NAME FIRST NAME M.I.

STREET ADDRESS PHONE #

CITY, STATE, ZIP

MARITAL STATUS:
___ MARRIED
___ DIVORCED
___ SEPARATED
___ WIDOWED

EDUCATION STATUS:
DEGREE EARNED:
MAJOR _____
MINOR _____

SEPARATIONS:
___ JOB TERMINATED ___ LAY-OFF
___ RETIREMENT ___ RESIGNATION

LAST DATE WORKED: _____

REMARKS: 1 YR INCREMENT/NO LONGER PROBATIONARY

X Edward E. Griffin 11-6-98
DEPARTMENT HEAD'S SIGNATURE DATE
(NEEDED FOR ALL STATUS CHANGES)

CIVIL SERVICE DEPARTMENT USE ONLY

REMARKS:

RECEIVED
NOV 09 1998
Civil Service Office

RECEIVED
NOV 6 1998
MUSKEGON CITY MANAGER'S OFFICE

PERSONNEL DIRECTOR'S SIGNATURE DATE

PLEASE SEND THE ORIGINAL AND ALL COPIES TO THE CIVIL SERVICE OFFICE FOR DISTRIBUTION

WHITE: PERSONNEL CANARY: FINANCE PINK: DEPT. GOLD: EMPLOYEE

CSC195

MUSKEGON BOARD OF CIVIL SERVICE COMMISSIONERS
NOTICE OF CHANGE IN EMPLOYEE STATUS

CURRENT DATA: (Please fill in completely - type or use black ink)

EFFECTIVE DATE OF HIRE/CHANGE 5/2/98
(_) FIRST (_) LAST PAYROLL DATE
DATE PREPARED 4/28/98
PREPARED BY D.LEAFERS

LAST NAME	FIRST NAME	M.I.	SOCIAL SECURITY #
ANDERSON	CHARLES	C	[redacted]

CLASSIFICATION	DEPT/DIV	HOURLY RATE
POLICE OFFICER	POLICE	$.

DEPT. NO. EMPL. NO. DRIVERS LICENSE NO. ANNUAL RATE $26190.00

NEW HIRES ONLY: PROB. ___ PERM. ___ SEASONAL ___ PART-TIME ___

EMPLOYMENT STATUS CHANGES:
__ NEW HIRE __ REHIRE
(Account # _____)
_X_ PROBATIONARY ___ SEASONAL
___ PERMANENT ___ PART_TIME

___ PROMOTION
___ RECLASSIFICATION
NEW CLASS _____

LEAVE OF ABSENCE WITHOUT PAY:
STARTING DATE _____
RETURN TO WORK _____

DISCIPLINE (ATTACH DOCUMENTATION)
___ WARNING LETTER
___ SUSPENSION (# OF DAYS) _____
___ DISMISSAL (PROVIDE DOCUMENTS)

SALARY CHANGES:
___ MERIT INCREASE
_X_ STEP INCREASE
NEW RATE $ 27819 .
NEW ACCOUNT # _____

5/12/98
CITY MANAGER'S SIGNATURE DATE
(NEEDED FOR SALARY CHANGES ONLY)

PERSONAL DATA CHANGES:
(COMPLETE ONLY IF NEEDED)

LAST NAME FIRST NAME M.I.

STREET ADDRESS PHONE #

CITY, STATE, ZIP

MARITAL STATUS:
___ MARRIED
___ DIVORCED
___ SEPARATED
___ WIDOWED

EDUCATION STATUS:
DEGREE EARNED:
MAJOR _____
MINOR _____

SEPARATIONS:
___ JOB TERMINATED ___ LAY-OFF
___ RETIREMENT ___ RESIGNATION

LAST DATE WORKED: _____

REMARKS: 6-MO. INCREMENT

Edward E. Griffin 4-28-98
DEPARTMENT HEAD'S SIGNATURE DATE
(NEEDED FOR ALL STATUS CHANGES)

CIVIL SERVICE DEPARTMENT USE ONLY

REMARKS: Approve probationary at $26,190

RECEIVED
APR 29 1998
MUSKEGON
CITY MANAGER'S OFFICE

MAY 12 1998

5/12/98
PERSONNEL DIRECTOR'S SIGNATURE DATE

PLEASE SEND THE ORIGINAL AND ALL COPIES TO THE CIVIL SERVICE OFFICE FOR DISTRIBUTION

WHITE: PERSONNEL CANARY: FINANCE PINK: DEPT. GOLD: EMPLOYEE

CSC195

MUSKEGON BOARD OF CIVIL SERVICE COMMISSIONERS
NOTICE OF CHANGE IN EMPLOYEE STATUS

CURRENT DATA: (Please fill in completely - type or use black ink)

EFFECTIVE DATE OF HIRE/~~CHANGE~~ 11/3/97
(_) FIRST (_) LAST PAYROLL DATE
DATE PREPARED 10/28/97
PREPARED BY D.LEAFERS

ANDERSON, CHARLES C. [redacted]

LAST NAME FIRST NAME M.I. SOCIAL SECURITY #

POLICE OFFICER POLICE $.
CLASSIFICATION DEPT/DIV HOURLY RATE

$ 26,190.
DEPT. NO. EMPL. NO. DRIVERS LICENSE NO. ANNUAL RATE

NEW HIRES ONLY: PROB. X PERM. ___ SEASONAL ___ PART-TIME ___

EMPLOYMENT STATUS CHANGES:
X NEW HIRE ___ REHIRE
(Account # 101-40301-5101)
X PROBATIONARY ___ SEASONAL
___ PERMANENT ___ PART_TIME

___ PROMOTION
___ RECLASSIFICATION
NEW CLASS ___

LEAVE OF ABSENCE WITHOUT PAY:
STARTING DATE ___
RETURN TO WORK ___

DISCIPLINE (ATTACH DOCUMENTATION)
___ WARNING LETTER
___ SUSPENSION (# OF DAYS) ___
___ DISMISSAL (PROVIDE DOCUMENTS)

SALARY CHANGES:
___ MERIT INCREASE
___ STEP INCREASE
NEW RATE $ ___ . ___
NEW ACCOUNT #

B T Mayoke 10-29-97
CITY MANAGER'S SIGNATURE DATE
(NEEDED FOR SALARY CHANGES ONLY)

PERSONAL DATA CHANGES:
(COMPLETE ONLY IF NEEDED)

LAST NAME FIRST NAME M.I.
[redacted]
STREET ADDRESS PHONE #
[redacted]
CITY, STATE, ZIP

MARITAL STATUS:
___ MARRIED
___ DIVORCED
___ SEPARATED
___ WIDOWED

EDUCATION STATUS:
DEGREE EARNED:
MAJOR ___
MINOR ___

SEPARATIONS:
___ JOB TERMINATED ___ LAY-OFF
___ RETIREMENT ___ RESIGNATION

LAST DATE WORKED: ___

REMARKS: NEW HIRE - POLICE OFFICER

[signature]
DEPARTMENT HEAD'S SIGNATURE DATE
(NEEDED FOR ALL STATUS CHANGES)

CIVIL SERVICE DEPARTMENT USE ONLY

REMARKS:

RECEIVED
OCT 30 1997
Civil Service Office

10-30

RECEIVED
OCT 29 1997
MUSKEGON
CITY MANAGER'S
OFFICE

PERSONNEL DIRECTOR'S SIGNATURE DATE

PLEASE SEND THE ORIGINAL AND ALL COPIES TO THE
CIVIL SERVICE OFFICE FOR DISTRIBUTION

WHITE: PERSONNEL CANARY: FINANCE PINK: DEPT. GOLD: EMPLOYEE

Employee Name: ANDERSON, Charles
Department: Police

Date: 12/2009

RECEIVED
FEB 12 2010
CIVIL SERVICE OFFICE

City of Muskegon
Performance Appraisal – Nonsupervisory Employees
Part I
Job Function Evaluation

Supervisor and employee review and agree on major job functions AT THE BEGINNING OF THE APPRAISAL CYCLE. Supervisor "weights" each job function (total 100). Supervisor rates each job function (1-5) and multiplies by weight. Supervisor adds supporting comments.

JOB FUNCTIONS	WEIGHT	RATER COMMENTS	RATING	WxR
COMMUNITY RELATIONS	15	Officer Anderson is courteous and respectful to the community. He realizes the importance of good community relations.	3.90	58.5
SIFA	20	He is a proven performer. His quantity of work is consistently high. He is above average in productivity on his shift.	4.00	80.0
JOB KNOWLEDGE	25	He demonstrates a strong functional knowledge of laws and Policy & Procedure. He is an evidence technician and precision driving instructor for the department.	4.00	100.00
OFFICER BEARING AND VALUES	20	He is a seasoned professional. He presents himself appropriately for situations presented to him.	4.00	80.0
FOLLOW UP INVESTIGATION AND REPORTS	20	He writes clear, concise and accurate reports with few errors. He completes his follow-ups in a thorough manner.	3.90	78.0
				0.0
				0.0
				0.0
Total	100		Part 1 Total Rating	396.50

Part II
General Performance – Nonsupervisory Employees

Supervisor and employee review the following general performance areas. Supervisor "weights" each performance area (total 100). Supervisor rates each performance area (1-5) and multiplies by weight. Supervisor adds supporting comments.

Application of Job Knowledge	Weight (25) x Rating (4.10) = 102.50 Comments in Support of Rating
Completes work with technical correctness	He posesses a practical hands on experience and applies it well to his work. He follows directions and completes his work on time. He is aware of department policies and procedures and applies them correctly.
Uses training, education, and experience to ensure accurate output	
Follows directions	
Uses assigned equipment correctly	
Knows and applies policies and procedures correctly	
Completes written reports as required	
Understands organizations and/or departments systems	

Interaction With Others	Weight (25) x Rating (4.1) = 102.50 Comments in Support of Rating
Is courteous to the public	He accepts direction from supervisors and is considerate of others. He establishes effective working relationships. He understands and knows how to get along with his coworkers.
Is helpful to co-workers	
Accepts direction from supervisors	
Considers needs of others when appropriate	
Has good listening skills	

Initiative	Weight (25) x Rating (4.10) = 102.50 Comments in Support of Rating
Does not require constant direction or supervision	An independent officer needing little or no direction. Takes actions without undue haste or delay. He demonstrates self directed behavior.
Takes on new tasks when a job is completed	
Demonstrates self directed behavior when possible	
Attempts to anticipate job related demands	
Demonstrates flexibility and willingness to assume new responsibilities	
Generates better ideas and ways of working when possible	

Work Habits	Weight (25) x Rating (4.1) = 102.50 Comments in Support of Rating
Takes good care of equipment	He is a strong and reliable member of the department. Can be relied upon to do the job and other assigned tasks. He is punctual and comes to work as expected.
Completes work assignments in a timely fashion	
Is puncutal	
Separates personal interests from work requirements	
Comes to work as expected	

Additional General Performance Areas: (Optional)	Weight (__) x Rating (__) = ___ Comments in Support of Rating

Rating Legend

1 = IMPROVEMENT REQUIRED - PERFORMANCE IS CONSUSTENTLY BELOW ACCEPTABLE LEVELS. IMMEDIATE IMPROVEMENT IS REQUIRED. Ratings in this category must:

a) Be supported by specific comments
b) Identify specific areas of unacceptable performance
c) Specify the consequences of continued performance at the level
d) Result in a performance improvement plan which includes performance counseling (see part IV)

2 = IMPROVEMENT POSSIBLE – PERFORMANCE IS INCONSISTENT, MEETS MINIMUM STANDARDS ONLY PERIODICALLY OR INLY IN CERTAIN AREAS. Ratings in this category must:

a) be supported by specific comments
b) identify specific areas of unacceptable performance
c) result in a performance improvement plan (see part IV)

3 = EFFECTIVE - Performance is consistently at acceptable levels. No major areas of necessary improvement are cited.

4 = VERY EFFECTIVE – Performance which frequently exceeds normally expected levels. A high degree of proficiency is shown in certain aspects of performance.

5 = OUTSTANDING - Performance which consistently exceeds normally expected levels. A high degree of proficiency is shown in all aspects of performance. Rating in this category must be supported by specific examples of outstanding performance.

Part III
Interim Comments

To be used by supervisor to record noteworthy examples of performance as the year progresses. May also be used to note mid-year changes in job functions and/or expectations. PART III IS A SEPARATE FORM WHICH, WHEN COMPLETED, IS ADDED TO THIS FORM. PART III FORMS ARE AVAILABLE FROM THE CIVIL SERVICE OFFICE OR DEPARTMENT HEAD.

Part IV
Performance Improvement Plan

This space may be used to specify a performance improvement plan, including problems to be solved, specific developments activities to be involved in, results to be achieved, or other performance "action" to be taken.

Supervisor/Department head signature

Date

Part V
Mid-Appraisal Update

This section may be used for mid-year appraisal of specific job functions, performance areas, or progress toward achieving the objectives of a performance improvement plan.

Supervisor/Department head signature

Date

Part VI
Summary

Part I Total Rating	396.5
Part II Total Rating	410
Overall Rating (I + II)	806.5
Divide by 200 for Final Rating	4.03

Employee's Signature — Date: 1-21-10

Supervisor Signature — Date: 1-21-10

Department Head Signature — Date: 2-12-10

The employee's signature does not indicate agreement with the appraisal results, but indicates that the results have been discussed with his/her supervisor. The employee may append a written response to this appraisal. The employee is entitled to a copy of this form, when completed.

Employee Name: ANDERSON, Charles
Department: Police – Patrol for 2008

Date: 12/2008

RECEIVED
FEB 03 2009
CIVIL SERVICE OFFICE

City of Muskegon
Performance Appraisal – Nonsupervisory Employees
Part I
Job Function Evaluation

Supervisor and employee review and agree on major job functions AT THE BEGINNING OF THE APPRAISAL CYCLE. Supervisor "weights" each job function (total 100). Supervisor rates each job function (1-5) and multiplies by weight. Supervisor adds supporting comments.

JOB FUNCTIONS	WEIGHT	RATER COMMENTS	RATING	WxR
COMMUNITY RELATIONS	15	Chuck is courteous & respectful to others. His professionalism is one of his strongest attributes.	4.0	60.0
SIFA	20	Chuck is very proactive and self-motivated. One of the shift leaders in this category.	4.25	85.0
JOB KNOWLEDGE	25	Chuck's knowledge of laws, ordinances and P&P is excellent. Chuck is an FTO, evidence tech. and precision driving instructor for the department.	4.25	106.25
OFFICER BEARING AND VALUES	20	Maintains good example of officer bearing and uniform appearance. Chuck is a positive role model for others.	4.00	80.0
FOLLOW UP INVESTIGATION AND REPORTS	20	Chuck writes complete and accurate reports with few errors. Any follow-ups he has are done well and in a timely manner.	4.0	80.0
				0.0
				0.0
				0.0
Total	100		Part 1 Total Rating	411.25

Part II
General Performance – Nonsupervisory Employees

Supervisor and employee review the following general performance areas. Supervisor "weights" each performance area (total 100). Supervisor rates each performance area (1-5) and multiplies by weight. Supervisor adds supporting comments.

Application of Job Knowledge	Weight (25) x Rating (4.25) = 106.25 Comments in Support of Rating
Completes work with technical correctness	Chuck uses training, education and experience to complete his work correctly.
Uses training, education, and experience to ensure accurate output	Completes written reports as required. As an FTO, evidence tech. etc, Chuck is willing to
Follows directions	to share his knowledge and help others.
Uses assigned equipment correctly	
Knows and applies policies and procedures correctly	He understands department policy & procedure and follows direction without
Completes written reports as required	hesitation or complaint.
Understands organizations and/or departments systems	

Interaction With Others	Weight (25) x Rating (4.0) = 100 Comments in Support of Rating
Is courteous to the public	Accepts direction from supervisors and is considerate of others. Chuck is always
Is helpful to co-workers	courteous and respectful to the public and assists co-workers whenever he can.
Accepts direction from supervisors	Chuck demonstrates good listening skills
Considers needs of others when appropriate	and does a good job of offering feedback.
Has good listening skills	Chuck sets a good example for others to follow.

Initiative	Weight (25) x Rating (4.25) = 106.25 Comments in Support of Rating
Does not require constant direction or supervision	An independent officer needing little or no direction. Patrols aggressively and digs things
Takes on new tasks when a job is completed	up, when not on calls. Has demonstrated flexibility and willingness to assume new
Demonstrates self directed behavior when possible	tasks. Chuck's efforts in SIFA sets the standard for others on the shift to follow.
Attempts to anticipate job related demands	Chuck's efforts make him a well rounded
Demonstrates flexibility and willingness to assume new responsibilities	officer.
Generates better ideas and ways of working when possible	

Work Habits	Weight (25) x Rating (4.0) = 100 Comments in Support of Rating
Takes good care of equipment	Completes work assignments in a timely manner and takes care of assigned equipment.
Completes work assignments in a timely fashion	Chuck is very dependable and hard working.
Is puncutal	
Separates personal interests from work requirements	
Comes to work as expected	

Additional General Performance Areas (Optional)	Weight (__) x Rating (__) = ___ Comments in Support of Rating

Rating Legend

1 = IMPROVEMENT REQUIRED - PERFORMANCE IS CONSUSTENTLY BELOW ACCEPTABLE LEVELS. IMMEDIATE IMPROVEMENT IS REQUIRED. Ratings in this category must:

a) Be supported by specific comments
b) Identify specific areas of unacceptable performance
c) Specify the consequences of continued performance at the level
d) Result in a performance improvement plan which includes performance counseling (see part IV)

2 = IMPROVEMENT POSSIBLE – PERFORMANCE IS INCONSISTENT, MEETS MINIMUM STANDARDS ONLY PERIODICALLY OR INLY IN CERTAIN AREAS. Ratings in this category must:

a) be supported by specific comments
b) identify specific areas of unacceptable performance
c) result in a performance improvement plan (see part IV)

3 = EFFECTIVE - Performance is consistently at acceptable levels. No major areas of necessary improvement are cited.

4 = VERY EFFECTIVE – Performance which frequently exceeds normally expected levels. A high degree of proficiency is shown in certain aspects of performance.

5 = OUTSTANDING - Performance which consistently exceeds normally expected levels. A high degree of proficiency is shown in all aspects of performance. Rating in this category must be supported by specific examples of outstanding performance.

Part III
Interim Comments

To be used by supervisor to record noteworthy examples of performance as the year progresses. May also be used to note mid-year changes in job functions and/or expectations. PART III IS A SEPARATE FORM WHICH, WHEN COMPLETED, IS ADDED TO THIS FORM. PART III FORMS ARE AVAILABLE FROM THE CIVIL SERVICE OFFICE OR DEPARTMENT HEAD.

Part IV
Performance Improvement Plan

This space may be used to specify a performance improvement plan, including problems to be solved, specific developments activities to be involved in, results to be achieved, or other performance "action" to be taken.

Supervisor/Department head signature

Date

Part V
Mid-Appraisal Update

This section may be used for mid-year appraisal of specific job functions, performance areas, or progress toward achieving the objectives of a performance improvement plan.

Supervisor/Department head signature

Date

Part VI
Summary

Part I Total Rating	411.25
Part II Total Rating	412.5
Overall Rating (I + II)	823.75
Divide by 200 for Final Rating	4.12

Employee's Signature — Date: 1-28-09

Supervisor Signature — Date: 1-28-09

Department Head Signature — Date: 2-3-09

The employee's signature does not indicate agreement with the appraisal results, but indicates that the results have been discussed with his/her supervisor. The employee may append a written response to this appraisal. The employee is entitled to a copy of this form, when completed.

Employee Name: ANDERSON, Charles
Department: Police – Patrol for 2007

Date: 12/2007

City of Muskegon
Performance Appraisal – Nonsupervisory Employees
Part I
Job Function Evaluation

Supervisor and employee review and agree on major job functions AT THE BEGINNING OF THE APPRAISAL CYCLE. Supervisor "weights" each job function (total 100). Supervisor rates each job function (1-5) and multiplies by weight. Supervisor adds supporting comments.

JOB FUNCTIONS	WEIGHT	RATER COMMENTS	RATING	WxR
COMMUNITY RELATIONS	15	Chuck is courteous & respectful to others. His professionalism is one of his strongest attributes.	4.0	60.0
SIFA	20	Chuck is proactive and self-motivated. He leads the shift in overall SIFA.	4.00	80.0
JOB KNOWLEDGE	25	Chuck has an above average knowledge of laws, ordinances and P&P. Chuck is an FTO, evidence tech. and precision driving instructor for the department.	4.25	106.25
OFFICER BEARING AND VALUES	20	Maintains good example of officer bearing and uniform appearance. Chuck is a positive role model for others.	4.00	80.0
FOLLOW UP INVESTIGATION AND REPORTS	20	Chuck writes complete and accurate reports with little or no need for follow-up. Any follow-ups he does have are done well and in a timely manner.	4.0	80.0
				0.0
				0.0
				0.0
Total	100		Part 1 Total Rating	406.25

RECEIVED
FEB 28 2008
CIVIL SERVICE OFFICE

Part II
General Performance – Nonsupervisory Employees

Supervisor and employee review the following general performance areas. Supervisor "weights" each performance area (total 100). Supervisor rates each performance area (1-5) and multiplies by weight. Supervisor adds supporting comments.

Application of Job Knowledge	Weight (25) x Rating (4.25) = 106.25 Comments in Support of Rating
Completes work with technical correctness	Chuck uses training, education and experience to complete his work correctly.
Uses training, education, and experience to ensure accurate output	Completes written reports as required. As an FTO, evidence tech. etc, Chuck is willing to
Follows directions	to share his knowledge and help others.
Uses assigned equipment correctly	
Knows and applies policies and procedures correctly	He understands department policy & procedure and follows direction without
Completes written reports as required	hesitation or complaint.
Understands organizations and/or departments systems	

Interaction With Others	Weight (25) x Rating (4.0) = 100 Comments in Support of Rating
Is courteous to the public	Accepts direction from supervisors and is considerate of others. Chuck is always
Is helpful to co-workers	courteous and respectful to the public and assists co-workers whenever he can.
Accepts direction from supervisors	Chuck demonstrates good listening skills
Considers needs of others when appropriate	and does a good job of offering feedback.
Has good listening skills	Chuck sets a good example for others to follow.

Initiative	Weight (25) x Rating (4.0) = 100 Comments in Support of Rating
Does not require constant direction or supervision	An independent officer needing little or no direction. Patrols aggressively and digs things
Takes on new tasks when a job is completed	up, when not on calls. Has demonstrated flexibility and willingness to assume new
Demonstrates self directed behavior when possible	tasks. Chuck's efforts in SIFA sets the standard for others on the shift to follow.
Attempts to anticipate job related demands	Chuck's efforts make him a well rounded
Demonstrates flexibility and willingness to assume new responsibilities	officer who makes efforts to work on all
Generates better ideas and ways of working when possible	*aspects of his job.*

Work Habits	Weight (25) x Rating (4.0) = 100 Comments in Support of Rating
Takes good care of equipment	Completes work assignments in a timely manner and takes care of assigned equipment.
Completes work assignments in a timely fashion	Chuck is very dependable and hard working. His dedication is both obvious and appreciated.
Is puncutal	
Separates personal interests from work requirements	
Comes to work as expected	

Additional General Performance Areas (Optional)	Weight (__) x Rating (__) = Comments In Support of Rating

Rating Legend

1 = IMPROVEMENT REQUIRED - PERFORMANCE IS CONSUSTENTLY BELOW ACCEPTABLE LEVELS. IMMEDIATE IMPROVEMENT IS REQUIRED. Ratings in this category must:

a) Be supported by specific comments
b) Identify specific areas of unacceptable performance
c) Specify the consequences of continued performance at the level
d) Result in a performance improvement plan which includes performance counseling (see part IV)

2 = IMPROVEMENT POSSIBLE – PERFORMANCE IS INCONSISTENT, MEETS MINIMUM STANDARDS ONLY PERIODICALLY OR INLY IN CERTAIN AREAS. Ratings in this category must:

a) be supported by specific comments
b) identify specific areas of unacceptable performance
c) result in a performance improvement plan (see part IV)

3 = EFFECTIVE - Performance is consistently at acceptable levels. No major areas of necessary improvement are cited.

4 = VERY EFFECTIVE – Performance which frequently exceeds normally expected levels. A high degree of proficiency is shown in certain aspects of performance.

5 = OUTSTANDING - Performance which consistently exceeds normally expected levels. A high degree of proficiency is shown in all aspects of performance. Rating in this category must be supported by specific examples of outstanding performance.

Part III
Interim Comments

To be used by supervisor to record noteworthy examples of performance as the year progresses. May also be used to note mid-year changes in job functions and/or expectations. PART III IS A SEPARATE FORM WHICH, WHEN COMPLETED, IS ADDED TO THIS FORM. PART III FORMS ARE AVAILABLE FROM THE CIVIL SERVICE OFFICE OR DEPARTMENT HEAD.

Part IV
Performance Improvement Plan

This space may be used to specify a performance improvement plan, including problems to be solved, specific developments activities to be involved in, results to be achieved, or other performance "action" to be taken.

Supervisor/Department head signature

Date

Part V
Mid-Appraisal Update

This section may be used for mid-year appraisal of specific job functions, performance areas, or progress toward achieving the objectives of a performance improvement plan.

Supervisor/Department head signature

Date

Part VI
Summary

Part I Total Rating	406.25
Part II Total Rating	406.25
Overall Rating (I + II)	812.5
Divide by 200 for Final Rating	4.06

Employee's Signature — Date: 1-30-08.

Supervisor Signature — Date: 1-30-08

Department Head Signature — Date: 2-14-08

The employee's signature does not indicate agreement with the appraisal results, but indicates that the results have been discussed with his/her supervisor. The employee may append a written response to this appraisal. The employee is entitled to a copy of this form, when completed.

Employee Name: ANDERSON, Charles
Department: Police – Patrol for 2006

RECEIVED
MAR 2 1 2007
CIVIL SERVICE OFFICE

Date: 01/2007

City of Muskegon
Performance Appraisal – Nonsupervisory Employees
Part I
Job Function Evaluation

Supervisor and employee review and agree on major job functions AT THE BEGINNING OF THE APPRAISAL CYCLE. Supervisor "weights" each job function (total 100). Supervisor rates each job function (1-5) and multiplies by weight. Supervisor adds supporting comments.

JOB FUNCTIONS	WEIGHT	RATER COMMENTS	RATING	WxR
COMMUNITY RELATIONS	15	Is courteous, professional and respectful to the public.	3.8	56.3
SIFA	20	Conducts selective enforcement aggressively througout shift. Stays busy. He is one of the top officers in the agency	4.00	80.0
JOB KNOWLEDGE	25	Has an above average knowledge of law enforcement and he knows how to apply it.	4.00	100.00
OFFICER BEARING AND VALUES	20	Maintains good example of officer bearing and uniform appearance. Values consistent with those of the department.	4.00	80.0
FOLLOW UP INVESTIGATION AND REPORTS	20	Writes complete and accurate reports with little or no follow-up required. His reports are detailed with occasional spelling and grammer mistakes.	3.8	75.0
				0.0
				0.0
				0.0
Total	100		Part 1 Total Rating	391.25

Part II
General Performance – Nonsupervisory Employees

Supervisor and employee review the following general performance areas. Supervisor "weights" each performance area (total 100). Supervisor rates each performance area (1-5) and multiplies by weight. Supervisor adds supporting comments.

Application of Job Knowledge	Weight (25) x Rating (3.75) = 93.75 Comments in Support of Rating
Completes work with technical correctness	Uses training, education and experience and applies them to his duties. Uses assigned
Uses training, education, and experience to ensure accurate output	equipment properly and completes written reports as required. Completes work with
Follows directions	few mistakes needing corrections.
Uses assigned equipment correctly	
Knows and applies policies and procedures correctly	He knows department policy and procedure and understands the department systems.
Completes written reports as required	
Understands organizations and/or departments systems	

Interaction With Others	Weight (25) x Rating (4.0) = 100 Comments in Support of Rating
Is courteous to the public	Accepts direction from supervisors and is considerate of others. Is courteous and
Is helpful to co-workers	respectful to the public and assists co-workers as needed.
Accepts direction from supervisors	
Considers needs of others when appropriate	He also has good listening skills .
Has good listening skills	

Initiative	Weight (25) x Rating (4.0) = 100 Comments in Support of Rating
Does not require constant direction or supervision	An independent officer needing little or no direction during shifts. Patrols aggressively
Takes on new tasks when a job is completed	when not on calls. Has demonstrated flexibility and willingness to assume new tasks.
Demonstrates self directed behavior when possible	
Attempts to anticipate job related demands	He is not afraid to get involved in situations and to do his job and will go the extra to get it done.
Demonstrates flexibility and willingness to assume new responsibilities	
Generates better ideas and ways of working when possible	

Work Habits	Weight (25) x Rating (4.0) = 100 Comments in Support of Rating
Takes good care of equipment	Completes work assignments in a timely manner and takes care of equipment. Is
Completes work assignments in a timely fashion	punctual and comes to work as expected. Does not let personal interests effect work requirements.
Is puncutal	
Separates personal interests from work requirements	
Comes to work as expected	

Additional General Performance Areas (Optional)	Weight (__) x Rating (__) = Comments in Support of Rating

Rating Legend

1 = IMPROVEMENT REQUIRED - PERFORMANCE IS CONSUSTENTLY BELOW ACCEPTABLE LEVELS. IMMEDIATE IMPROVEMENT IS REQUIRED. Ratings in this category must:

a) Be supported by specific comments
b) Identify specific areas of unacceptable performance
c) Specify the consequences of continued performance at the level
d) Result in a performance improvement plan which includes performance counseling (see part IV)

2 = IMPROVEMENT POSSIBLE – PERFORMANCE IS INCONSISTENT, MEETS MINIMUM STANDARDS ONLY PERIODICALLY OR INLY IN CERTAIN AREAS. Ratings in this category must:

a) be supported by specific comments
b) identify specific areas of unacceptable performance
c) result in a performance improvement plan (see part IV)

3 = EFFECTIVE - Performance is consistently at acceptable levels. No major areas of necessary improvement are cited.

4 = VERY EFFECTIVE – Performance which frequently exceeds normally expected levels. A high degree of proficiency is shown in certain aspects of performance.

5 = OUTSTANDING - Performance which consistently exceeds normally expected levels. A high degree of proficiency is shown in all aspects of performance. Rating in this category must be supported by specific examples of outstanding performance.

Part III
Interim Comments

To be used by supervisor to record noteworthy examples of performance as the year progresses. May also be used to note mid-year changes in job functions and/or expectations. PART III IS A SEPARATE FORM WHICH, WHEN COMPLETED, IS ADDED TO THIS FORM. PART III FORMS ARE AVAILABLE FROM THE CIVIL SERVICE OFFICE OR DEPARTMENT HEAD.

Part IV
Performance Improvement Plan

This space may be used to specify a performance improvement plan, including problems to be solved, specific developments activities to be involved in, results to be achieved, or other performance "action" to be taken.

Supervisor/Department head signature

Date

Part V
Mid-Appraisal Update

This section may be used for mid-year appraisal of specific job functions, performance areas, or progress toward achieving the objectives of a performance improvement plan.

Supervisor/Department head signature

Date

Part VI
Summary

Part I Total Rating	391.25
Part II Total Rating	393.75
Overall Rating (I + II)	785
Divide by 200 for Final Rating	3.93

Employee's Signature — Date: 1-29-07.

Supervisor Signature — Date: 1-29-07

Department Head Signature — Date: 2-15-07

The employee's signature does not indicate agreement with the appraisal results, but indicates that the results have been discussed with his/her supervisor. The employee may append a written response to this appraisal. The employee is entitled to a copy of this form, when completed.

Employee Name: ANDERSON, Charles
Department: Police - Patrol

Date: 01/2006

City of Muskegon
Performance Appraisal – Nonsupervisory Employees
Part I
Job Function Evaluation

Supervisor and employee review and agree on major job functions AT THE BEGINNING OF THE APPRAISAL CYCLE. Supervisor "weights" each job function (total 100). Supervisor rates each job function (1-5) and multiplies by weight. Supervisor adds supporting comments.

JOB FUNCTIONS	WEIGHT	RATER COMMENTS	RATING	WxR
COMMUNITY RELATIONS	15	Is courteous, professional and respectful to the public.	3.5	52.5
SIFA	20	Conducts selective enforcement aggressively througout shift. Stays busy.	4.00	80.0
JOB KNOWLEDGE	25	Has an above average knowledge of law enforcement.	4.00	100.00
OFFICER BEARING AND VALUES	20	Maintains good example of officer bearing and uniform appearance. Values consistent with those of the department.	4.00	80.0
FOLLOW UP INVESTIGATION AND REPORTS	20	Writes complete and accurate reports with little or no follow-up required.	3.8	75.0
				0.0
				0.0
				0.0
Total	100		Part 1 Total Rating	387.50

Part II
General Performance – Nonsupervisory Employees

Supervisor and employee review the following general performance areas. Supervisor "weights" each performance area (total 100). Supervisor rates each performance area (1-5) and multiplies by weight. Supervisor adds supporting comments.

Application of Job Knowledge	Weight (25) x Rating (3.75) = 93.75 Comments in Support of Rating
Completes work with technical correctness	Uses training, education and experience and applies them to his duties. Uses assigned
Uses training, education, and experience to ensure accurate output	equipment properly and completes written reports as required. Completes work with
Follows directions	few mistakes needing corrections.
Uses assigned equipment correctly	
Knows and applies policies and procedures correctly	
Completes written reports as required	
Understands organizations and/or departments systems	

Interaction With Others	Weight (25) x Rating (4.0) = 100 Comments in Support of Rating
Is courteous to the public	Accepts direction from supervisors and is considerate of others. Is courteous and
Is helpful to co-workers	respectful to the public and assists co-workers as needed.
Accepts direction from supervisors	
Considers needs of others when appropriate	
Has good listening skills	

Initiative	Weight (25) x Rating (4.0) = 100 Comments in Support of Rating
Does not require constant direction or supervision	An independent officer needing little or no direction during shifts. Patrols aggressively
Takes on new tasks when a job is completed	when not on calls. Has demonstrated flexibility and willingness to assume new tasks.
Demonstrates self directed behavior when possible	
Attempts to anticipate job related demands	
Demonstrates flexibility and willingness to assume new responsibilities	
Generates better ideas and ways of working when possible	

Work Habits	Weight (25) x Rating (4.0) = 100 Comments in Support of Rating
Takes good care of equipment	Completes work assignments in a timely manner and takes care of equipment. Is
Completes work assignments in a timely fashion	punctual and comes to work as expected. Does not let personal interests effect work requirements.
Is puncutal	
Separates personal interests from work requirements	
Comes to work as expected	

Additional General Performance Areas (Optional)	Weight (__) x Rating (__) = __ Comments in Support of Rating

Rating Legend

1 = IMPROVEMENT REQUIRED - PERFORMANCE IS CONSUSTENTLY BELOW ACCEPTABLE LEVELS. IMMEDIATE IMPROVEMENT IS REQUIRED. Ratings in this category must:

a) Be supported by specific comments
b) Identify specific areas of unacceptable performance
c) Specify the consequences of continued performance at the level
d) Result in a performance improvement plan which includes performance counseling (see part IV)

2 = IMPROVEMENT POSSIBLE – PERFORMANCE IS INCONSISTENT, MEETS MINIMUM STANDARDS ONLY PERIODICALLY OR INLY IN CERTAIN AREAS. Ratings in this category must:

a) be supported by specific comments
b) identify specific areas of unacceptable performance
c) result in a performance improvement plan (see part IV)

3 = EFFECTIVE - Performance is consistently at acceptable levels. No major areas of necessary improvement are cited.

4 = VERY EFFECTIVE – Performance which frequently exceeds normally expected levels. A high degree of proficiency is shown in certain aspects of performance.

5 = OUTSTANDING - Performance which consistently exceeds normally expected levels. A high degree of proficiency is shown in all aspects of performance. Rating in this category must be supported by specific examples of outstanding performance.

Part III
Interim Comments

To be used by supervisor to record noteworthy examples of performance as the year progresses. May also be used to note mid-year changes in job functions and/or expectations. PART III IS A SEPARATE FORM WHICH, WHEN COMPLETED, IS ADDED TO THIS FORM. PART III FORMS ARE AVAILABLE FROM THE CIVIL SERVICE OFFICE OR DEPARTMENT HEAD.

Part IV
Performance Improvement Plan

This space may be used to specify a performance improvement plan, including problems to be solved, specific developments activities to be involved in, results to be achieved, or other performance "action" to be taken.

Supervisor/Department head signature

Date

Part V
Mid-Appraisal Update

This section may be used for mid-year appraisal of specific job functions, performance areas, or progress toward achieving the objectives of a performance improvement plan.

Supervisor/Department head signature

Date

Part VI
Summary

Part I Total Rating	387.5
Part II Total Rating	393.75
Overall Rating (I + II)	781.25
Divide by 200 for Final Rating	3.91

Employee's Signature

1-25-06.
Date

Supervisor Signature

1-25-06
Date

Department Head Signature

2-14-06
Date

The employee's signature does not indicate agreement with the appraisal results, but indicates that the results have been discussed with his/her supervisor. The employee may append a written response to this appraisal. The employee is entitled to a copy of this form, when completed.

Employee Name: ANDERSON, Charles
Department: Police - Patrol

RECEIVED
MAR 23 2005
CIVIL SERVICE OFFICE

Date: 12/2004

City of Muskegon
Performance Appraisal – Nonsupervisory Employees
Part I
Job Function Evaluation

Supervisor and employee review and agree on major job functions AT THE BEGINNING OF THE APPRAISAL CYCLE. Supervisor "weights" each job function (total 100). Supervisor rates each job function (1-5) and multiplies by weight. Supervisor adds supporting comments.

JOB FUNCTIONS	WEIGHT	RATER COMMENTS	RATING	WxR
COMMUNITY RELATIONS	15	Is courteous, professional and respectful to the public.	3.5	52.5
SIFA	20	Conducts selective enforcement aggressively througout shift. Stays busy.	3.75	75.0
JOB KNOWLEDGE	25	Has an above average knowledge of law enforcement.	3.50	87.50
OFFICER BEARING AND VALUES	20	Maintains good example of officer bearing and uniform appearance. Values consistent with those of the department.	3.50	70.0
FOLLOW UP INVESTIGATION AND REPORTS	20	Writes complete and accurate reports with little or no follow-up required.	3.8	75.0
				0.0
				0.0
				0.0
Total	100		Part 1 Total Rating	360.00

Part II
General Performance – Nonsupervisory Employees

Supervisor and employee review the following general performance areas. Supervisor "weights" each performance area (total 100). Supervisor rates each performance area (1-5) and multiplies by weight. Supervisor adds supporting comments.

Application of Job Knowledge	Weight (25) x Rating (3.75) = 93.75 Comments in Support of Rating
Completes work with technical correctness	Uses training, education and experience and applies them to his duties. Uses assigned
Uses training, education, and experience to ensure accurate output	equipment properly and completes written reports as required. Completes work with
Follows directions	few mistakes needing corrections.
Uses assigned equipment correctly	
Knows and applies policies and procedures correctly	
Completes written reports as required	
Understands organizations and/or departments systems	

Interaction With Others	Weight (25) x Rating (3.75) = 93.75 Comments in Support of Rating
Is courteous to the public	Accepts direction from supervisors and is considerate of others. Is courteous and
Is helpful to co-workers	respectful to the public and assists co-workers as needed.
Accepts direction from supervisors	
Considers needs of others when appropriate	
Has good listening skills	

Initiative	Weight (25) x Rating (3.75) = 93.75 Comments in Support of Rating
Does not require constant direction or supervision	An independent officer needing little or no direction during shifts. Patrols aggressively
Takes on new tasks when a job is completed	when not on calls. Has demonstrated flexibility and willingness to assume new tasks.
Demonstrates self directed behavior when possible	
Attempts to anticipate job related demands	
Demonstrates flexibility and willingness to assume new responsibilities	
Generates better ideas and ways of working when possible	

Work Habits	Weight (25) x Rating (3.75) = 93.75 Comments in Support of Rating
Takes good care of equipment	Completes work assignments in a timely manner and takes care of equipment. Is
Completes work assignments in a timely fashion	punctual and comes to work as expected. Does not let personal interests effect work requirements.
Is puncutal	
Separates personal interests from work requirements	
Comes to work as expected	

Additional General Performance Areas: (Optional)	Weight (__) x Rating (__) = ___ Comments in Support of Rating

Rating Legend

1 = IMPROVEMENT REQUIRED - PERFORMANCE IS CONSUSTENTLY BELOW ACCEPTABLE LEVELS. IMMEDIATE IMPROVEMENT IS REQUIRED. Ratings in this category must:

a) Be supported by specific comments
b) Identify specific areas of unacceptable performance
c) Specify the consequences of continued performance at the level
d) Result in a performance improvement plan which includes performance counseling (see part IV)

2 = IMPROVEMENT POSSIBLE – PERFORMANCE IS INCONSISTENT, MEETS MINIMUM STANDARDS ONLY PERIODICALLY OR INLY IN CERTAIN AREAS. Ratings in this category must:

a) be supported by specific comments
b) identify specific areas of unacceptable performance
c) result in a performance improvement plan (see part IV)

3 = EFFECTIVE - Performance is consistently at acceptable levels. No major areas of necessary improvement are cited.

4 = VERY EFFECTIVE – Performance which frequently exceeds normally expected levels. A high degree of proficiency is shown in certain aspects of performance.

5 = OUTSTANDING - Performance which consistently exceeds normally expected levels. A high degree of proficiency is shown in all aspects of performance. Rating in this category must be supported by specific examples of outstanding performance.

Part III
Interim Comments

To be used by supervisor to record noteworthy examples of performance as the year progresses. May also be used to note mid-year changes in job functions and/or expectations. PART III IS A SEPARATE FORM WHICH, WHEN COMPLETED, IS ADDED TO THIS FORM. PART III FORMS ARE AVAILABLE FROM THE CIVIL SERVICE OFFICE OR DEPARTMENT HEAD.

Part IV
Performance Improvement Plan

This space may be used to specify a performance improvement plan, including problems to be solved, specific developments activities to be involved in, results to be achieved, or other performance "action" to be taken.

Supervisor/Department head signature

Date

Part V
Mid-Appraisal Update

This section may be used for mid-year appraisal of specific job functions, performance areas, or progress toward achieving the objectives of a performance improvement plan.

Supervisor/Department head signature

Date

Part VI
Summary

Part I Total Rating	360
Part II Total Rating	375
Overall Rating (I + II)	735
Divide by 200 for Final Rating	3.68

Employee's Signature

2-22-05
Date

Supervisor Signature

Date

Department Head Signature

3-12-05
Date

The employee's signature does not indicate agreement with the appraisal results, but indicates that the results have been discussed with his/her supervisor. The employee may append a written response to this appraisal. The employee is entitled to a copy of this form, when completed.

I

Employee Name: Anderson, Charles Date: 12/31/03

Department: Muskegon Police Department

City of Muskegon
Performance Appraisal - Non supervisory Employees

RECEIVED
MAR 8 2 2004
CIVIL SERVICE OFFICE

Part I
Job Function Evaluation

Supervisor and employee review and agree on major job functions AT THE BEGINNING OF THE APPRAISAL CYCLE. Supervisor "weights" each job function (total 100). Supervisor rates each job function (1-5) and multiplies by weight Supervisor adds supporting comments.

JOB FUNCTIONS	WEIGHT	RATER COMMENTS	RATING	WxR
Job Knowledge	25	Det Anderson has a good working knowledge of his job. He understands needs and requirement of his job.	3.9	97.5
Investigative Techniques	20	Det Anderson completes thorough investigations. Uses resources to his benefit. He takes a structured approach to his investigations.	4	80
Administrative Duties	15	Det Anderson completes his follow up duties in a timely manner. He knows what needs to be done regarding these duties.	4	60
Report Writing Ability	20	Det Anderson completes clear and concise reports. He uses the required heading in his reports.	3.9	78
Interpersonal Skills	20	Det Anderson interacts effectively with peers. He conveys a willingness to help. He respects the opinions of others.	4	80

Total	100	Part 1 Total Rating: 395.5

Part 11
General Performance – Non supervisory Employees

Supervisor and employee review the following general performance areas. Supervisor "weights" each performance area (total 100). Supervisor rates each performance area (1-5) and multiplies by weight. Supervisor adds supporting comments.

Application of Job Knowledge	Weight 25 x Rating 4 = 100 **Comments in Support of Rating**
Completes work with technical correctness	Det Anderson completes his work in timely manner. He follows directions and is willing to take on other aspects of the job. His ID training serves the team well.
Uses training, education, and experience to ensure accurate output	Det Anderson uses his job knowledge to develop good cases.
Follows directions	
Uses assigned equipment correctly	
Knows and applies polices and procedures correctly	
Completes written reports as required	
Understands organizations or department systems	

Interaction With Others	Weight 25 x Rating 4 = 100 Comments in Support of Rating
Is courteous to the public	Det Anderson works well with his peers. He is willing to help others without being asked. He accepts direction from his supervisors.
Is helpful to co-workers	
Accepts direction from supervisors	
Consider's needs of others when appropriate	
Has good listing skills	

Initiative	Weight 25 x Rating 4 = 97.5 Comments in Support of Rating
Does not require constant direction or supervision	Det Anderson is a self starter, requiring minimal supervision. He does things without being told. He is more than willing to help others with their investigations.
Takes on new tasks when a job is completed	
Demonstrates self-directed behavior when possible	
Attempts to anticipate job-related demands	
Demonstrates flexibility and willingness to assume new responsibilities	
Generates better ideas and ways of working when possible	

Work Habits	Weight 25 x Rating 4 = 100 Comments in Support of Rating
Takes good care of equipment	Det Anderson comes ready to work. He is punctual. Det Anderson can be relied upon to successfully complete all assignments. He takes good care of equipment. Det Anderson comes to work as expected.
Completes work assignments in a timely fashion	
Is punctual	
Separates personal interests from work requirements	
Comes to work as expected	

Additional General Performance Areas (Optional)	Weight _____ x Rating _____ = _____ Comments in Support of Rating

Total Part 11 Rating: 397.5

Rating Legend

1 = IMPROVEMENT REQUIRED - PERFORMANCE IS CONSISTENTLY BELOW ACCEPTABLE LEVELS. IMMEDIATE IMPROVEMENT IS REQUIRED. Ratings in this category must:

a) Be supported by specific comments
b) Identify specific areas of unacceptable performance
c) Specify the consequences of continued performance at the level
d) Result in a performance improvement plan which includes performance counseling (see part M

2 = IMPROVEMENT POSSIBLE - PERFORMANCE IS INCONSISTENT, MEETS MINIMUM STANDARDS ONLY PERIODICALLY OR ONLY IN CERTAIN AREAS. Ratings in this category must:

a) be supported by specific comments
b) identify specific areas of unacceptable performance
c) result in a performance improvement plan (see part *M*

3 = EFFECTIVE - Performance is consistently at acceptable levels. No major areas of necessary improvement are cited.

4 = VERY EFFECTIVE - Performance which frequently exceeds normally expected levels. A high degree of proficiency is shown in certain aspects of performance.

5 = OUTSTANDING - Performance which consistently exceeds normally expected levels. A high degree of proficiency is shown in all aspects of performance. Rating in this category must be supported by specific examples of outstanding performance.

Part III
Interim Comments

To be used by supervisor to record noteworthy examples of performance as the year progresses. May also be used to note mid-year changes in job functions and/or expectations. PART III IS A SEPARATE FORM WHICH WHEN COMPLETED, IS ADDED TO THIS FORM. PART III FORMS ARE AVAILABLE FROM THE CIVIL SERVICE OFFICE OR DEPARTMENT BEAD.

Part IV
Performance Improvement Plan

This space may be used to specify a performance improvement plan, including problems to be solved, specific developments activities to be involved in, results to be achieved, or other performance "action" to be taken.

Supervisor/Department head signature

Date

Part V
Mid-Appraisal Update

This section may be used for mid-year appraisal of specific job functions, performance areas, or progress toward achieving the objectives of a performance improvement plan.

Supervisor/Department head signature

Date

Part VI
Summary

Part I Total Rating	395.5
Part 11 Total Rating	397.5
Overall Rating (I + 11)	793
Divide by 200 for Final Rating	3.96

Employee's Signature — Date 1/7/04

Supervisor Signature — Date 1-7-04

Department Head Signature — Date 2-17-04

The employee's signature does not indicate agreement with the appraisal results, but indicates that the results have been discussed with his/her supervisor. The employee may append a written response to this appraisal. The employee is entitled to a copy of this form, when completed.

EMPLOYEE Anderson, Charles
Police Officer

DATE 1-14-03

CITY OF MUSKEGON
PERFORMANCE APPRAISAL - NONSUPERVISORY EMPLOYEES
PART I
JOB FUNCTION EVALUATION

Supervisor and employee review and agree on major job functions AT THE BEGINNING OF THE APPRAISAL CYCLE. Supervisor "weights" each job function (total 100). Supervisor rates each job function (1-5) and multiplies by weight. Supervisor adds supporting comments.

JOB FUNCTIONS	WEIGHT	RATER COMMENTS	RATING	WxR
Initiates cases on his own.	40	Anderson is always going thru SOT, and clues reports, looking for new intelligence.	4	160
Gathers intelligence and all needed information for successfull investigation	30	Uses all resources at his disposal. (Clues, LEIN etc.)	4	120
Interview suspects, witnesses.	10	Gets needed information, sometimes needs more patience.	3.5	35
Handle confidential sources.	10	Gets along well w/ CI's, gains CI's trust.	3.8	38
Willing to coming to work when called in.	5	When call, will coming aslo stays late without problem.	4.5	22.5
Team Player	5	Popular with his peers.	4.5	22.5
		RECEIVED JAN 21 2003 CIVIL SERVICE OFFICE		
TOTAL	100	PART I TOTAL RATING		398

PART II
GENERAL PERFORMANCE - NONSUPERVISORY EMPLOYEES

Supervisor and employee review the following general performance areas. Supervisor "weights" each performance area (total 100). Supervisor rates each performance area (1-5) and multiplies by weight. Supervisor adds supporting comments.

APPLICATION OF JOB KNOWLEDGE	WEIGHT 40 X RATING 4 = 160
* Completes work with technical correctness. * Uses training, education, and experience to ensure accurate output. * Follows directions. * Uses assigned equipment correctly. * Knows and applies policies and procedures correctly. * Completes written reports as required. * Understands organizational or department systems. *	COMMENTS IN SUPPORT OF RATING: Anderson is an exelent report writer. His reports are to the point with few mistakes. His ID training has served the team well. Anderson follows policies and procedures to the letter, he asked the right questions to ensure quality.

INTERACTION WITH OTHERS	WEIGHT 15 X RATING 4 = 60
* Is courteous to the public. * Is helpful to co-workers. * Accepts direction from supervisors. * Considers needs of others when appropriate. * Has good listening skills. *	COMMENTS IN SUPPORT OF RATING: Anderson is a team player he jumps in and helps others, when given direction he listen well.

INITIATIVE	WEIGHT 30 X RATING 4 = 120
* Does not require constant direction or supervision. * Takes on new tasks when a job is completed. * Demonstrates self-directed behavior when possible. * Attempts to anticipate job-related demands. * Demonstrates flexibility and willingness to assume new responsibilities. * Generates better ideas and ways of working when possible. *	COMMENTS IN SUPPORT OF RATING: Anderson will take on tasks with out being told. He is always looking for new ways of doing his investigations. Always contributes with new ideas.

WORK HABITS	WEIGHT 15 X RATING 4 = 60
* Takes good care of equipment. * Completes work assignments in a timely fashion. * Is punctual. * Separates personal interests from work requirements. * Comes to work as expected. *	COMMENTS IN SUPPORT OF RATING: Anderson is allways on time and stays late with out being asked. When he get's to work he is always ready for work.

ADDITIONAL GENERAL PERFORMANCE AREAS: (OPTIONAL)	WEIGHT ___ X RATING ___ = ___
* _____	COMMENTS IN SUPPORT OF RATING:
_____	_____
* _____	_____
_____	_____
* _____	_____
_____	_____
* _____	_____
_____	_____

Total Part II Rating	400

RATING LEGEND

1 = IMPROVEMENT REQUIRED - PERFORMANCE IS CONSISTENTLY BELOW ACCEPTABLE LEVELS. IMMEDIATE IMPROVEMENT IS REQUIRED. Ratings in this category must a) be supported by specific comments, b) identify specific areas of unacceptable performance, c) specify the consequences of continued performance at this level, and d) result in a performance improvement plan which includes performance counseling (see part IV).

2 = IMPROVEMENT POSSIBLE - PERFORMANCE IS INCONSISTENT, MEETS MINIMUM STANDARDS ONLY PERIODICALLY OR ONLY IN CERTAIN AREAS. Ratings in this category must a) be supported by specific comments, b) identify specific areas of unacceptable performance, and c) result in a performance improvement plan (see part IV).

3 = EFFECTIVE. Performance which is consistently at acceptable levels. No major areas of necessary improvement are cited.

4 = VERY EFFECTIVE. Performance which frequently exceeds normally expected levels. A high degree of proficiency is shown in certain aspects of performance.

5 = OUTSTANDING. Performance which consistently exceeds normally expected levels. A high degree of proficiency is shown in all aspects of performance. Ratings in this category must be supported by specific examples of outstanding performance.

PART III
INTERIM COMMENTS

To be used by supervisor to record noteworthy examples of performance as the year progresses. May also be used to note mid-year changes in job functions and/or expectations. PART III IS A SEPARATE FORM WHICH, WHEN COMPLETED, IS ADDED TO THIS FORM. PART III FORMS ARE AVAILABLE FROM THE CIVIL SERVICE OFFICE OR DEPARTMENT HEAD.

PART IV
PERFORMANCE IMPROVEMENT PLAN

This space may be used to specify a performance improvement plan, including problems to be solved, specific development activities to be involved in, results to be achieved, or other performance "action" to be taken.

Supervisor/Department head signature _____ Date _____

PART V
MID-APPRAISAL UPDATE

This section may be used for mid-year appraisal of specific job functions, performance areas, or progress toward achieving the objectives of a performance improvement plan.

Supervisor's Signature _____ Date _____

PART VI
SUMMARY

PART I TOTAL RATING	398
PART II TOTAL RATING	400
OVERALL RATING (I + II)	798
DIVIDE BY 200 EQUALS FINAL RATING	3.99

Employee's signature _____ Date 1-14-03

Supervisor's signature _____ Date 1-14-03

Department head signature _____ Date 1-21-03

The employee's signature does not indicate agreement with the appraisal results, but indicates that the results have been discussed with his/her supervisor. The employee may append a written response to this appraisal. The employee is entitled to a copy of this form, when completed.

Anderson, Charles
Police Officer
Polic

DATE 11-17-02

JSKEGON
ONSUPERVISORY EMPLOYEES
' I
EVALUATION

Supervisor and employee review and agree on major job functions AT THE BEGINNING OF THE APPRAISAL CYCLE. Supervisor "weights" each job function (total 100). Supervisor rates each job function (1-5) and multiplies by weight. Supervisor adds supporting comments.

JOB FUNCTIONS	WEIGHT	RATER COMMENTS	RATING	WxR
Initiates Cases	50	Uses every resource available to Initiate cases.	4.00	200
Gadders intelligence and needed information	30	Before any undercover work as all information needed to complete the investigation.	3.50	105
Interviews suspects and witnesses	10	Very good interviewer allways gets all the information that is needed.	4.25	42.5
Handles confidential sources	5	Treats Informants with respect gets needed work out of them.	4.25	21.25
Willing to coming to work when called in	5	Allways ready to work and comes in at any hour, will work until the Job is done.	4.50	22.50
TOTAL	100	PART I TOTAL RATING		391.25

RECEIVED
CIVIL SERVICE

PART II
GENERAL PERFORMANCE - NONSUPERVISORY EMPLOYEES

Supervisor and employee review the following general performance areas. Supervisor "weights" each performance area (total 100). Supervisor rates each performance area (1-5) and multiplies by weight. Supervisor adds supporting comments.

APPLICATION OF JOB KNOWLEDGE	WEIGHT 50 X RATING 4 = 200
* Completes work with technical correctness. * Uses training, education, and experience to ensure accurate output. * Follows directions. * Uses assigned equipment correctly. * Knows and applies policies and procedures correctly. * Completes written reports as required. * Understands organizational or department systems. *	COMMENTS IN SUPPORT OF RATING: Follows direction well will ask for help. Follows policies to the letter. Completes all his work on time. Will not go home until all is done.

INTERACTION WITH OTHERS	WEIGHT 10 X RATING 4 = 40
* Is courteous to the public. * Is helpful to co-workers. * Accepts direction from supervisors. * Considers needs of others when appropriate. * Has good listening skills. *	COMMENTS IN SUPPORT OF RATING: Great w/ co-workers Fits in well. Will jump in and help other. Will listen and take advise.

INITIATIVE	WEIGHT 30 X RATING 4.5 = 135
* Does not require constant direction or supervision. * Takes on new tasks when a job is completed. * Demonstrates self-directed behavior when possible. * Attempts to anticipate job-related demands. * Demonstrates flexibility and willingness to assume new responsibilities. * Generates better ideas and ways of working when possible. *	COMMENTS IN SUPPORT OF RATING: Follows orders well, but can also lead when needed. Allways has good ideas not afraid to speak up.

WORK HABITS	WEIGHT 10 X RATING 3.5 = 35
* Takes good care of equipment. * Completes work assignments in a timely fashion. * Is punctual. * Separates personal interests from work requirements. * Comes to work as expected. *	COMMENTS IN SUPPORT OF RATING: Finishes his assignments on time.

ADDITIONAL GENERAL PERFORMANCE AREAS: (OPTIONAL)	WEIGHT ___ X RATING ___ = ___
* _____	COMMENTS IN SUPPORT OF RATING:
* _____	
* _____	
* _____	

Total Part II Rating	4/0

RATING LEGEND

1 = IMPROVEMENT REQUIRED - PERFORMANCE IS CONSISTENTLY BELOW ACCEPTABLE LEVELS. IMMEDIATE IMPROVEMENT IS REQUIRED. Ratings in this category must a) be supported by specific comments, b) identify specific areas of unacceptable performance, c) specify the consequences of continued performance at this level, and d) result in a performance improvement plan which includes performance counseling (see part IV).

2 = IMPROVEMENT POSSIBLE - PERFORMANCE IS INCONSISTENT, MEETS MINIMUM STANDARDS ONLY PERIODICALLY OR ONLY IN CERTAIN AREAS. Ratings in this category must a) be supported by specific comments, b) identify specific areas of unacceptable performance, and c) result in a performance improvement plan (see part IV).

3 = EFFECTIVE. Performance which is consistently at acceptable levels. No major areas of necessary improvement are cited.

4 = VERY EFFECTIVE. Performance which frequently exceeds normally expected levels. A high degree of proficiency is shown in certain aspects of performance.

5 = OUTSTANDING. Performance which consistently exceeds normally expected levels. A high degree of proficiency is shown in all aspects of performance. Ratings in this category must be supported by specific examples of outstanding performance.

PART III
INTERIM COMMENTS

To be used by supervisor to record noteworthy examples of performance as the year progresses. May also be used to note mid-year changes in job functions and/or expectations. PART III IS A SEPARATE FORM WHICH, WHEN COMPLETED, IS ADDED TO THIS FORM. PART III FORMS ARE AVAILABLE FROM THE CIVIL SERVICE OFFICE OR DEPARTMENT HEAD.

PART IV
PERFORMANCE IMPROVEMENT PLAN

This space may be used to specify a performance improvement plan, including problems to be solved, specific development activities to be involved in, results to be achieved, or other performance "action" to be taken.

Supervisor/Department head signature _____ Date _____

PART V
MID-APPRAISAL UPDATE

This section may be used for mid-year appraisal of specific job functions, performance areas, or progress toward achieving the objectives of a performance improvement plan.

Supervisor's Signature _____ Date _____

PART VI
SUMMARY

PART I TOTAL RATING	391.25
PART II TOTAL RATING	410
OVERALL RATING (I + II)	801.25
DIVIDE BY 200 EQUALS FINAL RATING	4.006

Employee's Signature _____ Date 1-17-02

Supervisor's signature _____ Date 1-17-02

Department head signature _____ Date 1-21-02

The employee's signature does not indicate agreement with the appraisal results, but indicates that the results have been discussed with his/her supervisor. The employee may append a written response to this appraisal. The employee is entitled to a copy of this form, when completed.

Anderson, Charles
Police Officer
Polic

DATE 1-17-02

JSKEGON
ONSUPERVISORY EMPLOYEES
I
EVALUATION

Supervisor and employee review and agree on major job functions AT THE BEGINNING OF THE APPRAISAL CYCLE. Supervisor "weights" each job function (total 100). Supervisor rates each job function (1-5) and multiplies by weight. Supervisor adds supporting comments.

JOB FUNCTIONS	WEIGHT	RATER COMMENTS	RATING	WxR
Initiates Cases	50	Uses every resource available to Initiate cases.	4.00	200
Gadders intelligence and needed information	30	Be fore any under cover work as all information needed to complete the investigation.	3.50	105
Interviews suspects and witnesses	10	Very good interviewer allways gets all the information that is needed.	4.25	42.5
Handles confidential sources	5	Treats Informants with respect gets needed work out of them.	4.25	21.25
Willing to coming to work when called in	5	Allways ready to work and comes in at any hour, will work until the Job is done.	4.50	22.50
TOTAL	100	PART I TOTAL RATING		391.25

PART II

GENERAL PERFORMANCE - NONSUPERVISORY EMPLOYEES

Supervisor and employee review the following general performance areas. Supervisor "weights" each performance area (total 100). Supervisor rates each performance area (1-5) and multiplies by weight. Supervisor adds supporting comments.

APPLICATION OF JOB KNOWLEDGE	WEIGHT 50 X RATING 4 = 200
* Completes work with technical correctness. * Uses training, education, and experience to ensure accurate output. * Follows directions. * Uses assigned equipment correctly. * Knows and applies policies and procedures correctly. * Completes written reports as required. * Understands organizational or department systems. *	COMMENTS IN SUPPORT OF RATING: Follows direction well will ask for help. Follows policies to the letter. Completes all his work on time. Will not go home until all is done.

INTERACTION WITH OTHERS	WEIGHT 10 X RATING 4 = 40
* Is courteous to the public. * Is helpful to co-workers. * Accepts direction from supervisors. * Considers needs of others when appropriate. * Has good listening skills. *	COMMENTS IN SUPPORT OF RATING: Great w/ co-workers Fits in well. Will jump in and help other. Will listen and take advise.

INITIATIVE	WEIGHT 30 X RATING 4.5 = 135
* Does not require constant direction or supervision. * Takes on new tasks when a job is completed. * Demonstrates self-directed behavior when possible. * Attempts to anticipate job-related demands. * Demonstrates flexibility and willingness to assume new responsibilities. * Generates better ideas and ways of working when possible. *	COMMENTS IN SUPPORT OF RATING: Follows orders well, but can also lead when needed. Allways has good ideas not afraid to speak up.

WORK HABITS	WEIGHT 10 X RATING 3.5 = 35
* Takes good care of equipment. * Completes work assignments in a timely fashion. * Is punctual. * Separates personal interests from work requirements. * Comes to work as expected. *	COMMENTS IN SUPPORT OF RATING: Finishes his assignments on time.

ADDITIONAL GENERAL PERFORMANCE AREAS: (OPTIONAL)	WEIGHT ___ X RATING ___ = ___
* _____	COMMENTS IN SUPPORT OF RATING:
* _____	
* _____	
* _____	

Total Part II Rating	4/0

RATING LEGEND

1 = IMPROVEMENT REQUIRED - PERFORMANCE IS CONSISTENTLY BELOW ACCEPTABLE LEVELS. IMMEDIATE IMPROVEMENT IS REQUIRED. Ratings in this category must a) be supported by specific comments, b) identify specific areas of unacceptable performance, c) specify the consequences of continued performance at this level, and d) result in a performance improvement plan which includes performance counseling (see part IV).

2 = IMPROVEMENT POSSIBLE - PERFORMANCE IS INCONSISTENT, MEETS MINIMUM STANDARDS ONLY PERIODICALLY OR ONLY IN CERTAIN AREAS. Ratings in this category must a) be supported by specific comments, b) identify specific areas of unacceptable performance, and c) result in a performance improvement plan (see part IV).

3 = EFFECTIVE. Performance which is consistently at acceptable levels. No major areas of necessary improvement are cited.

4 = VERY EFFECTIVE. Performance which frequently exceeds normally expected levels. A high degree of proficiency is shown in certain aspects of performance.

5 = OUTSTANDING. Performance which consistently exceeds normally expected levels. A high degree of proficiency is shown in all aspects of performance. Ratings in this category must be supported by specific examples of outstanding performance.

PART III
INTERIM COMMENTS

To be used by supervisor to record noteworthy examples of performance as the year progresses. May also be used to note mid-year changes in job functions and/or expectations. PART III IS A SEPARATE FORM WHICH, WHEN COMPLETED, IS ADDED TO THIS FORM. PART III FORMS ARE AVAILABLE FROM THE CIVIL SERVICE OFFICE OR DEPARTMENT HEAD.

PART IV
PERFORMANCE IMPROVEMENT PLAN

This space may be used to specify a performance improvement plan, including problems to be solved, specific development activities to be involved in, results to be achieved, or other performance "action" to be taken.

Supervisor/Department head signature _____ Date _____

PART V
MID-APPRAISAL UPDATE

This section may be used for mid-year appraisal of specific job functions, performance areas, or progress toward achieving the objectives of a performance improvement plan.

Supervisor's Signature _____ Date _____

PART VI
SUMMARY

PART I TOTAL RATING	391.25
PART II TOTAL RATING	410
OVERALL RATING (I + II)	801.25
DIVIDE BY 200 EQUALS FINAL RATING	4.006

Employee's Signature _____ Date 1-17-02

Supervisor's signature _____ Date 1-17-02

Department head signature _____ Date 1-22-02

The employee's signature does not indicate agreement with the appraisal results, but indicates that the results have been discussed with his/her supervisor. The employee may append a written response to this appraisal. The employee is entitled to a copy of this form, when completed.

Anderson, Charles
Police Officer
Polic

DATE 1-17-02

JSKEGON
ONSUPERVISORY EMPLOYEES
I
EVALUATION

Supervisor and employee review and agree on major job functions AT THE BEGINNING OF THE APPRAISAL CYCLE. Supervisor "weights" each job function (total 100). Supervisor rates each job function (1-5) and multiplies by weight. Supervisor adds supporting comments.

JOB FUNCTIONS	WEIGHT	RATER COMMENTS	RATING	WxR
Initiates Cases	50	Uses every resource available to Initiate cases.	4.00	200
Gadders intelligence and needed information	30	Before any undercover work as all information needed to complete the investigation.	3.50	105
Interviews suspects and witnesses	10	Very good interviewer allways gets all the information that is needed.	4.25	42.5
Handles confidential sources	5	Treats Informants with respect gets needed work out of them.	4.25	21.25
Willing to coming to work when called in	5	Allways ready to work and comes in at any hour, will work until the Job is done.	4.50	22.50
TOTAL	100	PART I TOTAL RATING		391.25

RECEIVED
FEB 18 2002
CIVIL SERVICE OFFICE

PART II
GENERAL PERFORMANCE - NONSUPERVISORY EMPLOYEES

Supervisor and employee review the following general performance areas. Supervisor "weights" each performance area (total 100). Supervisor rates each performance area (1-5) and multiplies by weight. Supervisor adds supporting comments.

APPLICATION OF JOB KNOWLEDGE	WEIGHT 50 X RATING 4 = 200
* Completes work with technical correctness. * Uses training, education, and experience to ensure accurate output. * Follows directions. * Uses assigned equipment correctly. * Knows and applies policies and procedures correctly. * Completes written reports as required. * Understands organizational or department systems. *	COMMENTS IN SUPPORT OF RATING: Follows direction well will ask for help. Follows policies to the letter. Completes all his work on time. Will not go home until all is done.

INTERACTION WITH OTHERS	WEIGHT 10 X RATING 4 = 40
* Is courteous to the public. * Is helpful to co-workers. * Accepts direction from supervisors. * Considers needs of others when appropriate. * Has good listening skills. *	COMMENTS IN SUPPORT OF RATING: Great w/ co-workers Fits in well. Will jump in and help other. Will listen and take advise.

INITIATIVE	WEIGHT 30 X RATING 4.5 = 135
* Does not require constant direction or supervision. * Takes on new tasks when a job is completed. * Demonstrates self-directed behavior when possible. * Attempts to anticipate job-related demands. * Demonstrates flexibility and willingness to assume new responsibilities. * Generates better ideas and ways of working when possible. *	COMMENTS IN SUPPORT OF RATING: Follows orders well, but can also lead when needed. Allways has good ideas not afraid to speak up.

WORK HABITS	WEIGHT 10 X RATING 3.5 = 35
* Takes good care of equipment. * Completes work assignments in a timely fashion. * Is punctual. * Separates personal interests from work requirements. * Comes to work as expected. *	COMMENTS IN SUPPORT OF RATING: Finishes his assignments on time.

ADDITIONAL GENERAL PERFORMANCE AREAS: (OPTIONAL)	WEIGHT ___ X RATING ___ = ___
* _____	COMMENTS IN SUPPORT OF RATING:
* _____	
* _____	
* _____	

Total Part II Rating	4.0

RATING LEGEND

1 = IMPROVEMENT REQUIRED - PERFORMANCE IS CONSISTENTLY BELOW ACCEPTABLE LEVELS. IMMEDIATE IMPROVEMENT IS REQUIRED. Ratings in this category must a) be supported by specific comments, b) identify specific areas of unacceptable performance, c) specify the consequences of continued performance at this level, and d) result in a performance improvement plan which includes performance counseling (see part IV).

2 = IMPROVEMENT POSSIBLE - PERFORMANCE IS INCONSISTENT, MEETS MINIMUM STANDARDS ONLY PERIODICALLY OR ONLY IN CERTAIN AREAS. Ratings in this category must a) be supported by specific comments, b) identify specific areas of unacceptable performance, and c) result in a performance improvement plan (see part IV).

3 = EFFECTIVE. Performance which is consistently at acceptable levels. No major areas of necessary improvement are cited.

4 = VERY EFFECTIVE. Performance which frequently exceeds normally expected levels. A high degree of proficiency is shown in certain aspects of performance.

5 = OUTSTANDING. Performance which consistently exceeds normally expected levels. A high degree of proficiency is shown in all aspects of performance. Ratings in this category must be supported by specific examples of outstanding performance.

PART V
MID-APPRAISAL UPDATE

This section may be used for mid-year appraisal of specific job functions, performance areas, or progress toward achieving the objectives of a performance improvement plan.

Supervisor's Signature _____ Date _____

PART VI
SUMMARY

PART I TOTAL RATING	391.25
PART II TOTAL RATING	410
OVERALL RATING (I + II)	801.25
DIVIDE BY 200 EQUALS FINAL RATING	4.006

Employee's Signature _____ Date 1-17-02

Supervisor's signature _____ Date 1-17-02

Department head signature _____ Date 1-22-02

The employee's signature does not indicate agreement with the appraisal results, but indicates that the results have been discussed with his/her supervisor. The employee may append a written response to this appraisal. The employee is entitled to a copy of this form, when completed.

Anderson, Charles
Police Officer
Polic

DATE 12-10-00

MUSKEGON
PERFORMANCE APPRAISAL NONSUPERVISORY EMPLOYEES
PART I
JOB FUNCTION EVALUATION

Supervisor and employee review and agree on major job functions AT THE BEGINNING OF THE APPRAISAL CYCLE. Supervisor "weights" each job function (total 100). Supervisor rates each job function (1-5) and multiplies by weight. Supervisor adds supporting comments.

JOB FUNCTIONS	WEIGHT	RATER COMMENTS	RATING	WxR
ATTENDS BRIEFING AND NOTES ALL PERTINENT ORDERS	5		4	20
PATROLS STREETS ISSUES VIOLATIONS DETERS CRIME	20		4	80
RESPONDS TO COMPLAINTS INVESTIGATES, INTERVIEWS PEOPLE AND COLLECTS EVIDENCE	20	RECEIVED FEB 26 2001 CIVIL SERVICE OFFICE	4	80
TAKES UFN. ACCIDENTS WATCHES FOR UTILITY PROBLEMS + DOES GENERAL PATROL	20		3.5	70
ASSISTS THE PUBLIC + COOPERATES WITH OTHER POLICE AGENCIES	10		4	40
PROVIDES CROWD + TRAFFIC CONTROL + WORKS SPECIAL ASSIGNMENTS	5		4	20
SERVES SUBPOENAS TRANSPORTS PRISONERS + RELATED DUTIES	5		4	20
COMPLETES COMPUTER REPORTS AND OTHER PAPERWORK + DOES LEIN QUIRIES.	15		3	45
TOTAL	100	PART I TOTAL RATING		375

PART II
GENERAL PERFORMANCE - NONSUPERVISORY EMPLOYEES

Supervisor and employee review the following general performance areas. Supervisor "weights" each performance area (total 100). Supervisor rates each performance area (1-5) and multiplies by weight. Supervisor adds supporting comments.

APPLICATION OF JOB KNOWLEDGE	WEIGHT 25 X RATING 3 = 75
* Completes work with technical correctness.	COMMENTS IN SUPPORT OF RATING:
* Uses training, education, and experience to ensure accurate output.	HARD WORKER
* Follows directions.	
* Uses assigned equipment correctly.	
* Knows and applies policies and procedures correctly.	
* Completes written reports as required.	
* Understands organizational or department systems.	
*	

INTERACTION WITH OTHERS	WEIGHT 25 X RATING 4 = 100
* Is courteous to the public.	COMMENTS IN SUPPORT OF RATING:
* Is helpful to co-workers.	GETS ALONG WELL
* Accepts direction from supervisors.	WITH OTHERS
* Considers needs of others when appropriate.	
* Has good listening skills.	
*	

INITIATIVE	WEIGHT 25 X RATING 4 = 100
* Does not require constant direction or supervision. * Takes on new tasks when a job is completed. * Demonstrates self-directed behavior when possible. * Attempts to anticipate job-related demands. * Demonstrates flexibility and willingness to assume new responsibilities. * Generates better ideas and ways of working when possible. * _____	COMMENTS IN SUPPORT OF RATING: Good Volume of Work.

WORK HABITS	WEIGHT 25 X RATING 4 = 100
* Takes good care of equipment. * Completes work assignments in a timely fashion. * Is punctual. * Separates personal interests from work requirements. * Comes to work as expected. * _____	COMMENTS IN SUPPORT OF RATING: Dependable.

ADDITIONAL GENERAL PERFORMANCE AREAS: (OPTIONAL)	WEIGHT ___ X RATING ___ = ___
* _____	COMMENTS IN SUPPORT OF RATING:
_____	_____
* _____	_____
_____	_____
* _____	_____
_____	_____
* _____	_____
_____	_____

Total Part II Rating	375

RATING LEGEND

1 = IMPROVEMENT REQUIRED - PERFORMANCE IS CONSISTENTLY BELOW ACCEPTABLE LEVELS. IMMEDIATE IMPROVEMENT IS REQUIRED. Ratings in this category must a) be supported by specific comments, b) identify specific areas of unacceptable performance, c) specify the consequences of continued performance at this level, and d) result in a performance improvement plan which includes performance counseling (see part IV).

2 = IMPROVEMENT POSSIBLE - PERFORMANCE IS INCONSISTENT, MEETS MINIMUM STANDARDS ONLY PERIODICALLY OR ONLY IN CERTAIN AREAS. Ratings in this category must a) be supported by specific comments, b) identify specific areas of unacceptable performance, and c) result in a performance improvement plan (see part IV).

3 = EFFECTIVE. Performance which is consistently at acceptable levels. No major areas of necessary improvement are cited.

4 = VERY EFFECTIVE. Performance which frequently exceeds normally expected levels. A high degree of proficiency is shown in certain aspects of performance.

5 = OUTSTANDING. Performance which consistently exceeds normally expected levels. A high degree of proficiency is shown in all aspects of performance. Ratings in this category must be supported by specific examples of outstanding performance.

PART III
INTERIM COMMENTS

To be used by supervisor to record noteworthy examples of performance as the year progresses. May also be used to note mid-year changes in job functions and/or expectations. PART III IS A SEPARATE FORM WHICH, WHEN COMPLETED, IS ADDED TO THIS FORM. PART III FORMS ARE AVAILABLE FROM THE CIVIL SERVICE OFFICE OR DEPARTMENT HEAD.

PART IV
PERFORMANCE IMPROVEMENT PLAN

This space may be used to specify a performance improvement plan, including problems to be solved, specific development activities to be involved in, results to be achieved, or other performance "action" to be taken.

Supervisor/Department head signature _____ Date _____

PART V
MID-APPRAISAL UPDATE

This section may be used for mid-year appraisal of specific job functions, performance areas, or progress toward achieving the objectives of a performance improvement plan.

Supervisor's Signature _____ Date _____

PART VI
SUMMARY

PART I TOTAL RATING	375
PART II TOTAL RATING	375
OVERALL RATING (I + II)	750
DIVIDE BY 200 EQUALS FINAL RATING	3.75

Employee's signature _____ Date 12/10/00

Supervisor's signature _____ Date 12-10-00

Department head signature _____ Date 2-25-01

The employee's signature does not indicate agreement with the appraisal results, but indicates that the results have been discussed with his/her supervisor. The employee may append a written response to this appraisal. The employee is entitled to a copy of this form, when completed.

E POLICE
CHARLES ANDERSON
POLICE OFFICER-POLIC

DATE 12-5-99

EGON
SUPERVISORY EMPLOYEES

PART I
JOB FUNCTION EVALUATION

Supervisor and employee review and agree on major job functions AT THE BEGINNING OF THE APPRAISAL CYCLE. Supervisor "weights" each job function (total 100). Supervisor rates each job function (1-5) and multiplies by weight. Supervisor adds supporting comments.

JOB FUNCTIONS	WEIGHT	RATER COMMENTS	RATING	WxR
ATTENDS BRIEFING AND NOTES ALL PERTINENT ORDERS	5		3	15
PATROLS STREETS ISSUES VIOLATIONS DETERS CRIME	20		4	80
RESPONDS TO COMPLAINTS INVESTIGATES, COLLECTS EVIDENCE & INTERVIEWS PEOPLE	20		4	80
TAKES VEH. ACCIDENTS WATCHES FOR UTILITY PROBLEMS & DOES GENERAL PATROL	20		4	80
ASSISTS THE PUBLIC & COOPERATES WITH OTHER POLICE AGENCIES	10		3	30
PROVIDES CROWD & TRAFFIC CONTROL & WORKS SPECIAL ASSIGNMENTS	5		3	15
SERVES SUBPOENAS TRANSPORTS PRISONERS AND RELATED DUTIES	5		4	20
COMPLETES COMPUTER REPORTS AND OTHER PAPERWORK & DOES WEIN QUERIES.	15		3	45
TOTAL	100	PART I TOTAL RATING		365

RECEIVED
DEC 15 1999
CIVIL SERVICE OFFICE

PART II
GENERAL PERFORMANCE - NONSUPERVISORY EMPLOYEES

Supervisor and employee review the following general performance areas. Supervisor "weights" each performance area (total 100). Supervisor rates each performance area (1-5) and multiplies by weight. Supervisor adds supporting comments.

APPLICATION OF JOB KNOWLEDGE	WEIGHT 25 X RATING 3 = 75
* Completes work with technical correctness.	COMMENTS IN SUPPORT OF RATING:
* Uses training, education, and experience to ensure accurate output.	
* Follows directions.	
* Uses assigned equipment correctly.	
* Knows and applies policies and procedures correctly.	
* Completes written reports as required.	
* Understands organizational or department systems.	
*	

INTERACTION WITH OTHERS	WEIGHT 25 X RATING 4 = 100
* Is courteous to the public.	COMMENTS IN SUPPORT OF RATING:
* Is helpful to co-workers.	
* Accepts direction from supervisors.	
* Considers needs of others when appropriate.	
* Has good listening skills.	
*	

INITIATIVE	WEIGHT 25 X RATING 3 = 75
* Does not require constant direction or supervision. * Takes on new tasks when a job is completed. * Demonstrates self-directed behavior when possible. * Attempts to anticipate job-related demands. * Demonstrates flexibility and willingness to assume new responsibilities. * Generates better ideas and ways of working when possible. * _____	COMMENTS IN SUPPORT OF RATING:

WORK HABITS	WEIGHT 25 X RATING 4 = 100
* Takes good care of equipment. * Completes work assignments in a timely fashion. * Is punctual. * Separates personal interests from work requirements. * Comes to work as expected. * _____	COMMENTS IN SUPPORT OF RATING:

ADDITIONAL GENERAL PERFORMANCE AREAS: (OPTIONAL)	WEIGHT ___ X RATING ___ = ___
* _____	COMMENTS IN SUPPORT OF RATING:
_____	_____
* _____	_____
_____	_____
* _____	_____
_____	_____
* _____	_____
_____	_____

Total Part II Rating	350

RATING LEGEND

1 = IMPROVEMENT REQUIRED - PERFORMANCE IS CONSISTENTLY BELOW ACCEPTABLE LEVELS. IMMEDIATE IMPROVEMENT IS REQUIRED. Ratings in this category must a) be supported by specific comments, b) identify specific areas of unacceptable performance, c) specify the consequences of continued performance at this level, and d) result in a performance improvement plan which includes performance counseling (see part IV).

2 = IMPROVEMENT POSSIBLE - PERFORMANCE IS INCONSISTENT, MEETS MINIMUM STANDARDS ONLY PERIODICALLY OR ONLY IN CERTAIN AREAS. Ratings in this category must a) be supported by specific comments, b) identify specific areas of unacceptable performance, and c) result in a performance improvement plan (see part IV).

3 = EFFECTIVE. Performance which is consistently at acceptable levels. No major areas of necessary improvement are cited.

4 = VERY EFFECTIVE. Performance which frequently exceeds normally expected levels. A high degree of proficiency is shown in certain aspects of performance.

5 = OUTSTANDING. Performance which consistently exceeds normally expected levels. A high degree of proficiency is shown in all aspects of performance. Ratings in this category must be supported by specific examples of outstanding performance.

PART III
INTERIM COMMENTS

To be used by supervisor to record noteworthy examples of performance as the year progresses. May also be used to note mid-year changes in job functions and/or expectations. PART III IS A SEPARATE FORM WHICH, WHEN COMPLETED, IS ADDED TO THIS FORM. PART III FORMS ARE AVAILABLE FROM THE CIVIL SERVICE OFFICE OR DEPARTMENT HEAD.

PART IV
PERFORMANCE IMPROVEMENT PLAN

This space may be used to specify a performance improvement plan, including problems to be solved, specific development activities to be involved in, results to be achieved, or other performance "action" to be taken.

Supervisor/Department head signature _____ Date _____

PART V
MID-APPRAISAL UPDATE

This section may be used for mid-year appraisal of specific job functions, performance areas, or progress toward achieving the objectives of a performance improvement plan.

Supervisor's Signature _____ Date _____

PART VI
SUMMARY

PART I TOTAL RATING	365
PART II TOTAL RATING	350
OVERALL RATING (I + II)	715
DIVIDE BY 200 EQUALS FINAL RATING	3.57

Employee's signature _____ Date 12-5-99

Supervisor's signature _____ Date 12.5.99

Department head signature _____ Date 12-15-99

The employee's signature does not indicate agreement with the appraisal results, but indicates that the results have been discussed with his/her supervisor. The employee may append a written response to this appraisal. The employee is entitled to a copy of this form, when completed.

E POLICE
CHARLES ANDERSON
POLICE OFFICER-POLIC

DATE 12-5-99

EGON
SUPERVISORY EMPLOYEES

PART I
JOB FUNCTION EVALUATION

Supervisor and employee review and agree on major job functions AT THE BEGINNING OF THE APPRAISAL CYCLE. Supervisor "weights" each job function (total 100). Supervisor rates each job function (1-5) and multiplies by weight. Supervisor adds supporting comments.

JOB FUNCTIONS	WEIGHT	RATER COMMENTS	RATING	WxR
ATTENDS BRIEFING AND NOTES ALL PERTINENT ORDERS	5		3	15
PATROLS STREETS ISSUES VIOLATIONS DETERS CRIME	20		4	80
RESPONDS TO COMPLAINTS INVESTIGATES, COLLECTS EVIDENCE & INTERVIEWS PEOPLE	20		4	80
TAKES VEH. ACCIDENTS WATCHES FOR UTILITY PROBLEMS & DOES GENERAL PATROL	20		4	80
ASSISTS THE PUBLIC & COOPERATES WITH OTHER POLICE AGENCIES	10		3	30
PROVIDES CROWD & TRAFFIC CONTROL & WORKS SPECIAL ASSIGNMENTS	5		3	15
SERVES SUBPOENAS TRANSPORTS PRISONERS AND RELATED DUTIES	5		4	20
COMPLETES COMPUTER REPORTS AND OTHER PAPERWORK & DOES WEIN QUERIES.	15		3	45
TOTAL	100	PART I TOTAL RATING		365

RECEIVED
DEC 15 1999
CIVIL SERVICE OFFICE

PART II

GENERAL PERFORMANCE - NONSUPERVISORY EMPLOYEES

Supervisor and employee review the following general performance areas. Supervisor "weights" each performance area (total 100). Supervisor rates each performance area (1-5) and multiplies by weight. Supervisor adds supporting comments.

APPLICATION OF JOB KNOWLEDGE	WEIGHT 25 X RATING 3 = 75
* Completes work with technical correctness.	COMMENTS IN SUPPORT OF RATING:
* Uses training, education, and experience to ensure accurate output.	
* Follows directions.	
* Uses assigned equipment correctly.	
* Knows and applies policies and procedures correctly.	
* Completes written reports as required.	
* Understands organizational or department systems.	
*	

INTERACTION WITH OTHERS	WEIGHT 25 X RATING 4 = 100
* Is courteous to the public.	COMMENTS IN SUPPORT OF RATING:
* Is helpful to co-workers.	
* Accepts direction from supervisors.	
* Considers needs of others when appropriate.	
* Has good listening skills.	
*	

INITIATIVE	WEIGHT 25 X RATING 3 = 75
* Does not require constant direction or supervision. * Takes on new tasks when a job is completed. * Demonstrates self-directed behavior when possible. * Attempts to anticipate job-related demands. * Demonstrates flexibility and willingness to assume new responsibilities. * Generates better ideas and ways of working when possible. * _____	COMMENTS IN SUPPORT OF RATING:

WORK HABITS	WEIGHT 25 X RATING 4 = 100
* Takes good care of equipment. * Completes work assignments in a timely fashion. * Is punctual. * Separates personal interests from work requirements. * Comes to work as expected. * _____	COMMENTS IN SUPPORT OF RATING:

ADDITIONAL GENERAL PERFORMANCE AREAS: (OPTIONAL)	WEIGHT ___ X RATING ___ = ___
* _____	COMMENTS IN SUPPORT OF RATING:
* _____	
* _____	
* _____	

Total Part II Rating	350

RATING LEGEND

1 = IMPROVEMENT REQUIRED - PERFORMANCE IS CONSISTENTLY BELOW ACCEPTABLE LEVELS. IMMEDIATE IMPROVEMENT IS REQUIRED. Ratings in this category must a) be supported by specific comments, b) identify specific areas of unacceptable performance, c) specify the consequences of continued performance at this level, and d) result in a performance improvement plan which includes performance counseling (see part IV).

2 = IMPROVEMENT POSSIBLE - PERFORMANCE IS INCONSISTENT, MEETS MINIMUM STANDARDS ONLY PERIODICALLY OR ONLY IN CERTAIN AREAS. Ratings in this category must a) be supported by specific comments, b) identify specific areas of unacceptable performance, and c) result in a performance improvement plan (see part IV).

3 = EFFECTIVE. Performance which is consistently at acceptable levels. No major areas of necessary improvement are cited.

4 = VERY EFFECTIVE. Performance which frequently exceeds normally expected levels. A high degree of proficiency is shown in certain aspects of performance.

5 = OUTSTANDING. Performance which consistently exceeds normally expected levels. A high degree of proficiency is shown in all aspects of performance. Ratings in this category must be supported by specific examples of outstanding performance.

PART III
INTERIM COMMENTS

To be used by supervisor to record noteworthy examples of performance as the year progresses. May also be used to note mid-year changes in job functions and/or expectations. PART III IS A SEPARATE FORM WHICH, WHEN COMPLETED, IS ADDED TO THIS FORM. PART III FORMS ARE AVAILABLE FROM THE CIVIL SERVICE OFFICE OR DEPARTMENT HEAD.

PART IV
PERFORMANCE IMPROVEMENT PLAN

This space may be used to specify a performance improvement plan, including problems to be solved, specific development activities to be involved in, results to be achieved, or other performance "action" to be taken.

Supervisor/Department head signature _____ Date _____

PART V
MID-APPRAISAL UPDATE

This section may be used for mid-year appraisal of specific job functions, performance areas, or progress toward achieving the objectives of a performance improvement plan.

Supervisor's Signature _____ Date _____

PART VI
SUMMARY

PART I TOTAL RATING	365
PART II TOTAL RATING	350
OVERALL RATING (I + II)	715
DIVIDE BY 200 EQUALS FINAL RATING	3.57

Employee's signature _____ Date 12-5-99

Supervisor's signature _____ Date 12.5.99

Department head signature _____ Date 12-15-99

The employee's signature does not indicate agreement with the appraisal results, but indicates that the results have been discussed with his/her supervisor. The employee may append a written response to this appraisal. The employee is entitled to a copy of this form, when completed.

Polic Police Officer
Anderson
Charles

DATE _____

KEGON
PERFORMANCE APPRAISAL NONSUPERVISORY EMPLOYEES
PART I
JOB FUNCTION EVALUATION

Supervisor and employee review and agree on major job functions AT THE BEGINNING OF THE APPRAISAL CYCLE. Supervisor "weights" each job function (total 100). Supervisor rates each job function (1-5) and multiplies by weight. Supervisor adds supporting comments.

JOB FUNCTIONS	WEIGHT	RATER COMMENTS	RATING	WxR
COMPLAINTS AND CRIMINAL INVESTIGATION	30	This officer is motivated...good knowledge of police work...completes his assigned/self-initiated calls.	3	90
ACCIDENT INVESTIGATION	25	His accident report are completed according to standards...few corrections.	3	75
KNOWLEDGE OF WORK AND POLICY/PROCEDURE	20	Has a very good understanding of policy and procedure and the need for such direction.	4	80
TRAFFIC ENFORCEMENT	10	This officer has good rate of traffic enforcement productivity.. solid effort.	3	30
REPORT WRITING	10	The reports are clear...concise... complete ....working to yet improve.	4	40
FOLLOW-UP INVESTIGATION	5	Officer expends the extra effort on follow-up investigations...makes the effort to close out complaints.	3	15
TOTAL	100	PART I TOTAL RATING		330

PART II
GENERAL PERFORMANCE - NONSUPERVISORY EMPLOYEES

Supervisor and employee review the following general performance areas. Supervisor "weights" each performance area (total 100). Supervisor rates each performance area (1-5) and multiplies by weight. Supervisor adds supporting comments.

APPLICATION OF JOB KNOWLEDGE	WEIGHT 25 X RATING 3 = 75
* Completes work with technical correctness. * Uses training, education, and experience to ensure accurate output. * Follows directions. * Uses assigned equipment correctly. * Knows and applies policies and procedures correctly. * Completes written reports as required. * Understands organizational or department systems. *	COMMENTS IN SUPPORT OF RATING: This officer has the skills needed to do the work and the needed paperwork...good attitude...abides by policy and procedure... works very well with command...solid background...a very good officer for the department.

INTERACTION WITH OTHERS	WEIGHT 20 X RATING 3 = 60
* Is courteous to the public. * Is helpful to co-workers. * Accepts direction from supervisors. * Considers needs of others when appropriate. * Has good listening skills. *	COMMENTS IN SUPPORT OF RATING: A well-mannered and responsible officer... tactful...projects a good image for the department...works well with other officers and people of the law enforcemet community... has very good "people skills"...will listen to command as well as others in his effort to improve.

INITIATIVE	WEIGHT 35 X RATING 3 = 105
* Does not require constant direction or supervision. * Takes on new tasks when a job is completed. * Demonstrates self-directed behavior when possible. * Attempts to anticipate job-related demands. * Demonstrates flexibility and willingness to assume new responsibilities. * Generates better ideas and ways of working when possible. *	COMMENTS IN SUPPORT OF RATING: Officer has set high work standards for himself...good traffic enforcement efforts... seeks additional tasks...careful in his work...a very solid effort...displays the the attitude of wanting to do a good job while constantly improving.

WORK HABITS	WEIGHT 20 X RATING 4 = 80
* Takes good care of equipment. * Completes work assignments in a timely fashion. * Is punctual. * Separates personal interests from work requirements. * Comes to work as expected. *	COMMENTS IN SUPPORT OF RATING: Officer has very good work habits...timely... reliable...dependable...willing to assist other officers....very suitable for police work...focused only on police work while on duty...works carefully with departmental equipment.

ADDITIONAL GENERAL PERFORMANCE AREAS: (OPTIONAL)	WEIGHT ___ X RATING ___ = ___
* _____	COMMENTS IN SUPPORT OF RATING:
_____	_____
* _____	_____
_____	_____
* _____	_____
_____	_____
* _____	_____
_____	_____

Total Part II Rating	

RATING LEGEND

1 = IMPROVEMENT REQUIRED - PERFORMANCE IS CONSISTENTLY BELOW ACCEPTABLE LEVELS. IMMEDIATE IMPROVEMENT IS REQUIRED. Ratings in this category must a) be supported by specific comments, b) identify specific areas of unacceptable performance, c) specify the consequences of continued performance at this level, and d) result in a performance improvement plan which includes performance counseling (see part IV).

2 = IMPROVEMENT POSSIBLE - PERFORMANCE IS INCONSISTENT, MEETS MINIMUM STANDARDS ONLY PERIODICALLY OR ONLY IN CERTAIN AREAS. Ratings in this category must a) be supported by specific comments, b) identify specific areas of unacceptable performance, and c) result in a performance improvement plan (see part IV).

3 = EFFECTIVE. Performance which is consistently at acceptable levels. No major areas of necessary improvement are cited.

4 = VERY EFFECTIVE. Performance which frequently exceeds normally expected levels. A high degree of proficiency is shown in certain aspects of performance.

5 = OUTSTANDING. Performance which consistently exceeds normally expected levels. A high degree of proficiency is shown in all aspects of performance. Ratings in this category must be supported by specific examples of outstanding performance.

PART III
INTERIM COMMENTS

To be used by supervisor to record noteworthy examples of performance as the year progresses. May also be used to note mid-year changes in job functions and/or expectations. PART III IS A SEPARATE FORM WHICH, WHEN COMPLETED, IS ADDED TO THIS FORM. PART III FORMS ARE AVAILABLE FROM THE CIVIL SERVICE OFFICE OR DEPARTMENT HEAD.

PART IV
PERFORMANCE IMPROVEMENT PLAN

This space may be used to specify a performance improvement plan, including problems to be solved, specific development activities to be involved in, results to be achieved, or other performance "action" to be taken.

Supervisor/Department head signature _____ Date _____

PART V
MID-APPRAISAL UPDATE

This section may be used for mid-year appraisal of specific job functions, performance areas, or progress toward achieving the objectives of a performance improvement plan.

Supervisor's Signature _____ Date _____

PART VI
SUMMARY

PART I TOTAL RATING	330
PART II TOTAL RATING	320
OVERALL RATING (I + II)	650
DIVIDE BY 200 EQUALS FINAL RATING	3.25

Employee's signature _____ Date 3-6-98

Supervisor's signature Charles L Parker LT. Date 3-6-98

Department head signature _____ Date _____

The employee's signature does not indicate agreement with the appraisal results, but indicates that the results have been discussed with his/her supervisor. The employee may append a written response to this appraisal. The employee is entitled to a copy of this form, when completed.

Polic Police Officer
Anderson
Charles ,

DATE _____

:KEGON
PERFORMANCE APPRAISAL NONSUPERVISORY EMPLOYEES
PART I
JOB FUNCTION EVALUATION

Supervisor and employee review and agree on major job functions AT THE BEGINNING OF THE APPRAISAL CYCLE. Supervisor "weights" each job function (total 100). Supervisor rates each job function (1-5) and multiplies by weight. Supervisor adds supporting comments.

JOB FUNCTIONS	WEIGHT	RATER COMMENTS	RATING	WxR
COMPLAINTS AND CRIMINAL INVESTIGATION	30	This officer is motivated...good knowledge of police work...completes his assigned/self-initiated calls.	3	90
ACCIDENT INVESTIGATION	25	His accident report are completed according to standards...few corrections.	3	75
KNOWLEDGE OF WORK AND POLICY/PROCEDURE	20	Has a very good understanding of policy and procedure and the need for such direction.	4	80
TRAFFIC ENFORCEMENT	10	This officer has good rate of traffic enforcement productivity... solid effort.	3	30
REPORT WRITING	10	The reports are clear...concise... complete ....working to yet improve.	4	40
FOLLOW-UP INVESTIGATION	5	Officer expends the extra effort on follow-up investigations...makes the effort to close out complaints.	3	15
TOTAL	100	PART I TOTAL RATING		330

PART II
GENERAL PERFORMANCE - NONSUPERVISORY EMPLOYEES

Supervisor and employee review the following general performance areas. Supervisor "weights" each performance area (total 100). Supervisor rates each performance area (1-5) and multiplies by weight. Supervisor adds supporting comments.

APPLICATION OF JOB KNOWLEDGE	WEIGHT 25 X RATING 3 = 75
* Completes work with technical correctness. * Uses training, education, and experience to ensure accurate output. * Follows directions. * Uses assigned equipment correctly. * Knows and applies policies and procedures correctly. * Completes written reports as required. * Understands organizational or department systems. *	COMMENTS IN SUPPORT OF RATING: This officer has the skills needed to do the work and the needed paperwork...good attitude...abides by policy and procedure... works very well with command...solid background...a very good officer for the department.

INTERACTION WITH OTHERS	WEIGHT 20 X RATING 3 = 60
* Is courteous to the public. * Is helpful to co-workers. * Accepts direction from supervisors. * Considers needs of others when appropriate. * Has good listening skills. *	COMMENTS IN SUPPORT OF RATING: A well-mannered and responsible officer... tactful...projects a good image for the department...works well with other officers and people of the law enforcemet community... has very good "people skills"...will listen to command as well as others in his effort to improve.

INITIATIVE	WEIGHT 35 X RATING 3 = 105
* Does not require constant direction or supervision. * Takes on new tasks when a job is completed. * Demonstrates self-directed behavior when possible. * Attempts to anticipate job-related demands. * Demonstrates flexibility and willingness to assume new responsibilities. * Generates better ideas and ways of working when possible. *	COMMENTS IN SUPPORT OF RATING: Officer has set high work standards for himself...good traffic enforcement efforts... seeks additional tasks...careful in his work...a very solid effort...displays the the attitude of wanting to do a good job while constantly improving.

WORK HABITS	WEIGHT 20 X RATING 4 = 80
* Takes good care of equipment. * Completes work assignments in a timely fashion. * Is punctual. * Separates personal interests from work requirements. * Comes to work as expected. *	COMMENTS IN SUPPORT OF RATING: Officer has very good work habits...timely... reliable...dependable...willing to assist other officers....very suitable for police work...focused only on police work while on duty...works carefully with departmental equipment.

ADDITIONAL GENERAL PERFORMANCE AREAS: (OPTIONAL)	WEIGHT ___ X RATING ___ = ___
* _____	COMMENTS IN SUPPORT OF RATING:
_____	_____
* _____	_____
_____	_____
* _____	_____
_____	_____
* _____	_____
_____	_____

Total Part II Rating	

RATING LEGEND

1 = IMPROVEMENT REQUIRED - PERFORMANCE IS CONSISTENTLY BELOW ACCEPTABLE LEVELS. IMMEDIATE IMPROVEMENT IS REQUIRED. Ratings in this category must a) be supported by specific comments, b) identify specific areas of unacceptable performance, c) specify the consequences of continued performance at this level, and d) result in a performance improvement plan which includes performance counseling (see part IV).

2 = IMPROVEMENT POSSIBLE - PERFORMANCE IS INCONSISTENT, MEETS MINIMUM STANDARDS ONLY PERIODICALLY OR ONLY IN CERTAIN AREAS. Ratings in this category must a) be supported by specific comments, b) identify specific areas of unacceptable performance, and c) result in a performance improvement plan (see part IV).

3 = EFFECTIVE. Performance which is consistently at acceptable levels. No major areas of necessary improvement are cited.

4 = VERY EFFECTIVE. Performance which frequently exceeds normally expected levels. A high degree of proficiency is shown in certain aspects of performance.

5 = OUTSTANDING. Performance which consistently exceeds normally expected levels. A high degree of proficiency is shown in all aspects of performance. Ratings in this category must be supported by specific examples of outstanding performance.

PART III
INTERIM COMMENTS

To be used by supervisor to record noteworthy examples of performance as the year progresses. May also be used to note mid-year changes in job functions and/or expectations. PART III IS A SEPARATE FORM WHICH, WHEN COMPLETED, IS ADDED TO THIS FORM. PART III FORMS ARE AVAILABLE FROM THE CIVIL SERVICE OFFICE OR DEPARTMENT HEAD.

PART IV
PERFORMANCE IMPROVEMENT PLAN

This space may be used to specify a performance improvement plan, including problems to be solved, specific development activities to be involved in, results to be achieved, or other performance "action" to be taken.

Supervisor/Department head signature _____ Date _____

PART V
MID-APPRAISAL UPDATE

This section may be used for mid-year appraisal of specific job functions, performance areas, or progress toward achieving the objectives of a performance improvement plan.

Supervisor's Signature _____ Date _____

PART VI
SUMMARY

PART I TOTAL RATING	330
PART II TOTAL RATING	320
OVERALL RATING (I + II)	650
DIVIDE BY 200 EQUALS FINAL RATING	3.25

Employee's signature _____ Date 3-6-98

Supervisor's signature Charles L Parker LT. Date 3-6-98

Department head signature _____ Date _____

The employee's signature does not indicate agreement with the appraisal results, but indicates that the results have been discussed with his/her supervisor. The employee may append a written response to this appraisal. The employee is entitled to a copy of this form, when completed.

Muskegon Police Department

Jeffrey A. Lewis
Director of Public Safety

980 Jefferson
Muskegon, Michigan
49443-0536

www.muskegonpolice.com

Phone: 231-724-6750
FAX: 231-722-5140

TO: Officer Charles Anderson
Patrol Bureau

FROM: Captain Dennis Lord
Patrol Bureau

CC: Director Jeffrey Lewis
Mr. Frank Peterson
Captain Andrew Rush
POLC

DATE: August 8, 2019

SUBJECT: Administrative Leave

Effective immediately (August 8, 2019), you are placed on administrative leave with pay pending the outcome of an inquiry into allegations that have arisen from a Facebook posting. Multiple officer safety issues have arisen as a result of this allegation.
The following directives are in place:

- You are not to be present at any time within the Muskegon Police Department. You are to be available to the department by telephone between the hours of 8am and 4pm, Monday through Friday. We will contact you by telephone or letter for potential meetings.
- If you have personal property that you need to retrieve, you may make contact with my office or the on-duty shift commander.
- Any leave time that you have previously requested will be honored.
- You are exempt from any scheduled training.
- If you have pending court subpoenas, contact Captain Lord.
- During this period you are not to exercise any police authority as provided by your employment with the Muskegon Police Department. Further, you are not to wear your police uniform or carry a firearm under police authority unless specifically directed.
- During this period you are not to be employed by any business or entity outside your employment with the City of Muskegon.
- If you have any questions you are to contact my office.

Any violation of these directives shall result in disciplinary action, up to and including discharge.

Muskegon Police Department

Anthony L. Kleibecker
Director of Public Safety

RECEIVED
JAN 19 2010
CIVIL SERVICE OFFICE

980 Jefferson
Muskegon, Michigan
49440

www.muskegonpolice.com

Phone: 231-724-6750
FAX: 231-722-5140

MEMORANDUM

TO: Officer Chuck Anderson
Patrol Bureau

FROM: Anthony L. Kleibecker
Director of Public Safety

CC: Mr. Bryon Mazade
Ms. Karen Scholle

DATE: January 5, 2010

RE: Administrative Leave

Effective today you are being removed from administrative leave and returned to full-duty. You are to report to your shift commander on Thursday, January 7th and resume your duties on Team 5.

If you have any questions, please don't hesitate to contact me.

Muskegon Police Department

Anthony L. Kleibecker
Director of Public Safety

980 Jefferson
Muskegon, Michigan
49443-0536

www.muskegonpolice.com

Phone: 231-724-6750
FAX: 231-722-5140

MEMORANDUM

RECEIVED
SEP 28 2009
CIVIL SERVICE OFFICE

TO: Officer Chuck Anderson
Patrol Bureau

FROM: Anthony L. Kleibecker
Director of Public Safety

CC: Mr. Bryon Mazade
Ms. Karen Scholle

DATE: September 28, 2009

SUBJECT: Administrative Leave

Effective Wednesday, September, 23, 2009, you are placed on administrative leave with pay pending the outcome of an investigation into your involvement in a duty-related shooting that occurred on this date.

- Any leave time that you have previously requested will be honored.
- You are exempt from any scheduled training.
- If you have pending court subpoenas, please contact Captain Lewis.
- During this period you are not to exercise any police authority as provided by your employment with the Muskegon Police Department.
- If you have any questions you are to contact my office.

The status of this administrative leave shall be reviewed at a future date.

5. Definitions and Terms

- Blogging: In a broad sense and means all use of online communication and conducts, use of social media by employees, including comments made to or by a public employee, whether made by e-mail, contribution to a weblog, or posting on a website or other social media (public or personal), e.g., Facebook, Twitter, YouTube, Wix, chat rooms, message boards, etc.
- Social Media: forms of electronic communication through which users create online communities to share information, ideas, personal messages and other content such as Facebook, Twitter, Instagram, Snapchat, YouTube, Wix, etc.
- Internet Posting – posting of any information on the internet in any form.
- Honeypot: an information system resource whose value lies in unauthorized or illicit use of that resource.

Signature: _____

Name: Chuck Anderson
(printed)

Date: 4/25/18

6. Revision History

Date of Change	Responsible	Summary of Change
4/23/2018	IT Department	Updated Layout, Policy, Social Media

APR 27 2018 PM 2:17

City of Muskegon

Acknowledgement of Policy Receipt:

Family and Medical Leave Act Policy (Amended 3/24/09)

Harassment Policy (Amended 5/19/09)

Charles Anderson Polic

[redacted]

By signing below, I acknowledge I received a copy of the City of Muskegon revised Family and Medical Leave Act (FMLA) Policy and revised Harassment Policy. I understand am responsible for knowing the content of these policies and must read and familiarize myself with these policies as they provide information for the guidance and reference of all employees.

In accordance with the FMLA policy modification requirement, the revised policy is effective as of Monday, August 10, 2009, allowing for the mandatory 60-day notice. Changes were necessary in order to comply with the numerous amendments to the federal Family and Medical Leave Act implemented January 16, 2009.

Employee Signature: _____ Date: 6-12-09

06/09/09

PLEASE RETURN THIS FORM TO CIVIL SERVICE NO LATER THAN JUNE 26, 2009

Thank you!

Packet sniffer or sniffing: A program running in a network attached device that passively receives all data-link-layer (and other) frames passing by the device's network interface.

Piracy: The illegal copying of software for personal or commercial use.

Sensitive information: Information is considered sensitive if it can be damaging to the City of Muskegon or its customers' dollar value, reputation, or standing.

Remote Access: Any access to the City of Muskegon's network through a non-City of Muskegon controlled network, device, or medium.

Split-tunneling: Simultaneous direct access to a non-City of Muskegon network (such as the Internet, or a home network) from a remote device (PC, PDA, WAP phone, etc.) while connected into the City of Muskegon's network via a VPN tunnel. VPN

Spamming: Sending copies of the same message to large numbers of newsgroups.

Spam: Unauthorized and/or unsolicited electronic mass mailings.

Unauthorized Disclosure: The intentional or unintentional revealing of restricted information to people who do not have a need to know that information.

RECEIVED
APR 04 2003
CIVIL SERVICE OFFICE

User: Staff, vendor, or citizen employing the use of the information contained within the computer resources owned by the City of Muskegon.

Virtual Private Network (VPN) is a method for accessing a remote network via "tunneling" through the Internet.

Virus: Executable computer program that can attach itself to an item, such as a computer startup area (boot record), executable file or email. A virus may have a number of objectives – most are usually destructive.

The completed form must be returned to the **Civil Service** Department.

By signing below you certify that you have received a copy of this policy.	
Signature of employee	Date signed (month/day/year) 3/4/03
Print name of employee (middle, first, last) Chuck C Anderson	
Signature of supervisor	Date signed (month/day/year) 3-4-03

Internet Request Form

Please fill in and print out.

I, C. Anderson, understand and agree that:

The City of Muskegon's Internet connection is a tool to be used for City related business activities. As a user on the Internet, client PC computers are representing the City of Muskegon and are expected to conduct business professionally. All Internet activity conducted from client PC computer is logged.

The use of the City of Muskegon's enterprise network resource and Internet connection is a privilege. Obscene or abusive conduct is prohibited. The Information Systems Department will be the sole arbiter of what constitutes obscene, abusive or objectionable language.

Failure to comply with the Computer Usage Policy may result in termination of the user's computer privileges. In addition, appropriate disciplinary action will be pursued as necessary. If a user's privileges are revoked, the client's department head will be informed.

I have read and agree with the above paragraph. In addition, I have read and agree with the City of Muskegon's Information Technologies: Computer Usage Policy. A copy of this signed document will be maintained in my personnel file.

I am requesting Internet Connectivity at my work desktop. I would like the following desktop information tools loaded onto my computer.

☑ Web Browser ☐ Electronic Mail

Printed Name C. ANDERSON

Signature C. Anderson

Date 5-12-00

I am approving the above user's request for Internet Connectivity and desktop information tools. I understand that the user's activity will be monitored and logged.

Dept. Head SGT. LORD

Signature Sgt. Allen Lord

Date 5-12-00

City of Muskegon
Information Systems Department

1997 Internet Request Form

I, CHARLES ANDERSON understand and agree that...

The City of Muskegon's Internet connection is a tool to be used for City related business activities. As a user on the Internet, client PC computers are representing the City of Muskegon and are expected to conduct business professionally. All activity conducted from client PC computers on the Internet will be logged.

The use of the City of Muskegon's enterprise network resource and Internet connection is a privilege. Obscene or abusive conduct is prohibited. The City of Muskegon's Information Systems Department will be the sole arbiter of what constitutes obscene, abusive or objectionable language.

Failure to comply with the Information Technologies: Computer Usage Policy may result in termination of the user's computer privileges. In addition, appropriate disciplinary action will be pursued as necessary. If a user's privileges are revoked, the client's department head will be informed.

I have read and agree with the above paragraph. In addition, I have read and agree with the City of Muskegon's Information Technologies: Computer Usage Policy. A copy of this signed document will be maintained in my personnel file.

I am requesting Internet Connectivity at my work desktop. I would like the following desktop information tools loaded onto my computer.

[ ] WEB BROWSER
[ ] ELECTRONIC MAIL

CHARLES ANDERSON	Charles Anderson	July 24 1997
PRINTED NAME	SIGNATURE	TODAY'S DATE

I am approving the above user's request for Internet Connectivity and desktop information tools. I understand that the user's activity will be monitored and logged.

DONALD H. DEBOLF		8-8-97
DEPARTMENT HEAD'S NAME	SIGNATURE	TODAY'S DATE

Please check if you need training before using the Internet connected computer.

I need training in the use of [] **Windows 95** [] **The Internet**

agenda

Michigan State Police

Certification of Training

This is to certify that

Charles Anderson

has successfully completed a course in

RAID [illegible] TRAINING

consisting of **20** *hours of instruction.*

RECEIVED
AUG 2 3 2001
CIVIL SERVICE OFFICE

AUGUST 14-16, 2001

Date

Campaign 2000
1968 2000
WORTHY OF TRUST AND CONFIDENCE
Millennium
IN MEMORY OF DEWEY C...

RECEIVED
JAN 16 2001
CIVIL SERVICE OFFICE

United States Secret Service
Certificate of Appreciation

Presented to

Muskegon Police Department

In grateful recognition for outstanding contributions in support of the training and security planning effort for our protective mission.

Campaign 2000

Keith L. Prewitt
Special Agent In Charge, Major Events Division

Chan N. O'Wita
Assistant Director, Office of Training

Wayne Springer
Assistant Director, Office of Protective Operations

Brian L. Stafford
Director, United States Secret Service

James S. Dunlap
Special Agent in Charge, Detroit Field Office

MUSKEGON

West Michigan's Shoreline City

The Civil Service Commission's Minutes dated

August 11, 2000
Day/Month/Year

have been approved. These minutes included the name of

Charles Anderson

for the action of Certificates of Training Excellence and/or Letters of Commendation.

Excellent Customer Service 06/22/00

This action has been approved by said commission.

CSC Appearance Form Training
civil/common/word

MUSKEGON

West Michigan's Shoreline City

The Civil Service Commission's Minutes dated

August 22, 2000
Day/Month/Year

have been approved. These minutes included the name of

Charles Anderson

for the action of Certificates of Training Excellence and/or Letters of Commendation.

The Valuable Employee 01/22/00

This action has been approved by said commission.

CSC Appearance Form Training
civil/common/word

MUSKEGON POLICE DEPARTMENT

Certificate of Commendation

presented to

Officer Charles C. Anderson

for

his actions in preventing a troubled man from committing suicide on February 12, 1999.
His empathy and calm demeanor in a volatile situation likely prevented a tragedy from occurring.

presented this 22nd day of March, 1999 by Edward E. Griffin

Edward E. Griffin
Chief of Police

DEPARTMENT OF POLICE

CITY OF MUSKEGON

MICHIGAN 49440

Edward Griffin
CHIEF
ADDRESS ALL COMMUNICATIONS
TO THE CHIEF OF POLICE

REQUEST FOR CITATION

Complaint No. 99-3295

Date: 03-12-99

Complaint Date 02-12-99

To: Chief Griffin

1. In accordance with Policy and Procedure A-14 thru A-16, it is requested that an appropriate departmental citation be awarded to each of the following officers and/or citizens for extraordinary acts of duty performed as described in the official departmental complaint report bearing the above number:

1. Officer Charles Anderson 3. _____

2. _____ 4. _____

2. Following is a brief description of the extraordinary service:

Officer Anderson showed a real calmness while talking to this suicidal subject. He really related to this subject by talking about the subject's children and his own children. Officer Anderson did an outstanding job although this was a very dangerous situation.

RECEIVED
MAR 15 1999
MUSKEGON POLICE DEPT.
CHIEF of POLICE

Signature and Rank Charles Carter Sgt. 3/15-99

Bureau or Division Patrol Division

Baker College®

Not • So • Basic • Training & Consulting

RECEIVED
JUL 24 2000
CIVIL SERVICE OFFICE

MUSKEGON
West Michigan's Shoreline City

This is to certify that

Charles Anderson

Has successfully completed four hours of

EXCELLENT CUSTOMER SERVICE

on June 22, 2000

Facilitated by: Pia Brown, Trainer

MUSKEGON

West Michigan's Shoreline City

The Civil Service Commission's Minutes dated

August 22, 2000
Day/Month/Year

have been approved. These minutes included the name of

Charles Anderson

for the action of Certificates of Training Excellence and/or Letters of Commendation.

Internal Customer Service 02/15/00

This action has been approved by said commission.

CSC Appearance Form Training
civil/common/word

Baker College®

Not-So-Basic-Training & Consulting

RECEIVED
JUL 24 2000
CIVIL SERVICE OFFICE

MUSKEGON
West Michigan's Shoreline City

This is to certify that

Charles Anderson

Has successfully completed four hours of

INTERNAL CUSTOMER SERVICE

on June 15, 2000

Facilitated by: Pia Brown, Trainer

This is to certify

CHARLES ANDERSON

satisfactorily completed the requirements for

Field Training Officer

West Michigan Criminal Justice Training Consortium

Grand Rapids, Michigan

May 1 – 5, 2000

RECEIVED
JUN 14 2000
CIVIL SERVICE OFFICE

West Michigan Criminal Justice Training Consortium

Bruce A. Sokolove

Bruce A. Sokolove, Instructor
Field Training Associates

Field Training Unit

Actio Loquetur Pro Ipso

Macomb Community College

Education • Enrichment • Economic Development

Criminal Justice Training Center

presents this

CERTIFICATE of TRAINING

to

RECEIVED

OCT 1 2 2001

CIVIL SERVICE OFFICE

Charles Anderson

who has successfully completed **8 hrs.** hours of instruction in

Drug Recognition Seminar

given this **13th** day of **April 2000**

Kenneth Kryger

Seminar Coordinator

J. Richard Adelsbach, Director
Public and Emergency Services Training

Macomb Community College

Education • Enrichment • Economic Development

Criminal Justice Training Center

presents this

CERTIFICATE of TRAINING

to

RECEIVED

OCT 1 2 2001

CIVIL SERVICE OFFICE

147

Charles Anderson

who has successfully completed **24 hrs.** hours of instruction in

Alcohol Recognition Seminar

given this **10th** day of **April 2000**

Seminar Coordinator

J. Richard Adelsbach, Director
Public and Emergency Services Training

OHSP

Office of Highway Safety Planning

Certificate of Training

Charles Anderson

RECEIVED
OCT 1 2 2001
CIVIL SERVICE OFFICE

successfully completed the

Standardized Field Sobriety Testing Course

on April 10, 2000
date

sponsored by

The Office of Highway Safety Planning

Kenneth Kruger
Lead Instructor

Betty J. Mercer
Division Director

State of Michigan
Department of State of Police

Michigan Commission On Law Enforcement Standards

Hereby awards this

Training/Education Certificate

to

CHARLES ANDERSON, JR.

RECEIVED
APR 14 2000
CIVIL SERVICE OFFICE

For having attended and participated in

Leadership Skills for Managing Social Diversity,
Community Policing and Developing Skills in Professionalism,
Ethics and Customer Service
on February 24, 2000

MCOLES Course
#OCC 989906

Joseph E. Thomas, Lead Instructor

Baker College®

RECEIVED
JAN 3 1 2000
CIVIL SERVICE OFFICE

MUSKEGON
West Michigan's Shoreline City

This is to certify that

C. Anderson

Has successfully completed three hours of training in

THE VALUABLE EMPLOYEE

Facilitated by: Rachel Terpstra, Trainer

Patricia Shafer

Patricia Shafer, Director
Business & Corporate Services

January 26, 2000

150

MUSKEGON COMMUNITY COLLEGE
CONTINUING EDUCATION
CERTIFICATE OF COMPLETION

RECEIVED
JUN 0 4 1999
CIVIL SERVICE OFFICE

COMMUNITY SERIVCES OFFICE

This is to certify that Chuck Anderson

has satisfactorily completed 40 hours of instruction

in Crime Scene.

INSTRUCTOR

DEAN OF COMMUNITY SERVICES

May 28, 1999

DATE

Muskegon Police Department

Jeffrey A. Lewis
Director of Public Safety

980 Jefferson
Muskegon, Michigan
49443-0536

www.muskegonpolice.com

Phone: 231-724-6750
FAX: 231-722-5140

November 27, 2018

Officer Charles Anderson
Muskegon Police Department

RE: Unit Citation

Dear Officer Anderson:

On behalf of the Division of Public Safety and the citizens of the City of Muskegon, I am pleased to present you with the Muskegon Police Department Unit Citation.

In recognition of the outstanding service displayed while assigned to the Field Training Program. Officers Woodard, Harwood, Dudka, Woods, McKee, Stordahl, Dunmire, Velik, Anderson, and Liskey, Sergeants Hoop, Gerlach, Bringedahl, Conrad, and Zonnebelt and Lieutenant Haug worked cooperatively in training and educating several newly appointed police recruits. During 2018 the Muskegon Police Department under went several retirements and promotional phases allowing for a large hiring pool to be brought in to the police agency. Field Training Officers trained back to back newly hired police recruits to assist in filling our ranks. Their efforts are a credit to themselves, their team and the Muskegon Police Department.

Congratulations, Officer Anderson, and thank you for a job well done!

Sincerely,

Jeffrey A. Lewis
Director of Public Safety

cc: Civil Service

Muskegon Police Department

Anthony L. Kleibecker
Director of Public Safety

980 Jefferson
Muskegon, Michigan
49443-0536

www.muskegonpolice.com

Phone: 231-724-6750
FAX: 231-722-5140

RECEIVED
FEB 03 2010
CIVIL SERVICE OFFICE

January 4, 2010

Officer Charles Anderson
Muskegon Police Department

RE: Police Heart Award

Dear Officer Anderson:

On behalf of the Division of Public Safety and the citizens of the City of Muskegon, I am pleased to present you with the Muskegon Police Department Police Heart.

On September 22, 2009, you responded to assist another officer on a traffic stop. When you arrived, you nearly immediately began a foot chase after a fleeing felon. During that chase, and subsequent physical contact with the suspect, you showed great determination and bravery.

You used every means at your disposal to attempt to bring the dangerous confrontation with the paroled felon to a peaceful end. In doing so, you incurred serious bodily injury at the hands of the suspect.

The sacrifice and devotion you displayed that evening was above and beyond the call of duty. We are thankful for your service and your performance of duty brings credit to yourself and the entire Muskegon Police Department.

Congratulations, Officer Anderson, and thank you for a job well done!

Sincerely,

A. L. Kleibecker

Anthony L. Kleibecker
Director of Public Safety

cc: Civil Service

CITY OF MUSKEGON
CIVIL SERVICE/PERSONNEL DEPARTMENT

EMPLOYEE PERSONNEL FILE ACCESS CONSENT FORM

NOTE: COMPLETION OF THIS FORM IS REQUIRED BEFORE ACCESS TO PERSONNEL FILES WILL BE ALLOWED. A COPY OF THE REQUEST/CONSENT FORM WILL BE PLACED IN THE EMPLOYEE'S FILE.

I AM REQUESTING ACCESS TO THE PERSONNEL FILE OF THE EMPLOYEE NAMED BELOW:

RECEIVED
DEC 16 2009
CIVIL SERVICE OFFICE

EMPLOYEE NAME: CHARLES ANDERSON

SOCIAL SECURITY NUMBER: _____

CLASS TITLE: POLICE OFFICER

DEPARTMENT NAME: POLICE

REASON FOR REVIEWING FILE: DIRECTOR'S REVIEW

EMPLOYEE SIGNATURE: For Tony Kleibecker per his request

DATE: 12-16-09

TITLE: _____

AGENCY: _____

****

✓ APPROVED

_____ DENIED

REMARKS: _____

PERSONNEL DIRECTOR: Karen Scholle DATE: 12-16-09
(access)19hs

Muskegon Police Department

Anthony L. Kleibecker
Director of Public Safety

980 Jefferson
Muskegon, Michigan
49443-0536

www.muskegonpolice.com

Phone: 231-724-6750
FAX: 231-722-5140

August 23, 2007

RECEIVED
NOV 14 2007
CIVIL SERVICE OFFICE

Officer Charles Anderson, Jr.
Muskegon Police Department

RE: Meritorious Service Award

Dear Officer Anderson:

On behalf of the Division of Public Safety and the citizens of the City of Muskegon, I am pleased to present you with the Muskegon Police Department Meritorious Service Award.

On January 9, 2006, you attempted to make a traffic stop on a speeding motorist on Getty Street. The motorist failed to stop the vehicle at your command and a pursuit ensued. A short time later, the motorist lost control of the vehicle and struck a fire hydrant. His vehicle disabled, the motorist then fled northward on foot. As you chased the motorist on foot, he turned on you and punched you and began to fight with you. You employed tactics to stop the man, but he persisted in fighting and attempting to evade arrest. Disregarding your own safety, you continued to try to make the arrest. Even when the motorist turned assailant began to strike you repeatedly with a grill lid, you kept fighting, and eventually, the man was subdued and secured.

You showed great courage and determination during this incident and your decision making ability prevented a potentially deadly force occurrence. Your performance of duty that day brings credit to yourself and the entire Muskegon Police Department.

Congratulations, Officer Anderson, and thank you for a job well done!

Sincerely,

(ORIGINAL SIGNED)

Anthony L. Kleibecker
Director of Public Safety

cc: Civil Service

W.E.M.E.T.

West Michigan Enforcement Team
12220 Fillmore
West Olive, MI 49460

Appeared on Civil Service
JUL 02 2003
Commission agenda/minutes

RECEIVED
MAY 19 2003
CIVIL SERVICE OFFICE

Dear Chief Kliebecker,

On April 23, 2003, WEMET North office conducted street crack operations in the city of Muskegon and Muskegon Heights. Twelve subjects were arrested for delivery of crack, five in the city and seven in the Heights. These arrests occurred in about a 6-hour period and were a big success.

Three officers assigned to temporary assignment at WEMET provided excellent ideas, service, planning and organizing to help in this success.

Det. Scott Vanderwier developed a form that the undercover officer filled out. This form provided all information needed for identifying suspects, warrant request, evidence, and witnesses. His diligent efforts inside all night provided coordination for the entire operation. He did all interviews with Officer Anderson. He was very efficient in his efforts.

Det. Charles Anderson provided an innovative idea of [redacted] He helped Lt. Heins, Fugitive team, navigate the city streets and provided excellent support in foot pursuits.

Det. Tom Parker provided excellent driving skills in putting the raid van in the right place at the right time. His efforts helped in the long pursuits of suspects also.

These officers deserve a lot of credit and I am proud to have them assigned to WEMET and under my supervision. Thank you for the assistance of these officers.

Respectfully,

D/Lt. Dale Young
West Michigan Enforcement Team

Affirmative Action
(231)724-6703
FAX: (231)722-1214

Assessor/Equalization
(231)724-6708
FAX: (231)726-5181

Cemetery Department
(231)724-6783
FAX: (231)726-5617

City Manager
(231)724-6724
FAX: (231)722-1214

Civil Service
(231)724-6716
FAX: (231)724-4405

Clerk
(231)724-6705
FAX: (231)724-4178

Community and Neigh. Services
(231)724-6717
FAX: (231)726-2501

Computer Info. Systems
(231)724-6744
FAX: (231)722-4301

Engineering Dept.
(231)724-6707
FAX: (231)727-6904

Finance Dept.
(231)724-6713
FAX: (231)724-6768

Fire Department
(231)724-6792
FAX: (231)724-6985

Income Tax
(231)724-6770
FAX: (231)724-6768

Inspection Services
(231)724-6715
FAX: (231)728-4371

Leisure Services
(231)724-6704
FAX: (231)724-1196

Mayor's Office
(231)724-6701
FAX: (231)722-1214

Planning/Zoning
(231)724-6702
FAX: (231)724-6790

Police Department
(231)724-6750
FAX: (231)722-5140

Public Works Dept.
(231)724-4100
FAX: (231)722-4188

Treasurer's Office
(231)724-6720
FAX: (231)724-6768

Water Billing Dept.
(231)724-6718
FAX: (231)724-6768

Water Filtration
(231)724-4106
FAX: (231)755-5290

MUSKEGON

West Michigan's Shoreline City

September 12, 2002

Charles Anderson
[redacted]

Dear Mr. Anderson:

Congratulations on the 5th anniversary of your employment with the City of Muskegon!

As a service award recipient, your company at the Employee Recognition Dinner on Friday, September 20, 2002, is valued. On behalf of the City of Muskegon, I sincerely hope that you can attend the dinner and receive your service award.

The Employee Recognition Dinner begins at 5:30 p.m. with a reception/social period. The appreciation program gets underway at 6 p.m., with dinner served upon conclusion of the recognition program. As a City employee, your dinner is complimentary. You are welcome to bring a guest for the $15 cost of the meal. Please make your dinner reservations by contacting Sue Sutherland in the Civil Service Office at (231) 724-6949 no later than Monday, September 16, 2002.

Additionally, there are plans to highlight service honorees in an upcoming edition of the City's employee newsletter. If you wish to share any specific information about yourself, please complete and return the enclosed questionnaire to the Civil Service Office by Tuesday, October 1, 2002.

Once again, congratulations on your service accomplishment.

Yours truly,

Karen A. Scholle
Civil Service Personnel Director

Enclosure

City of Muskegon, 933 Terrace Street, P.O. Box 536, Muskegon, MI 49443-0536
www.shorelinecity.com

2002 SERVICE AWARD INFORMATION

Charles Anderson

Date of Hire: 11/3/1997

Current Position: **Police Officer**

Other positions held:

Dates	Position Title & Department

Information to share:

Most memorable event of City employment? _____

_____

_____

_____

Other information: _____

_____

_____

_____

for officers files

C. anderson

agenda

RECEIVED
FEB 06 2002
CIVIL SERVICE OFFICE

TO EVERYONE INVOLVED IN THE APPREHENDING JOSEPH A. COMELLA ON 10/21/2000;

I would like to take a moment of your time to say thank-you and God bless you all for helping my son, [redacted] My son is now 13 and seems to have no ill effects from this. If it wasn't for you all, this man would still be out in society preying on innocent children. Joeseph A. Comella received 12-50 years in prison for 2 counts of 1st degree C.S.C., with the earliest possible date for parole on 10/19/2012. I can't thank you enough for all your help. You all will always have a special place in all our hearts.

MANY THANKS AND GOD BLESS,

[redacted]

AND FAMILY

[redacted]
a family

c: Ofc D. Cathey
Capt. J. Workman
Civil Service

Muskegon Police Department

Anthony L. Kleibecker
Chief of Police

980 Jefferson Street P.O. Box 536 Muskegon Michigan 49443-0536
(231) 724-6750 (231) 722-5140 *fax*
www.muskegonpolice.com

RECEIVED
NOV 19 2002
CIVIL SERVICE OFFICE

November 15, 2002

Appeared on Civil Service
NOV 26 2002
Commission agenda/minutes

Det. Chuck Anderson
Narcotics Unit
Investigations Bureau

Dear Detective Anderson:

On behalf of all of us in the department, I want to congratulate you on your recent efforts that resulted in a number of narcotics-related arrests in the city. What are unique about these particular cases are the size of the drug organizations that were dismantled, and the amount of cocaine that these groups were transporting into our city.

We have charged you with the responsibility of reducing narcotics trafficking in our neighborhoods. However, we must never fail to seize the opportunity to take apart the organizations that feed the neighborhood dealers.

Thanks you for your hard work and congratulations on a job well done!

Sincerely,

A. L. Kleibecker

Anthony L. Kleibecker
Chief of Police

cc: Captain John Workman
Civil Service

Muskegon Police Department

Anthony L. Kleibecker
Chief of Police

980 Jefferson Street P.O. Box 536 Muskegon Michigan 49443-0536
(231) 724-6955 (231) 722-5140 *fax*

November 2, 2001

RECEIVED
NOV 0 7 2001
CIVIL SERVICE OFFICE

Detective Charles Anderson
Muskegon Police Department
Narcotics Unit

Dear Chuck:

On behalf of all of us at the department, let me take the opportunity to thank you for your efforts recently in dismantling two methamphetamine labs in the city. It has been my greatest hope that we would be spared from the meth scourge. Obviously, that is not the case.

The production of methamphetamine places our community and our officers at risk. This is yet one more danger that we, as police officers, face. Your efforts to interdict the meth trafficking within the city are greatly appreciated and you certainly have my support in your efforts to combat this new scourge. Thanks again and keep up the great work!

Sincerely,

Anthony L. Kleibecker
Chief of Police

cc: Captain John Workman
Civil Service

Attachment

Westwood

December 13, 1999

RECEIVED
DEC 27 1999
CIVIL SERVICE OFFICE

Muskegon Police Department
980 Jefferson
P. O. Box 536
Muskegon, MI 49443

RE: West Village Shopping Center
Muskegon, Michigan

Gentleman:

As the new owners of the West Village Shopping Center, we recently experienced a power shut off at the center. At that time we asked the Muskegon Police Department if they would do a special patrol of the center while the power was down.

It is our understanding that the center was patrolled quite frequently during this time, and we would like to take this opportunity to thank you for your special attention.

Happy holidays.

Sue Stutesman
Director of Operations

Tom Walburn
Director of Maintenance

c: Civil Svc
Mgrs office

900 Third St. · Suite 204 · Muskegon, MI 49440 · 231.722.9999 · 231.722.9960 *fax*

CONSTITUTIONAL OATH

RECEIVED

DEC 17 1999

CIVIL SERVICE OFFICE

STATE OF MICHIGAN)
) ss
COUNTY OF MUSKEGON)

I, Charles Christopher Anderson, do solemnly swear that I will support the Constitution of the United States and the Constitution of this State, and that I will faithfully and impartially discharge the duties of the office of Police Officer

of the City of Muskegon, according to the best of my ability; so help me God.

x Charles C. Anderson

Subscribed and sworn to before me this 3rd day of Nov A.D. 19 97.

ROBERT G. HILES
Notary Public, Muskegon Co., Michigan
My Commission Expires 8-17-98

Notary Public in and for Muskegon County

May Commission expires

APPOINTEE AGREEMENT TO OBTAIN CITY OF MUSKEGON RESIDENCY IN ACCORDANCE WITH THE RESIDENCY POLICY ESTABLISHED BY THE CITY COMMISSION IN SEPTEMBER, 1982, AND FURTHER BY ADDENDUM ON AUGUST 23, 1983.

I Charles C. Anderson having been appointed to the classified position of Police officer with the City of Muskegon on 11-3-97, do hereby acknowledge that I am required by City of Muskegon policy to establish and maintain residency within the City of Muskegon within 180 days of my appointment. I further state that I was so-advised upon my application for this position.

I now declare and affirm that as a new employee, not currently residing within the jurisdictional boundaries of the City of Muskegon, I agree to comply with the policy requirements.

Signed: [signature]

Witnessed by: [signature]

Date: 11-3-97

[signature]
Department Head

cc: Original - Civil Service
Copy - City Manager

Affirmative Action
724-6703

Assessor
724-6708

Cemetery
724-6783

Civil Service
724-6716

Clerk
724-6705

Engineering
724-6707

Finance
724-6713

Fire Dept.
724-6792

C. N. Services
724-6717

Inspections
724-6715

Leisure Service
724-6704

Manager's Office
724-6724

Mayor's Office
724-6701

Planning/Zoning
724-6702

Police Dept.
724-6750

Public Works
726-4786

Treasurer
724-6720

Water Dept.
724-6718

MUSKEGON

West Michigan's Shoreline City

October 24, 1997

Charles C. Anderson
[redacted]

Dear Charles,

This letter confirms our telephone conversation wherein I advised you that your pre-employment testing and background investigation results were acceptable and offered you a position as a full-time police officer with the City of Muskegon. Your starting annual wage will be $26,190 with six-month increments to a top pay of $39,228. Your hire date with the City will be Sunday, November 2, 1997; however, your actual first day of work will be on Monday, November 3, 1997.

You will report to the Road Patrol Division Commander, Captain Robert Hiles at 8:00 a.m. on Monday. When you arrive, check in at our complaint/information desk and the clerk will contact Captain Hiles for you. Until you receive your uniforms, casual office attire is appropriate. There is also a city orientation program at 9:00 a.m. on Monday which lasts approximately three hours. Please remember to bring your social security card and a copy of your birth certificate as required by the Finance Department.

We look forward to having you on board, Chuck! If you have any questions, please do not hesitate to call Captain Hiles at (616) 724-6733 or the Chief's office at (616) 724-6955.

Very truly yours,

Donald H. DeBoef
Assistant Chief of Police

RECEIVED
OCT 28 1997
Civil Service Office

dl

cc: Captain Hiles
Civil Service

(a:MEMOS/hirees/emplofr2)

City of Muskegon, P.O. Box 536, 980 Jefferson Street, Muskegon, Michigan 49443-0536

Affirmative Action
724-6703

Assessor
724-6708

Cemetery
724-6783

Civil Service
724-6716

Clerk
724-6705

Engineering
724-6707

Finance
724-6713

Fire Dept.
724-6792

C. N. Services
724-6717

Inspections
724-6715

Leisure Service
724-6704

Manager's Office
724-6724

Mayor's Office
724-6701

Planning/Zoning
724-6702

Police Dept.
724-6750

Public Works
726-4786

Treasurer
724-6720

Water Dept.
724-6718

MUSKEGON

West Michigan's Shoreline City

September 18, 1997

Charles Anderson
[redacted]

Dear Charles,

This letter confirms your telephone conversation with my secretary on September 17, 1997 where you were offered a position with the Muskegon Police Department, contingent upon successful passing of all pre-employment testing and a background investigation.

The Civil Service office will set up the appointments for your medical and psychological testing. Sergeant Jeff Felinski will be conducting the background investigation and you will need to contact him to arrange an appointment to go over the enclosed Personal History Questionnaire. Please have the questionnaire and waivers completed before your appointment. You will also need to be fingerprinted and Sgt. Felinski can assist you with that as well. His office hours are 6:00am to 2:00pm, and he can be reached at (616) 724-6738. He will be available after Monday, September 22, 1997.

Results of the testing will filter in throughout the next few weeks. I will contact you after reviewing your test results and background investigation. While it is our intent to fill our vacant positions as soon as possible, I would advise you not to sever your current employment until such time as I notify you that your pre-employment testing and background investigation are acceptable and we agree on a date of hire.

Please do not hesitate to contact my office with questions or concerns during this process. I look forward to talking to you again soon.

Sincerely,

Edward E. Griffin

Edward E. Griffin
Chief of Police

c: Capt Hiles
Sgt. Felinski
Civil Service

(a:MEMOS/hirees/emploffr)

City of Muskegon, P.O. Box 536, 980 Jefferson Street, Muskegon, Michigan 49443-0536

POLLAPP1.595

CITY OF MUSKEGON, MICHIGAN
EMPLOYMENT APPLICATION

P.O.

I AM APPLYING FOR THE POSITION OF:
POLICE OFFICER
MUSKEGON BOARD OF CIVIL SERVICE COMMISSIONERS
P.O. BOX 536 - 933 TERRACE ST.
MUSKEGON, MI 49443-0536
(616) 724-6716 FAX: 724-6790

CIVIL SERVICE DEPARTMENT USE ONLY:

DATE FILED _____

ACC D NOV 4 1996 REJ

BY _____

PERSONAL INFORMATION:

Anderson | Charles | C. | [redacted]
LAST NAME | FIRST NAME | M.I. | SOCIAL SECURITY NO.

[redacted]
STREET ADDRESS, APT #, ETC.

[redacted] | [redacted] | [redacted]
CITY | STATE | ZIP CODE

[redacted] | [redacted] | _____
HOME PHONE | WORK PHONE | EMERGENCY PHONE

ARE YOU 18 YEARS OF AGE OR OLDER? YES X NO ____

DO YOU POSSESS A CURRENTLY VALID DRIVER'S LICENSE: YES X NO ____

DRIVER'S LICENSE # [redacted] STATE OF ISSUE MI

ARE YOU A CITIZEN OF THE UNITED STATES? YES X NO ____
(IF "NO", PLEASE GIVE DETAILS HERE: _____

EDUCATION:
DO YOU POSSESS A HIGH SCHOOL DIPLOMA OR G.E.D. EQUIVALENT? YES X NO ____
GIVE NAME AND LOCATION OF HIGH SCHOOL, COLLEGES, TRADE SCHOOLS, ETC:

NAME & LOCATION	# YEARS/SEMESTERS	DEGREES/DIPLOMAS EARNED
[redacted]		[redacted]
[redacted]		[redacted]

Anderson, Charles

MILITARY SERVICE RECORD: Were you ever in the United States Armed Forces? Yes ____ No X

If "yes", was service performed on an active, full-time basis? Yes ____ No ____

Give branch of service, date of entry, date and grade at separation: _____

HAVE YOU EVER BEEN CONVICTED OF, OR ARE YOU NOW UNDER INDICTMENT FOR ANY FELONY?

Yes ____ No X

If "YES", attach a detailed statement of explanation.

EXPERIENCE: IN THE SPACE BELOW GIVE A RECORD OF EACH PERIOD OF EMPLOYMENT AND/OR UNEMPLOYMENT. START WITH YOUR CURRENT JOB AND WORK BACKWARDS TO THE FIRST. GIVE THE NAME USED ON THE PAYROLL IF OTHER THAN THE NAME GIVEN ON THIS APPLICATION. USE ADDITIONAL SHEETS IF NECESSARY.

Current/Most Recent Employer Address Phone

Employment Dates to Supervisor's Name

Job Title

Job Duties

Reason for Leaving Salary/Hourly Rate

Previous Employer Address Phone

Employment Dates to Supervisor's Name

Job Title

Job Duties

Reason for Leaving Salary/Hourly Rate

Previous Employer Address Phone

Employment Dates to Supervisor's Name

Job Title

Job Duties

Reason for Leaving Salary/Hourly Rate

Previous Employer Address Phone

Employment Dates o Supervisor's Name

Job Title

Job Duties

Reason for Leaving Salary/Hourly Rate

POLICE OFFICER CANDIDATE INFORMATION SHEET

THE FOLLOWING INFORMATION IS REQUIRED TO COMPLETE NECESSARY BACKGROUND INVESTIGATIONS:

==========

YOUR NAME Anderson (LAST) Charles (FIRST) Christopher (FULL MIDDLE)

[redacted] [redacted] [redacted] I [redacted]
(YOUR STREET ADDRESS) (CITY, STATE, ZIP)

YOUR BIRTH DATE [redacted] / [redacted] / [redacted] YOUR AGE IN YEARS [redacted]

YOUR DRIVERS LICENSE NUMBER [redacted] MI (STATE)

DRIVERS LICENSE EXPIRATION DATE [redacted]

YOUR SOCIAL SECURITY NUMBER [redacted] - [redacted] - [redacted]

MALE X FEMALE ____	INDICATE HIGHEST LEVEL OF EDUCATION ATTAINED:
WHITE X BLACK ____	HIGH SCHOOL/G.E.D. ____
ASIAN/PACIFIC ISLANDER ____	SOME COLLEGE (1-3 YEARS) X
NATIVE AMERICAN/ALASKAN ____	DEGREE EARNED: AA/AS ____
HISPANIC (NON-BLACK) ____	BA/BS ____ MA/MS ____ DOC ____

ARE YOU CURRENTLY A RESIDENT OF THE CITY OF MUSKEGON? YES ___ NO X

HOW DID YOU LEARN ABOUT THIS RECRUITMENT EFFORT?

CITY EMPLOYEE X RECRUITING NOTICE ____ NEWSPAPER AD ____

PLACEMENT AGENCY ____ RADIO AD ____ OTHER ____

ARE YOU A HANDICAPPED PERSON AS DEFINED IN THE "MICHIGAN HANDICAPPERS' CIVIL RIGHTS ACT" OR THE "AMERICANS WITH DISABILITIES ACT"?

YES ____ NO X

IF YES, PLEASE DESCRIBE THE NATURE OF ANY REASONABLE ACCOMMODATION REQUIRED TO PERFORM THE DUTIES OF POLICE OFFICER:

DEADLINES FOR FILING AN APPLICATION FOR POLICE OFFICER ARE SPELLED OUT IN THE ACCOMPANYING BOOKLET ENTITLED "BECOMING A POLICE OFFICER FOR THE CITY OF MUSKEGON, MICHIGAN". PLEASE READ THIS INFORMATIVE BOOKLET CAREFULLY AND FILE YOUR APPLICATION IN A TIMELY MANNER.

I hereby certify that the statement I have checked below is true:

1 X I am currently employed as a Police Officer in a governmental jurisdiction in the State of Michigan.

2--- I am currently employed as OR certifiable as a Police Officer in a governmental jurisdiction not in the State of Michigan.

3___ I have successfully completed an MLEOTC approved police academy and am certifiable as a Police Officer

4___ I am eligible for re-certification by MLEOTC as a Police Officer in the State of Michigan

5___ I have successfully completed the MLEOTC reading/writing and physical agility examinations and my examination scores are still valid (I am "ACADEMY READY").

6___ I have not yet successfully completed the MLEOTC reading/ writing and/or physical agility examinations but intend to become "ACADEMY READY" by December 31, _____. Please see accompanying information for annual deadlines.

Date 12-13-96 APPLICANT'S SIGNATURE [signature]

I HEREBY GRANT TO THE MUSKEGON BOARD OF CIVIL SERVICE COMMISSIONERS PERMISSION TO SHARE INFORMATION CONCERNING MY NAME, ADDRESS, PHONE NUMBER, AND STATUS WITH REGARD TO EXAMINATIONS SCHEDULED DURING ITS CURRENT POLICE OFFICER RECRUITMENT EFFORTS WITH THE MUSKEGON COUNTY DEPARTMENT OF EMPLOYMENT AND TRAINING AND/OR THE CITY OF MUSKEGON'S EQUAL OPPORTUNITY COMMITTEE (AND/OR ITS SUBCOMMITTEES). THIS AUTHORIZATION IS FOR A LIMITED TIME ONLY AND SHALL END UPON THE COMMISSION'S CERTIFICATION OF A POLICE OFFICER ELIGIBILITY LIST.

DATE 12-13-96 APPLICANT'S SIGNATURE [signature]

I hereby authorize my former employers to give any information regarding my employment together with any information they may have regarding me, whether or not it is in their records. I hereby release them and their companies from all damages whatsoever for issuing same to the City of Muskegon. I hereby authorize any police agency to give any information regarding any record or information they may possess and release them from any damages whatsoever for issuing same to the City of Muskegon.

DATE 12-13-96 APPLICANT'S SIGNATURE [signature]

I hereby certify that the statements made by me on this application are true, complete, and correct to the best of my knowledge and belief, and are made in good faith. I understand that false statements made herein are sufficient cause for rejection of this application or discharge in the event of appointment.

DATE 12-13-96 APPLICANT'S SIGNATURE [signature]

Incident No	Date & Time Rept	Offense: 99001
1999-003295-I	02/12/1999 20:47	SUICIDE

Occurred From:	Occurred Until:	Incident Location
02/12/1999 20:47	02/12/1999 20:47	[redacted] PINE

Current Disp	Disposed To	Municipality	District
CLOSED	CLOSED RAKE	MUSKEGON	117

Disposition Date	Juveniles Only?	TTY Sent?	Cancelled?	TTY number
02/13/1999	NO	NO		

Photos?	Consent?	Affidavit?	Optional Date/Time
NO	NO	NO	/ / :

Officer Assigned	Investigating Officer
10433 ANDERSON, CHARLES CHRISTOPHER	

NOTES

attempted suicide
NAME: [redacted]

OFFENSE: SUIC Suicide
-=-=-=-=-= [02/12/1999] --- [20:53] -=-=-=-=-=
SUSP STILL INSIDE STILL HAS GUN TRIED TO SHOOT IT OFF

-=-=-=-=-= [02/12/1999] --- [21:15] -=-=-=-=-=
CLEAR TONE FOR THIS AL SET TRANSPORTING TO HACKLEY CONVEY OCCURED 02/12/99 @ 21:15:44 TO: HACKLEY HOSP

-=-=-=-=-= [02/12/1999] --- [21:19] -=-=-=-=-=
CONVEY OCCURED 02/12/99 @ 21:19:46 TO: HACKLEY HOSP CONVEY OCCURED 02/12/99 @ 21:19:49 TO: HACKLEY HOSP CONVEY OCCURED 02/12/99 @ 21:19:59 TO: HACKLEY HOSP

-=-=-=-=-= [02/12/1999] --- [21:22] -=-=-=-=-=
ARRIVED ON CONVEY TO HACKLEY HOSP

-=-=-=-=-= [02/12/1999] --- [21:24] -=-=-=-=-=
CONVEY OCCURED 02/12/99 @ 21:24:43 TO: MUPD ON SAME W/PROPERTY

-=-=-=-=-= [02/12/1999] --- [21:30] -=-=-=-=-=
ARRIVED ON CONVEY TO HACKLEY HOSP ARRIVED ON CONVEY TO HACKLEY HOSP ARRIVED ON CONVEY TO MUPD ON SAME ARRIVED ON CONVEY TO HACKLEY HOSP

-=-=-=-=-= [02/12/1999] --- [21:51] -=-=-=-=-=
CONVEY OCCURED 02/12/99 @ 21:51:29 TO: MUPD

-=-=-=-=-= [02/12/1999] --- [22:02] -=-=-=-=-=
CONVEY OCCURED 02/12/99 @ 22:02:40 TO: MUPD ON SAME CONVEY OCCURED 02/12/99 @ 22:02:44 TO: MUPD ON SAME

-=-=-=-=-= [02/12/1999] --- [22:29] -=-=-=-=-=
ARRIVED ON CONVEY TO MUPD ON SAME ARRIVED ON CONVEY TO MUPD ON SAME

Incident No	Date & Time Rept	Offense: 99001
1999-003295-I	02/12/1999 20:47	SUICIDE

PERSONS

Name/Address/Phone	Description
[redacted] DECEASED 06/26/07 MUSKEGON MI 4944 [redacted] -	Born [redacted] FEMALE Hgt. 0' 0" WHITE Wgt. 0 NON-HISP Hair Eyes

COMPLAINT	SUPP_NARR	SUPPLEMENTAL NARRATIVE
02/12/1999		

[redacted] MUSKEGON MI 49442 [redacted]	Born [redacted] MALE Hgt. 5'10" WHITE Wgt. 190 NON-HISP Hair GRY Eyes BLU

SUSPECT	99001	SUICIDE
02/12/1999		

PROPERTY

Description/Name/Comments	Make/Model/Stat	Serial No./Qty/Value
BROWN AND BLACK 22 CAL BOLT RIFLE SEE NOTES #1	SEARS 20 RETURNED	T111990 Qty = 1.00 $0.00
BROWN AND BLACK 20 GA PUMP. SHOTGUN SEE NOTES #1	ITHACA 37 RETURNED	381003648 Qty = 1.00 $0.00
BROWN AND BLACK SEMI- AUTO 2 RIFLE SEE NOTES	RUGER 10/22 RETURNED	11601806 Qty = 1.00 $0.00

Status/Plate Type/VIN	Reg/Evid/Value	Description
NO VEHICLES		

Category	Description
NO M.O. INFORMATION	

Incident No	Date & Time Rept	Offense: 99001
1999-003295-I	02/12/1999 20:47	SUICIDE

NARRATIVE

TAKEN FROM WORDPERFECT DOCUMENT 99003295.001

Officer was dispatched with Officer Ranger and Sgt Carter to the residence for a suicidal subject. Dispatch stated that the suspect had a shotgun and one shot was fired in the residence.

Officer Ranger spoke with [redacted] who stated that her son [redacted] was in the residence with a shotgun. See officer Rangers supplemental report.

Officers checked the lower floor of the residence and did not find [redacted]. Officer did notice a empty shotgun shell laying on the floor in the living room. Officer then started walking upstairs. Officer was in the stairwell and heard someone say something (unsure what was said). Officer shined his flashlight threw the upstairs railing surrounding the steps and seen [redacted] sitting in a chair in the North East upper bedroom. [redacted] was holding a shotgun with the barrel of the gun in his mouth. [redacted] had his right hand with one finger on the trigger. [redacted] stated that he wanted to end his life.

Officer aimed his gun at [redacted] and stated for him to put the shotgun down. Note: Officer did have his gun drawn while searching the residence. [redacted] said he would not put the gun down. [redacted] stated further that he just wanted to get help for his problems and no one would help him. Officer explained to [redacted] that officer would get him help if officer knew what his problem was.

[redacted] stated that he had a alcohol problem and just wanted his medication Libruim. Officer asked [redacted] if he had been drinking. [redacted] stated yes. Officer kept talking with [redacted] and got him to aim the gun away from himself. [redacted] never pointed the gun at officers. Officer spoke with [redacted] for approximately 20 minutes about how officer would get him help and that he was better off to drop the gun.

[redacted] finally racked out 4-5 rounds from the shotgun and placed it on the bed next to him. Officers rushed [redacted] at this time and placed him into custody (cuffs).

[redacted] was transported to Hackley Hospital for Psychological evaluation. [redacted] voluntarily admitted himself and hospital personnel released officers once [redacted] was securely strapped to a bed.

Guns and Ammo were seized from the residence by officer Dibble. See supp.

Officers cleared.
C Anderson 41
Sgt Carter.
Officer Ranger.
Officer Dibble.
x

Incident No	Date & Time Rept	Offense: 99001
1999-003295-I	02/12/1999 20:47	SUICIDE

SUPPLEMENT

TAKEN FROM WORDPERFECT DOCUMENT 99003295.1

We received a report of a subject with a gun attempting suicide at [redacted] Pine.

I arrived and [redacted] stated her son [redacted] is inside with a shot gun stating he is going to kill himself.

[redacted] stated [redacted] put the gun in his mouth and pulled the trigger, however the gun did not go off. As [redacted] was leaving the house [redacted] was loading the gun. After [redacted] was outside she heard a shot. It was unknown if he shot himself or not.

Sgt Carter Officers Anderson, O'leary, Luker and Myself went inside and checked the house. Officer C. Anderson was first to locate [redacted] in an unstairs bedroom with the gun. After some talking [redacted] put the gun down and was cuffed.

I went with C. Anderson to Hackley ER with [redacted]. After [redacted] was tied down on a cot he stated he would sign himself into Northwood. We were advised we could clear as he blew .198 and would be there for sometime before he would be seen by CMH.

The guns in the house were taken to MPD by Officers O'leary and Luker. See supp.

Ranger 5

Incident No	Date & Time Rept	Offense: 99001
1999-003295-I	02/12/1999 20:47	SUICIDE

SUPPLEMENT

TAKEN FROM WORDPERFECT DOCUMENT 99003295.002

Date, time, and location:
On 2-12-99, at approx. 2054 hrs, Ofc Dibble and I responded to Pine st on an attempt suicide.

Information:
We were notified that there was an armed subject inside the house contemplating suicide.
Ofc's Anderson, Dibble and I went upstairs to locate the subject.
Once we located the subject, Ofc Anderson began to speak with him and after several minutes the subject put down the shotgun he was holding. He first racked out several shells on to the floor then threw the gun down.
Ofc Anderson, Ofc Dibble and I ran to the subject and secured him in handcuffs.

The subject was then taken to Hackley Hospital, while officer Dibble and I searched the house for any guns and secured them. We also secured the shells for those guns. All guns were made safe.

Ofc Dibble found a spent casing at the bottom of the steps. The subjects mother stated that he had discharged the gun inside the house once.

We found a Sears .22 rifle, a Ruger .22 rifle, and also secured the Ithaca 20 GA shotgun which he was using.
I placed the guns into the back of the patrol car and brought them to the PD.

After we brought them into the PD Ofc Dibble and I began to write down the serial numbers for the evidence and LEIN.
Ofc Fellows picked up the 20ga, racked it, and found it to still be loaded. All guns were re-checked for safety.

The guns were run on LEIN, [redacted] and then placed into evidence locker V along with the shells.

Ofc Luker 48

2-13-99 this supplement was reviewed by Lt. Parker.

INCIDENT/INVESTIGATION REPORT

Agency Name	Muskegon Police Department
ORI	MI 6160300
Case#	2017-14973
Date / Time Reported	07/08/2017 01:17 Sat
Last Known Secure	07/08/2017 01:17 Sat
At Found	07/08/2017 01:17 Sat

INCIDENT DATA

Location of Incident	Premise Type	Beat/Agency
Us31 Sb/sherman Ex, Muskegon MI 49442-	Highway/road/alley	1SE, MUPD

	Crime Incident(s)	Weapon / Tools	Activity	Entry	Exit	Security
#1	Suicide 99001 (Att)					
#2	Crime Incident ( )					
#3	Crime Incident ( )					

MO

VICTIM

# of Victims: 0 Type: Injury:

	Victim/Business Name (Last, First, Middle)	Victim of Crime #	DOB / Age	Race	Sex	Relationship To Offender	Resident Status	Military Branch/Status
V1								

Home Address	Home Phone

Employer Name/Address	Business Phone	Mobile Phone

VYR	Make	Model	Style	Color	Lic/Lis	VIN

OTHERS INVOLVED

CODES: V- Victim (Denote V2, V3) O = Owner (if other than victim) R = Reporting Person (if other than victim)

Type: Injury:

Code	Name (Last, First, Middle)	Victim of Crime #	DOB / Age	Race	Sex	Relationship To Offender	Resident Status	Military Branch/Status

Home Address	Home Phone

Employer Name/Address	Business Phone	Mobile Phone

Type: Injury:

Code	Name (Last, First, Middle)	Victim of Crime #	DOB / Age	Race	Sex	Relationship To Offender	Resident Status	Military Branch/Status

Home Address	Home Phone

Employer Name/Address	Business Phone	Mobile Phone

PROPERTY

1 = None 2 = Burned 3 = Counterfeit / Forged 4 = Damaged / Vandalized 5 = Recovered 6 = Seized 7 = Stolen 8 = Unknown
("OJ" = Recovered for Other Jurisdiction)

VI #	Code	Status Frm/To	Value	OJ	QTY	Property Description	Make/Model	Serial Number

Officer/ID# STORDAHL, A. M. (MUPDAM01)

Invest ID# (0) Supervisor WALTZ, S. A. (MUPDSAW1)

Status: Complainant Signature | Case Status: Closed 07/08/2017 | Case Disposition:

INCIDENT/INVESTIGATION REPORT

Muskegon Police Department

Case # *2017-14973*

Status Codes 1 = None 2 = Burned 3 = Counterfeit / Forged 4 = Damaged / Vandalized 5 = Recovered 6 = Seized 7 = Stolen 8 = Unknown

	IBR	Status	Quantity	Type Measure	Suspected Type	
DRUGS						

Assisting Officers:

ANDERSON, C.C. (MUPDCCA1)

Suspect Hate / Bias Motivated:

INCIDENT/INVESTIGATION REPORT

Narr. (cont.) OCA: 2017-14973 *Muskegon Police Department*

NARRATIVE

INFORMATION:
On 07/08/2017 at 01:17 hours, I was dispatched to 31/Sherman for a suicidal subject.

DISPATCH NOTES:
CMP STATED THAT HE IS ON THE OVERPASS...TOLD DISPATCH TO CALL HIS GIRLFRIEND... [07/08/17 01:18:12 MCDRJS1]
UDTS: OFFICER ADVISED [07/08/17 01:18:42 MCDRAL1]
REFUSED TO GIVE HIS NAME..LINE DISC [07/08/17 01:18:43 MCDRJS1]
SAID THAT YOU CAN ONLY DO SO MUCH BEFORE YOU CANNOT BE FORGIVEN.. [07/08/17 01:18:54 MCDRJS1]
UNSURE IF PHONE WAS DROPPED OR NOT [07/08/17 01:19:03 MCDRJS1]
NO HX ON THE PHONE NUMBER.. [07/08/17 01:19:51 MCDRJS1]
NOT ANSWERING THE PHONE [07/08/17 01:19:58 MCDRJS1]

CONTACT WITH [redacted]:
I arrived on scene and SGT HUNT from the Fruitport Police Department was speaking with [redacted] was straddling the overpass on the North side of Sherman. I stood near SGT HUNT and we distracted [redacted] OFFICER ANDERSON walked up behind [redacted] and pulled him off the wall. We placed [redacted] into handcuffs and I searched his person. While we were putting [redacted] into handcuffs he was resisting.

We placed [redacted] in the rear of my patrol car and I transported him to Hackley Hospital for an eval. During the ride to the hospital [redacted] would not answer questions. He was very uncooperative stating he was a victim of police brutality.

At the hospital he would not give the front desk worker any information. I gave her his Illinois ID. We walked [redacted] into the triage room and he refused to sit down. I gave him a knee strike to his common peroneal. He stated multiple times that if any medical staff touched him he would assault them.

We walked [redacted] to an ER room until the doctor advised us to release him from the handcuffs. We stood by while he got undressed and they strapped him to the hospital bed. I informed the social worker of the situation and then cleared the hospital.

LEIN INFORMATION:
[redacted]

STATUS:
CLOSED-A use of force form was completed for the knee strike at the hospital.

STORDAHL 65

Incident Report Suspect List

Muskegon Police Department

OCA: *2017-14973*

1	Name (Last, First, Middle)	Also Known As	Home Address
	[redacted]	[redacted]	[redacted] *MUSKEGON HEIGHTS, MI 49444* [redacted]
	Business Address [redacted]		

DOB	Age	Race	Sex	Eth	Hgt	Wgt	Hair	Eye	Skin	Driver's License / State
[redacted]	*36*	*B*	*M*		*602*	*250*	*BLK*	*BRO*	*DBR*	[redacted] *MI*

Scars, Marks, Tattoos, or other distinguishing features

[redacted]

Reported Suspect Detail	Suspect Age	Race	Sex	Eth	Height	Weight	SSN

Weapon, Type	Feature	Make	Model	Color	Caliber	Dir of Travel Mode of Travel

VehYr/Make/Model	Drs	Style	Color	Lic/St	VIN

Notes

Physical Char

Build, MUSCULAR
Conversation, Polite
Hair Facial, Mustache
Hair Facial, Slight Beard
Hair Length, Short
Hands, RIGHT HANDED

THE INFORMATION BELOW IS CONFIDENTIAL - FOR USE BY AUTHORIZED PERSONNEL ONLY

Case Status: *CLOSED* **Case Mng Status:** *NA* **Occurred:** *07/08/2017*

Offense: *SUICIDE*

Investigator: *ANDERSON, C. C. (MUPDCCA1)* **Date / Time:** *07/08/2017 02:09:41, Saturday*

Supervisor: *WALTZ, S. A. (MUPDSAW1)* **Supervisor Review Date / Time:** *07/08/2017 02:20:04, Saturday*

Contact: **Reference:** *Supplement*

SUMMARY:

I was dispatched with Officer Stordahl to a suicidal subject sitting on the overpass on Sherman over US31. I arrived as Officer Stordahl and a FPPD sgt were speaking with suspect. Suspect was sitting on the wall of the bridge with his legs overhanging the wall. I walked up behind the subject, later identified as [redacted] and motioned to Officer Stordahl that I was going to pull him back off the wall. I then grabbed [redacted] by the neck of his shirt and pulled him off the wall and on the pavement. Officers were able to force [redacted]s hands behind his back and he was placed into handcuffs. [redacted] was struggling to keep his arms in front of his body to prevent handcuffing.

FURTHER:

[redacted] was brought to Hackley where he continued to resist by pulling away from officers and making threats to shoot officers. [redacted] was strapped to the bed and I cleared.

Use of force form completed.
C Anderson 41

Investigator Signature Supervisor Signature

Appendix A.1) Internal Affairs complaint 10-06 – Exonerated allegation that Officer Anderson acted rudely and disrespectfully during a 7-9-2010 incident (10-12676).

Memorandum from Detective Kurt Dykman

Date: 08-09-10

To: Officer Charles Anderson

CC: File

From: Detective Kurt Dykman

RE: IA 10-06, MUPD 10-12676

Per MPD police #52-1, this memo is to inform you that you are the subject of an Internal Affairs investigation. This is the result of a complaint filed with this Department by a multiple people alleging that you were rude and disrespectful during the 7-9-10 incident that occurred at 185 Strong Avenue.

A time will be scheduled to obtain a statement in the near future.

If you have any questions certainly feel free to contact me.

Detective Kurt Dykman
724-6753

TO: Lieutenant T. Lewkowski

FROM: Det. K. Dykman

RE: I.A. Interview

DATE: 9-14-10

Once again I am asking for your assistance. I am in need of an interview from Charles Anderson; he has already been given notice of this complaint. All I am asking for in his statement is the following:

1. What led him to respond to 185 Strong?
2. Who did he first meet with and what was this person's demeanor.
3. What was taking place at 185 Strong while he was present? Could he hear noise?
4. What happened at the gate which led to the back yard?
5. What was the purpose for using pepper spray? Ask about commands given.
6. How many people were arrested and what for?
7. Did C. Anderson sustain any injuries?

Enclosed is my recorder and reports. Send me an E-mail indicating that it is done and I can get the envelope from the command office.

Thank you,

Kurt Dykman

Muskegon Police Department
Internal Affairs Unit
Disposition Report

Complainant: Gamble, et al. **Complaint Number: 10-06**

Date Submitted to Director of Public Safety: **10-04-10**

Disposition:

	Unfounded	**The allegation is false or not factual.**
XXX	**Exonerated**	**The incident occurred but the employee's actions were justified.**
	Not Sustained	**The facts as presented are insufficient to prove or disprove the allegation.**
	Sustained	**The allegation is supported by sufficient evidence to justify a reasonable conclusion of guilt.**
	Closed	**Complainant failed to respond.**

Commentary:

The audio portion from the in-car video system does not support the statements as made by the complainants.

A. L. Kleibecker
Anthony L. Kleibecker
Director of Public Safety

10-13-10
Date

Memorandum from Detective Kurt Dykman

Date: 10-18-10

To: Officer Charles Anderson

CC: File

From: Detective Kurt Dykman

RE: 10-06

The complainants in this matter alleged during the 7-9-10 incident you acted rude and disrespectfully which led to the use of pepper spray and two people being arrested.

My investigation included interviewing named officer and speaking with the complainants. There was an in-car video available for review.

The office of the Chief of Police has determined that this investigation is closed with a disposition of Exonerated.

UNFOUNDED: The allegation is false or not factual.
EXONERATED: The incident occurred but the employee's actions were justified.
NOT SUSTAINED: The facts as presented are insufficient to prove or disprove the allegations.
SUSTAINED: The allegation is supported by sufficient evidence to justify a reasonable conclusion of guilt. If sustained, discipline may be issued by the Chief of Police.
CLOSED: The Complainant failed to respond.

Those who had filed complaint forms were sent a disposition advising this complaint has been closed.

If you have any questions certainly feel free to contact me.

Detective Kurt Dykman
724-6753

RECEIVED
OCT 04 2010
MUSKEGON POLICE DEPT.
CHIEF of POLICE

10-4-10

IA: 10-06

MUPD: 2010-12676

INVESTIGATOR: Detective Kurt Dykman

This complaint originated from three different complaint forms that were received naming five different complainants all alleging that Officer Charles Anderson acted rude and disrespectfully during a 7-9-2010 incident which led to the use of pepper spray and two people being arrested.

ROOSEVELT GAMBLE
[redacted].
MUSKEGON MI 49441
[redacted]

This recorded statement was obtained on 8-5-10 at 2:43pm.

Roosevelt Gamble filed this complaint on 8-4-10 alleging the Officer C. Anderson was Rude and Disrespectful. He stated that on the evening of 7-9-10, at his residence, they were having a birthday party for his wife, Earline Stalling. There were about 12 people at this party and he was not drinking. He said that they had a small radio playing music but it was not loud. Around the back yard was a tall privacy fence and the party was within this area. Everybody was dancing around and talking during the party. A noise of the gate being forcibly opened got Mr. Gamble's attention and when he looked up he saw an officer at the gate. At that time he believed that the officer had kicked open the gate. Mr. Gamble added that as the officer was coming through the gate he was "macing (*pepper spraying*) folks" and he heard no commands being given from the officer. Mr. Gamble approached the officer and told him that he had no permission to be in the yard. At this time he heard the officer tell his brother-in-law, Scott Longmire, that he was under arrest.

During this statement Mr. Gamble kept repeating that the officer came through the gate in a rage and started spraying everyone for no reason. He added that he saw no one attacking the officer.

This statement concluded at 2:57pm.

HAMID STALLING
[redacted]
MUSKEGON, MI. 49441
[redacted]

This recorded statement was obtained on 8-5-10 at 1:28pm.

Mr. Stalling stated that on the evening of this incident there was a birthday party for his mother where 20 to 25 people were in attendance. He said that there was music but it

was not loud. It was about 1:30am when he saw a police car drive past, turn around and drove back to the house. Mr. Stalling said that before the officer came back went to the back yard and told his family to turn the music down. Mr. Stalling went back to the front yard and met with the officer. He asked the officer if everything was ok and the officer asked him is he was the owner of the house. Mr. Stalling said that he was not but he did live there. The officer told him that he was there because of the music and Mr. Stalling began to question the officer about that. At that time the officer asked him for his identification; Stalling told the officer that he wanted to go get the owner so he began to walk to the gate of the privacy fence. As he walked through the gate and proceeded to close the gate the officer kicked open the gate. Mr. Stalling said that he was about 3 feet away from the officer when this happened. Once they were in the back yard the guest began yelling and questioning the officer. Mr. Stalling tried stepping in between the officer and the guest in an attempt to settle things down but was told to back up. Mr. Stalling remembers the backup officers arriving after everything had happened.

Mr. Stalling believes that the officer lied in his report; he does not "recall" the officer telling him not to shut the gate on him. Mr. Stalling said that he did tell the officer that he had no right being in the back yard and he also told the officer that he knew his rights. He added that he had not been drinking and no has had no prior dealings with that officer. This statement concluded at 1:43pm

TONJA LONGMIRE
[redacted].
MUSKEGON, MI. 49441
[redacted]

This recorded statement was obtained on 8-9-10 at 2:24pm.

Ms. Longmire was at 185 Strong St for her mother's birthday party. She said that there were about 15 to 20 people in attendance and everyone was listening to oldies music and talking. She did add that maybe some people were loud but there was nothing that was out of control. It was about 12:30am when Hamid walked into the back yard and told them to turn the music down because an officer was there. She said that she was sitting about 10 to 15 feet away from the gate. Shortly after Hamid went back to the front yard the gate was pushed open "very hard". She turned to see that it was the officer who was forcing his way through the gate; Hamid was in front of the officer. People began to jump up out of their seats and went towards the officer, many becoming verbal. Ms. Longmire heard people questioning the officer as to why her uncle, Scott Longmire, was being arrested. She also heard the officer telling people to get back or they would be "maced".

Ms. Longmire believed that Hamid did not know about the officer being near the gate and she did not understand why so much backup arrived. Just before the officer left he told them that they could go back and enjoy their party. Ms. Longmire believed that to be a very unprofessional comment after what had just happened.
This statement concluded at 2:40pm.

CAROL COSSE
[redacted]
Muskegon, Mi. 49441
[redacted]

Upon speaking with Ms. Cosse she wished for her written complaint to be her statement.

OFFICER CHARLES ANDERSON
MUSKEGON POLICE DEPARTMENT

This recorded statement was obtained on 9-18-10 at 10:33pm. The statement was taken by Lieutenant Tim Lewkowski. Below is the list of prepared questions and Officer Anderson's responses.

1. What led him to respond to 185 Strong? A loud music complaint.
2. Who did he first meet with and what was this person's demeanor? Hamid Stalling. Officer Anderson asked who the owner was and Hamid replied that he wanted to know why. Officer Anderson stated that he needed to know because of the loud music complaint. During this discussion Officer Anderson asked for Hamid's identification a couple times before Hamid began to walk away. Officer Anderson believed that Hamid was going for his ID as he walked towards the back yard so he followed Hamid.
3. What was taking place at 185 Strong while he was present? Could he hear noise? As Officer Anderson walked around the house he noticed just how many people were there. He could hear very loud music and when the gate was opened he could hear that the people were also being loud.
4. What happened at the gate which led to the back yard? As Officer Anderson followed Hamid to the gate Hamid pushed the gate into the officer. Hamid looked back to the officer, then again pushed the gate into him. Officer Anderson kicked open the gate and told Hamid that he was going to jail. At that time the crowd approached and became verbal and began to interfere.
5. What was the purpose for using pepper spray? Ask about command given? Officer Anderson planned to arrest Scott Longmire *due to his interference* and the crown became threatening. After multiple orders to get back, which the crowd did not, they were sprayed with pepper spray.
6. How many people were arrested and for what? Two were arrested; Hamid was arrested for the assault *by using the gate.*
7. Did C. Anderson sustain any injuries? No

The statement concluded at 10:38pm.

VIDEO

Below is an overview from two in-car videos:

<u>C. Anderson</u>
00:36:XX On scene

	Could hear noise as officer approaches house
00:37	Officer meets with male (*Hamid*) and ask for identification at least two times. Hamid is being evasive to officer's questions. Ask conversation continues Hamid is not being cooperative and Officer request another unit.
00:37:19	Can hear audio indicating the gate was opened and with some force closed, officer commenting on Hamid slamming the gate on him. Hamid and another person tells officer that he can not enter the backyard.
00:37:35	Officer telling someone that *he* is going to jail and a female tells officer that "nobody's going nowhere". By now the crown is yelling at the officer.
00:37:47	Audio records the officer calling out of his radio "114 emergency". The crowd continues to yell at officer. ** The audio is nearly impossible to decipher due to the crowd yelling so much and so close to the officer.
00:38:40	Officer leads someone away from the house, in custody, to the cruiser.

Nick Hibbard

Upon this officers arrival he immediately goes to where Officer C. Anderson is located. There is still so much noise from the yelling which causes this officers audio to be undecipherable.

00:39:12	Can hear another officer on the radio telling CPD to keep other units coming.

This report is being submitted to the office of the Director of Public Safety for review.

Kurt Dykman

10-12676

[redacted]

MUSKEGON POLICE DEPARTMENT
INTERNAL AFFAIRS
RECEIPT OF COMPLAINT

Complainant Information

Name: Earline Stalling, Roosevelt Gamble, Tonja Longmire Date of Birth: [redacted]

Address: [redacted]

City: Muskegon State: Mi Zip: 49441

Telephone: Home: [redacted] Work:

Officer(s) named in the complaint

Name: Charles Anderson Badge number:

Name: Badge number:

Name: Badge number:

Nature of Complaint: (Attach additional sheets if necessary)

Rude and disrespectful

Location of occurrence: 185 Strong Ave Date of occurrence: 7-9-10 Time: 12 AM

I affirm that the information in this complaint is true to the best of my knowledge. I also understand that at the conclusion of any internal affairs investigation arising from this complaint that I will be given a copy of the "Complaint Disposition Report". This report will be delivered by certified mail or messenger to my last known address. It is the Muskegon Police Department's policy to strive to complete internal affairs investigations within a 30-day period. I understand that if I should then wish to appeal the Internal Affairs Unit/MPD Disposition, I will have ten (10) business days from the receipt of the Complaint Disposition Report to request in writing a review of the IAU investigation and finding through the Citizen's Police Review Board(CPRB).

Earline Stalling, Tonja Longmire Date: 8/4/10
(Signature of Complainant)

Roosevelt Gamble ***** **(Below this line for Police Department Use Only)** *****

I acknowledge that on this date and time, I received a complaint against the above named officer(s) and the appropriate action will be/was taken in this matter, per departmental policy and procedure(attach any written documents received from the complainant).

Date of receipt: 8-4-10 Time of receipt: 1:52

Janice LaBurg / **Department (MPD, Manager's Office, City Clerk's Office)**
Signature of Person Receiving Complaint

White – Police Department Yellow – City Manager Pink - Complainant

10-06

MUSKEGON POLICE DEPARTMENT
INTERNAL AFFAIRS
RECEIPT OF COMPLAINT

Complainant Information

Name: Hamid Stalling Date of Birth: [redacted]

Address: [redacted]

City: Muskegon State: MI Zip: 49441

Telephone: Home: [redacted] Work:

Officer(s) named in the complaint

Name: Charles Anderson Badge number:

Name: Badge number:

Name: Badge number:

Nature of Complaint: (Attach additional sheets if necessary)

He over ~~powered~~ used his authority on me & my family. which caused innocent people to be maced, pushed down, and also taken to jail.

Location of occurrence: 185 Strong Avenue Date of occurrence: 7-9-10 Time: 12:30

I affirm that the information in this complaint is true to the best of my knowledge. I also understand that at the conclusion of any internal affairs investigation arising from this complaint that I will be given a copy of the "Complaint Disposition Report". This report will be delivered by certified mail or messenger to my last known address. It is the Muskegon Police Department's policy to strive to complete internal affairs investigations within a 30-day period. I understand that if I should then wish to appeal the Internal Affairs Unit/MPD Disposition, I will have ten (10) business days from the receipt of the Complaint Disposition Report to request in writing a review of the IAU investigation and finding through the Citizen's Police Review Board(CPRB).

Hamid Stalling Date: 8-4-10
(Signature of Complainant)

***** **(Below this line for Police Department Use Only)** *****

I acknowledge that on this date and time, I received a complaint against the above named officer(s) and the appropriate action will be/was taken in this matter, per departmental policy and procedure(attach any written documents received from the complainant).

Date of receipt: 8-4-10 Time of receipt: 1300

Kurtis Bidwell / MPD
Signature of Person Receiving Complaint / **Department (MPD, Manager's Office, City Clerk's Office)**

White – Police Department Yellow – City Manager Pink - Complainant

MUSKEGON POLICE DEPARTMENT
INTERNAL AFFAIRS
RECEIPT OF COMPLAINT

Complainant Information

Name: Carol Cosse' Date of Birth: [redacted]

Address: [redacted]

City: Muskegon State: Michigan Zip: 49441

Telephone: Home: [redacted] Work:

Officer(s) named in the complaint

Name: Charles Anderson Badge number:

Name: Badge number:

Name: Badge number:

Nature of Complaint: (Attach additional sheets if necessary) Report # 2010-12676

Was sprayed with Pepper Spray for no apparent Reason. I was standing by at a birthday Party when the officer pushed open the gate in the backyard where the party was being held. People (some people) started to gather around & question him as to why he came in such an improper manner.

Location of occurrence: 185 Strong Date of occurrence: 7-9-2010 Time: After Midnight

I affirm that the information in this complaint is true to the best of my knowledge. I also understand that at the conclusion of any internal affairs investigation arising from this complaint that I will be given a copy of the "Complaint Disposition Report". This report will be delivered by certified mail or messenger to my last known address. It is the Muskegon Police Department's policy to strive to complete internal affairs investigations within a 30-day period. I understand that if I should then wish to appeal the Internal Affairs Unit/MPD Disposition, I will have ten (10) business days from the receipt of the Complaint Disposition Report to request in writing a review of the IAU investigation and finding through the Citizen's Police Review Board(CPRB).

Carol Cosse' Date: 8-3-2010

(Signature of Complainant)

******* (Below this line for Police Department Use Only) *******

I acknowledge that on this date and time, I received a complaint against the above named officer(s) and the appropriate action will be/was taken in this matter, per departmental policy and procedure(attach any written documents received from the complainant).

Date of receipt: 8/3/2010 Time of receipt: 13:49

Daon Mitchell / MUPD Record Dept

Signature of Person Receiving Complaint / **Department (MPD, Manager's Office, City Clerk's Office)**

White – Police Department Yellow – City Manager Pink - Complainant

The officer got very Rude and shouted get back! Although no one Touched him or endangered him in any way he proceeded To pull out his pepper spray and sprayed out into The crowd. Although I just happen To be a bystander looking on To what was going on some of The pepper spray hit me in The eyes. As he sprayed he at the same Time called on his Radio for back up. Which did not make any sense when no one harmed him or Touched him in any way or even showed any attempts To do so just only wanted an honest answer as To why he came in The manner That he did.

10-06

INCIDENT/INVESTIGATION REPORT

Agency Name	Muskegon Police Department
ORI	MI 6160300
Case#	2010-12676
Date / Time Reported	07/09/2010 01:26 Fri
Last Known Secure	07/09/2010 01:26 Fri
At Found	07/09/2010 01:26 Fri

INCIDENT DATA

Location of Incident	Premise Type	Zone/Tract
185 Strong Av, Muskegon MI 49441-	Residence/home	1D, MUPD

	Crime Incident(s)		Weapon / Tools	Entry	Exit	Security	Activity
#1	Nonaggravated Assault 13001	(Com)	Other				N
#2	Obstructing Police 48000	(Com)					N
#3	Disorderly Conduct 53001	(Com)					N

MO

VICTIM

of Victims 2 | Type: SOCIETY/PUBLIC | Injury:

	Victim/Business Name (Last, First, Middle)	Victim of Crime #	DOB / Age	Race	Sex	Relationship To Offender	Resident Status	Military Branch/Status
V1	State Of Michigan	2,3						

Home Address | Home Phone

Employer Name/Address | Business Phone | Mobile Phone

VYR	Make	Model	Style	Color	Lic/Lis	VIN

OTHERS INVOLVED

CODES: V- Victim (Denote V2, V3) O = Owner (if other than victim) R = Reporting Person (if other than victim)

Type: INDIVIDUAL/ NOT LAW ENFORCEMENT | Injury: None

Code	Name (Last, First, Middle)	Victim of Crime #	DOB / Age	Race	Sex	Relationship To Offender	Resident Status	Military Branch/Status
V2	ANDERSON, CHARLES CHRISTOPHER	1,	[redacted] Age 39	W	M	199,299		

Home Address: 980 Jefferson St Muskegon, MI 49440 | Home Phone: 231-724-6750

Employer Name/Address: Muskegon Police Dept, 980 Jefferson (POLICE OFFICER) | Business Phone: 231-724-6750 | Mobile Phone:

Type: INDIVIDUAL/ NOT LAW ENFORCEMENT | Injury:

Code	Name (Last, First, Middle)	Victim of Crime #	DOB / Age	Race	Sex	Relationship To Offender	Resident Status	Military Branch/Status
IO	GAMBLE, ROOSEVELT JUNIOR		[redacted] Age 53	B	M			

Home Address: [redacted] | Home Phone: [redacted]

Employer Name/Address | Business Phone | Mobile Phone

PROPERTY

1 = None 2 = Burned 3 = Counterfeit / Forged 4 = Damaged / Vandalized 5 = Recovered 6 = Seized 7 = Stolen 8 = Unknown
("OJ" = Recovered for Other Jurisdiction)

VI #	Code	Status Frm/To	Value	OJ	QTY	Property Description	Make/Model	Serial Number

Officer/ID# ANDERSON, C. C. (MUPDCCA1)

Invest ID# (0) | Supervisor GUST, J. P. (MUPDJPG1)

Status | Complainant Signature | Case Status Arrest 07/09/2010 | Case Disposition: | Page 1

INCIDENT/INVESTIGATION REPORT

Muskegon Police Department

Case# *2010-12676*

Status Codes 1 = None 2 = Burned 3 = Counterfeit / Forged 4 = Damaged 5 = Recovered 6 = Seized 7 = Stolen 8 = Unknown

	IBR	Status	Quantity	Type Measure	Suspected Type	Up to 3 types of activity
DRUGS						

Assisting Officers

VANDERWIER, S.A. (MUPDSAV1), HIBBARD, N.B. (MUPDNBH1), DENT, A.L. (MUPDALD1), ANDERSON, S.B. (MUPDSBA1), GUST, J.P. (MUPDJPG1), DYKMAN, S.R. (MUPDSRD1)

Suspect Hate / Bias Motivated:

NARRATIVE

Incident Report Suspect List

Muskegon Police Department

OCA: *2010-12676*

1

Name (Last, First, Middle)	Also Known As	Home Address
Longmire, Scott Teshaun		[redacted] *MUSKEGON, MI 49442*
Business Address *MUSK. COMM. COLLEGE ,JANITOR*		[redacted]

DOB.	Age	Race	Sex	Eth	Hgt	Wgt	Hair	Eye	Skin	Driver's License / State.
[redacted]	*43*	*B*	*M*		*507*	*178*	*BLK*	*BRO*		[redacted] *MI*

Scars, Marks, Tattoos, or other distinguishing features

SCAR LEFT ARM / SCAR

Reported Suspect Detail	Suspect Age	Race	Sex	Eth	Height	Weight	SSN

Weapon, Type	Feature	Make	Model	Color	Caliber	Dir of Travel Mode of Travel

VehYr/Make/Model	Drs	Style	Color	Lic/St	VIN

Notes

Physical Char

2

Name (Last, First, Middle)	Also Known As	Home Address
Stalling, Hamid Idris		[redacted] *MUSKEGON, MI 49441*
Business Address *ZION BLUE LAKE CHURCH ,PASTOR*		[redacted]

DOB.	Age	Race	Sex	Eth	Hgt	Wgt	Hair	Eye	Skin	Driver's License / State.
[redacted]	*23*	*B*	*M*		*508*	*150*	*BRO*	*BRO*	*DRK*	[redacted] *MI*

Scars, Marks, Tattoos, or other distinguishing features

Reported Suspect Detail	Suspect Age	Race	Sex	Eth	Height	Weight	SSN

Weapon, Type	Feature	Make	Model	Color	Caliber	Dir of Travel Mode of Travel

VehYr/Make/Model	Drs	Style	Color	Lic/St	VIN

Notes

Physical Char

SUMMARY:

I was dispatched to the area of 4th / Strong for a loud party. I arrived and heard loud music and people screaming coming from 185 Strong. I walked to the East side of the residence where I noticed multiple subjects outside and inside the fenced in back yard. I was approached by a male subject who was later identified as Hamid Stalling.

CONTACT WITH STALLING:

I asked Hamid who was the owner of the house. Hamid asked - there a problem. I asked if he stayed at the house. Hamid stated he does stay at the house. I asked if he was going to take responsibility for the noise and asked to see some ID. Hamid then started to walk away and I again asked to see some ID. Hamid walked through a wood gate and I followed him. Hamid slammed the gate against me and I shoved the gate back open off from me. I told Hamid if he hits me with the gate again he was going to jail as I was not sure if he knew I was behind him. Hamid stated I could not enter into the yard and grabbed the gate and slammed it against me, pushing the gate to push me out of the entry. A group of people from the party were also there and Hamid started walking between the group. I yelled that Hamid was going to jail. The group started yelling that I could not be in the yard. A male subject wearing a red shirt got in my face and was yelling I needed to leave. The subject, later identified as Scott Longmire, was yelling and screaming at me and would not move so I could get to Hamid. I told Scott multiple times to back up and that I did have the right to be there. Scott kept yelling and blocking my way. I asked Scott if he was the owner. Scott stated he was. I told Scott he was under arrest for disorderly house. Scott started backing up. 25 page

I noticed at this time that the crowd was getting much larger and more irate. I advised Dispatch to have the other unit come emergency. I tried to grab Scott by the arm and he pushed away. Multiple subjects got between us and I noticed there were multiple subjects behind me as well. I pulled out my OC spray and told everyone to get back. No one was listening so I started spraying the crowd around me. This did brake up the crowd in front of me and I was able to grab Scott by the arm. I noticed other officers had arrived and pulled Scott back out of the crowd and placed him under arrest. I placed Scott into my patrol vehicle and noticed that Hamid was now back in front of the residence. I went back up to the residence and placed Hamid under arrest for assaulting me with the fence gate. I placed Hamid into a patrol car and noticed someone had let Scott back out of my patrol car. I went and grabbed Scott by the arm telling him to get back into my car as he was across the street from my car. A unknown female started yelling at me and I yelled for her to get back or she was going to be arrested.

NOTE: The female was with other subjects across the street where Scott was standing. I did not know who actually let Scott out of the car.

INJURIES:

None.

CHARGES:

Scott was lodged at the Muskegon County Jail for disorderly intox. Scott blew a .103 on a PBT while at the County. Citation # 411411.

Hamid was lodged for A&B on a police officer.

PAPERWORK:

Prosecutor paperwork, CCH, Use of force form.

VIDEO:
In car video saved.

I cleared.
C Anderson 41

CASE SUPPLEMENTAL REPORT

Printed: 08/04/2010 09:34

Muskegon Police Department

OCA: ***201012676***

THE INFORMATION BELOW IS CONFIDENTIAL - FOR USE BY AUTHORIZED PERSONNEL ONLY

Case Status: *ARREST* **Case Mng Status:** *NA* **Occured:** *07/09/2010*

Offense: *NONAGGRAVATED ASSAULT*

Investigator: *HIBBARD, N. B. (MUPDNBH1)* **Date / Time:** *07/09/2010 01:15:04, Friday*

Supervisor: *GUST, J. P. (MUPDJPG1)* **Supervisor Review Date / Time:** *07/09/2010 03:05:57, Friday*

Contact: **Reference:** *Supplement*

07-9-10
0030 hours

LOCATION:
185 Strong St.
Muskegon, MI. 49441

NATURE:
Loud Party

INFORMATION:
Officer Vanderwier and I responded to 185 Strong Street in reference to a loud party. While in route, I heard Officer C. Anderson report that he needed another car now. Upon our arrival, Officer C. Anderson requested additional cars again. I responded to the fenced in back yard area, where I observed a large crowd and heard several people yelling.

OFFICERS OBSERVATIONS:
Officer C. Anderson was trying to speak to someone just inside the fence where the gate was opened. There was a large crowd gathered that began surrounding Officer C. Anderson.
I heard Officer C. Anderson tell a subject, later identified as Scott Longmire, that he was under arrest. As Officer C. Anderson attempted to grab Longmire`s arm, the large crowd rushed around Officer C. Anderson. I went in to assist Officer C. Anderson, when a subject later identified as Hamid Stalling, told me to get off the property. Several other people were yelling at me to get off the property as well. Officer C. Anderson deployed his pepper spray and escorted Longmire out of the crowd. I assisted with keeping the large crowd back while Officer C. Anderson made the arrest and escorted the subject to his cruiser.

TRANSPORT:
Officer Vanderwier and I were asked to transport Hamid Stalling who was in the back of our cruiser. We transported and lodged stalling at the Muskegon County Jail for Officer C. Anderson. Stalling was lodged for assault on an officer.

No further action.

Cleared.
Hibbard #70

CASE SUPPLEMENTAL REPORT

Printed: 08/04/2010 09:34

Muskegon Police Department

OCA: ***201012676***

THE INFORMATION BELOW IS CONFIDENTIAL - FOR USE BY AUTHORIZED PERSONNEL ONLY

Case Status: *ARREST* **Case Mng Status:** *NA* **Occured:** *07/09/2010*

Offense: *NONAGGRAVATED ASSAULT*

Investigator: *VANDERWIER, S. A. (MUPDSAV1)* **Date / Time:** *07/09/2010 01:52:00, Friday*

Supervisor: *GUST, J. P. (MUPDJPG1)* **Supervisor Review Date / Time:** *07/09/2010 03:05:52, Friday*

Contact: **Reference:** *Supplement*

LOUD PARTY / ASSIST

Date: 07-9-10
Time: 0030 hours

Location: 185 Strong, Muskegon, MI. 49441

Investigation:

Officer Nick Hibbard and I responded to 185 Strong Street on a loud party. While in route, Officer C. Anderson advised he was on scene and requested another car immediately. As Ofc Hibbard and I pulled up in front of the residence, Officer Anderson requested additional cars.

I responded to the back of the residence. The back yard was fenced in, and there was a single gate located on the alley side of the residence. I heard several people in the backyard yelling.

As I approached the gate, I observed a large crowd gathered around Officer Anderson. Members of the group were yelling at Ofc Anderson to get off the property.

As I attempted to enter the gate, resident Roosevelt Gamble, began yelling at me get Ofc Anderson off the property. Gamble stated officers has no right to be on the property or enter the back yard. I pushed past Gamble and located Ofc Anderson approximate 20 foot inside the gate.

There were 12-15 subjects between Ofc Anderson and the gate, and the group began pushing toward Ofc Anderson.

I heard Officer Anderson tell one subject he was under arrest. Ofc Anderson grabbed onto the subjects upper arm. The subject, identified as Scott Longmire, pulled away from Ofc Anderson and the crowd rushed in around Officer Anderson. Officer Anderson yelled to the crowd to back away or be pepper sprayed. The crowd did not comply and Ofc Anderson deployed his pepper spray. The crowd broke up and Ofc Anderson gained control of Longmire. Ofc Anderson then escorted Longmire out of the yard.

I assisted in keeping the crowd in the yard while Officer Anderson made the arrest and escorted Longmire to his cruiser. Many members from the party were verbally hostile toward officers and numerous guests were physically held back by other members of the party.

Officer Hibbard and I transported Hamid Stalling to the Muskegon Co Jail. Stalling was also arrested on scene by Ofc Anderson.

Status: Closed.
Ofc S Vanderwier 29
Muskegon PD

Appendix A.2) Internal Affairs complaint made in reference to incident 2016-12381 – partially sustained after a drunk driving arrest Officer Anderson did not properly secure a vehicle after arrest.

Muskegon Police Department

Jeffrey Lewis
Director of Public Safety

980 Jefferson
Muskegon, Michigan
49443-0536

www.muskegonpolice.com

Phone: 231-724-6750
FAX: 231-722-5140

Date: July 18, 2016

To: Mr. Percey Agnew
CC: File
From: Captain Dennis Lord
RE: MPD 16-12381

My investigation into your complaint has been completed. The investigation included interviewing the officer involved and reviewing cruiser audio/video. The allegation of failing to secure your vehicle is **Sustained**. The officer failed to properly secure your vehicle per MPD Policy.

As far as not returning your driver's license, Michigan law requires that an officer seize the operator's license of an individual who is arrested for suspicion of Operating While Intoxicated. (MCL 257.625g) The DI-93 form you received that evening titled Officers Report of Refusal to Submit to Chemical Test advises you the status of your license at that point in the case. For this portion of the complaint, the officer is **Exonerated**.

The office of the Chief of Police has determined that this investigation is now closed with a disposition of ***Sustained.***

UNFOUNDED: The allegation is false or not factual.
EXONERATED: The incident occurred but the employee's actions were justified.
NOT SUSTAINED: The facts as presented are insufficient to prove or disprove the allegations.
***SUSTAINED*: The allegation is supported by sufficient evidence to justify a reasonable conclusion of guilt. If sustained, discipline may be issued by the Chief of Police.**
CLOSED: The Complainant failed to respond.

Jeffrey A. Lewis
Director of Public Safety

Captain Dennis Lord
Internal Affairs Investigator

Appeal of MPD Internal Affairs Disposition to Citizen's Police Review Board

Please be advised that if you wish to appeal the findings or any other aspect of the investigation, you have ten (10) business days from the receipt of this Complaint Disposition Report being delivered either by certified mail to your last known address or by messenger, to request in writing a review of the Internal Affairs investigation and findings through the Citizen Police Review Board. (CPRB) Please complete the following and return this form within 10 days to: Denny Powers, Citizen Police Review Board Staff Liaison, 980 Jefferson Street, Muskegon, MI. 49440.

I _____, hereby request a review of the Internal Affairs investigation and findings through the Citizen Police Review Board (CPRB).

_____
Signature of Complainant Date

***Please attach any documentation relative to your appeal of this finding. ***

Incident Review

16-12381

I was asked to review an incident that occurred on 6/22/16 at 01:05 hours at 1632 Hoyt Street. A complaint has been made by Mr. Percy Agnew of 1632 Hoyt. The complaint allegations are that Ofc Charles Anderson left the offender's vehicle unsecured with the keys in the ignition and that Ofc Anderson did not return the offender's driver's license to him.

I read the written reports associated with this incident (16-12381) and reviewed the video/audio of the incident. I then spoke with Ofc Anderson.

This incident began when Ofc Anderson attempted to stop Mr. Agnew for speeding near Laketon/Hoyt. Mr. Agnew refused to stop his vehicle and even though Ofc Anderson was in a fully marked police car with lights and siren. Mr. Agnew continued to drive until he pulled into his driveway at 1632 Hoyt St. Mr. Agnew was arrested and taken to the ground after he did not exit the vehicle when ordered to. Ofc Anderson called CPD on his radio for an additional unit to assist. Mr. Agnew asks Ofc Anderson to pick up his phone charger. Officer Anderson does so, and places the phone charger and a hat inside the vehicle. Mr. Agnew asks Ofc Anderson to make contact with Agnew's wife inside the house. Ofc Anderson tells Agnew that he would not do anything that Agnew asked of him. Mr. Agnew then made a comment that he knows the Captains at the Muskegon Police Department.

Ofc Anderson read Agnew his PBT rights, Agnew remained mute, therefore refusing the PBT.

Officer Liskey and Merkins arrived and searched the vehicle for Ofc Anderson, finding no contraband.

Mr. Agnew wants Ofc Anderson to notify Agnew's family while swearing at Ofc Anderson and telling him to "Be a Man." Ofc Anderson again advised that he would not do anything that Agnew asked him to.

Chemical Test Rights were read to Agnew and he again refuses to answer, therefore refusing the breath test.

Ofc Anderson then backs out of the driveway and drove to the Muskegon County Jail to obtain a search warrant and to lodge Mr. Agnew. I could see on the video that the door to Mr. Agnew's vehicle door was still open.

At the Muskegon County Jail, Mr. Agnew refused to exit the police car until Officer Liskey intervened. Mr. Agnew kept telling Ofc Anderson the he was "Not a Man" and called him a "Faggot."

A search warrant was obtained for the blood of Mr. Agnew. And Agnew was lodged for OWI. As a matter of law, the driver license of Mr. Agnew was confiscated pending blood results.

At no time was Ofc Anderson yelling at Mr. Agnew. Officer Anderson was not emotional or excited.

On Thursday June 30, 2016, I discussed this incident with Ofc Anderson. Officer Anderson was not aware that Mr. Agnew's vehicle door was left open. Ofc Anderson stated to me that Ofc Liskey searched the vehicle. He advised that if the door was left open, it was simply an oversight. Ofc Anderson noted he would not purposefully leave anyone's door open as it is part of his job. However, Ofc Anderson was not going to do Mr. Agnew any personal favors given Mr. Agnew's demeanor and actions.

FINDINGS:

The door to Mr. Agnew's vehicle was left ajar. It should have been addressed by Ofc Anderson. Ofc Anderson was responsible for the vehicle since it was his case. I believe that Ofc Anderson did not see that the vehicle door was open.

The Driver's License of Mr. Agnew was not returned to Mr. Agnew. Agnew was arrested for OWI and the license was confiscated as a result. Mr. Agnew was issued a DI-93 that becomes his driver's license pending court.

Mr. Agnew was intoxicated, belligerent, and calling Ofc Anderson names. There was no reason for Ofc Anderson to knock on the door of the house to do Mr. Agnew a favor. Ofc Anderson did pick up a phone charger and hat at the request of Mr. Agnew and put them in the vehicle.

Ofc Anderson did not seatbelt Mr. Agnew into the rear seat of the cruiser as required by policy.

ACTIONS:

On 6/30/16, I counseled Ofc Anderson on his responsibilities when it comes to securing a vehicle. Officer Anderson is currently on vacation, but upon his return I will advise him that prisoners need to be secured / seat belted in the cruiser unless there are exigent circumstances that would prevent it.

Lt. S. Waltz

INCIDENT/INVESTIGATION REPORT

Agency Name	Muskegon Police Department
ORI	MI 6160300
Case#	2016-12381
Date / Time Reported	06/22/2016 01:05 Wed
Last Known Secure	06/22/2016 01:05 Wed
At Found	06/22/2016 01:05 Wed

INCIDENT DATA

Location of Incident	Premise Type	Zone/Tract
1632 Hoyt St, Muskegon MI 49442-	Highway/road/alley	1S, MUPD

	Crime Incident(s)	Weapon / Tools	Entry	Exit	Security	Activity
#1	Operating Under The Influence Of Liquor Or Drugs - 54002 (Com)					
#2	Crime Incident ( )					
#3	Crime Incident ( )					

MO

VICTIM

# of Victims 1 | Type: SOCIETY/PUBLIC | Injury:

	Victim/Business Name (Last, First, Middle)	Victim of Crime #	DOB / Age	Race	Sex	Relationship To Offender	Resident Status	Military Branch/Status
V1	State Of Michigan	1.						

Home Address | Home Phone

Employer Name/Address | Business Phone | Mobile Phone

VYR	Make	Model	Style	Color	Lic/Lis	VIN

OTHERS INVOLVED

CODES: V- Victim (Denote V2, V3) O = Owner (if other than victim) R = Reporting Person (if other than victim)

Type: INDIVIDUAL/ NOT LAW ENFORCEMENT | Injury:

Code	Name (Last, First, Middle)	Victim of Crime #	DOB / Age	Race	Sex	Relationship To Offender	Resident Status	Military Branch/Status
OW	HARRIS, JENAE LAKISHA-NICOLE		[redacted] Age 38	B	F			

Home Address [redacted] | Home Phone [redacted]

Employer Name/Address | Business Phone [redacted] | Mobile Phone 231- -

Type: | Injury:

Code	Name (Last, First, Middle)	Victim of Crime #	DOB / Age	Race	Sex	Relationship To Offender	Resident Status	Military Branch/Status

Home Address | Home Phone

Employer Name/Address | Business Phone | Mobile Phone

PROPERTY

1 = None 2 = Burned 3 = Counterfeit / Forged 4 = Damaged / Vandalized 5 = Recovered 6 = Seized 7 = Stolen 8 = Unknown
("OJ" = Recovered for Other Jurisdiction)

VI #	Code	Status Frm/To	Value	OJ	QTY	Property Description	Make/Model	Serial Number
	03	OTHR	$0.00		1	2000 BLU /GRY CBU3198 MI	GMC Jimmy	1GKDT13W9Y2298776

Officer/ID# ANDERSON, C. C. (MUPDCCA1)

Invest ID# (0) | Supervisor WALTZ, S. A. (MUPDSAW1)

Status | Complainant Signature | Case Status Arrest 06/22/2016 | Case Disposition: | Page 1

Muskegon Police Department

Case# *2016-12381*

Status Codes 1 = None 2 = Burned 3 = Counterfeit / Forged 4 = Damaged / Vandalized 5 = Recovered 6 = Seized 7 = Stolen 8 = Unknown

	IBR	Status	Quantity	Type Measure	Suspected Type	
DRUGS						

Assisting Officers

MERKINS, C.A. (MUPDCAM1), LISKEY, S.G. (MUPDSGL1), ANDERSON, L.C. (MUPDLCA1)

Suspect Hate / Bias Motivated:

NARRATIVE

A LGWBREATH 66 207 06/22/16 0415 MUCDCOMP.

[redacted]

FORWARDED TO SOS [06/22/2016 04:16, MUPDSAW1, 168, MUPD]

SUMMARY:
I was working stationary radar on Peck just South of Holbrook. I noticed a dark colored Jimmy heading North bound Peck at a high rate of speed. I clocked the vehicle at a steady 55mph. I caught up to the vehicle as it was nearing Hoyt St. The vehicle was still going very fast. I turned on the overhead lights and hit the siren for a couple of seconds. The vehicle failed to slow. I turned on the siren and followed the vehicle into the driveway of 1632 Hoyt. The vehicle had made no effort to stop until pulling into the driveway.

CONTACT WITH DRIVER:
I went up to the vehicle and ordered the driver out of the car. I took the driver by the arm and helped him out of the vehicle. The driver immediately fell to the ground and I placed him into custody. I asked the driver several times if he was ok or if he was just drunk as I could smell the odor of intoxicants. The driver had his eyes open but refused to answer me. The driver had bloodshot eyes and was able to stand up with help from me. The driver did stumble when being walked back to my patrol car. I did locate a MI drivers license identifying the driver as Percy Agnew.

LEIN:
LEIN showed [redacted] Percy showed [redacted]

VEHICLE:
Vehicle showed registered to Jenae Harris at 1632 Hoyt. The vehicle was searched and a closed can of beer was located in the vehicle. The can was very cold to the touch. No open containers were located. Vehicle was left on the scene parked in the driveway.

PBT:
Percy was read his PBT rights and refused to answer when asked if he would take the test. I explained to Percy that this would be a refusal. Percy did not respond.

CHEMICAL TEST RIGHTS:
I read Percy his chemical test rights. Percy would not answer when asked if he would take the test.

JAIL:
Percy was transported to the Muskegon County Jail. Percy was stating that "my kind" would be in trouble when the black man rebelled. Percy was making threats to assault me if found off duty.

SEARCH WARRANT:
Search warrant for blood was completed and signed by Judge Hoopes.

SEARCH WARRANT EXECUTION:
Medic Daniel Young responded to the Muskegon County Jail where two vials of blood were taken from Percy. The vials were sealed and sent to MSP crime lab.

CHARGES:

Percy was charged with OWI 1st. Percy was issued civil infractions for speed, fail to comply with police officer signal. refusal pbt.

I cleared.
C Anderson 41

Incident Report Suspect List

Muskegon Police Department

OCA: 2016-12381

1	Name (Last, First, Middle) AGNEW, PERCY TERRELL	Also Known As BALL, PERCY	Home Address [redacted] MUSKEGON, MI 49442 [redacted]
	Business Address UNEMPLOYED		

DOB.	Age	Race	Sex	Eth	Hgt	Wgt	Hair	Eye	Skin	Driver's License / State.
[redacted]	37	B	M		507	185	BLK	BRO	MBR	[redacted] MI

Scars, Marks, Tattoos, or other distinguishing features

TAT CHEST / 78; TAT RIGH ARM / PERCY

Reported Suspect Detail	Suspect Age	Race	Sex	Eth	Height	Weight	SSN

Weapon, Type	Feature	Make	Model	Color	Caliber	Dir of Travel Mode of Travel

VehYr/Make/Model	Drs	Style	Color	Lic/St	VIN

Notes

Physical Char

Build, MEDIUM
Hair Facial, Goatee
Hands, RIGHT HANDED
Hair Length / Bald, alding

Incident Report Related Vehicle List

Muskegon Police Department

OCA: *2016-12381*

	VehYr/Make/Model	Style	Color	Lic/Lis	Vin
1	*2000 GMC, Jimmy*	*SW*	*BLU/GRY*	*CBU3198 MI 2014*	*1GKDT13W9Y2298776*

IBR Status	Date	Location
Other (non-micr)	*06/22/2016*	*1632 HOYT ST, MUSKEGON MI*

Condition	Value	Offense Code	Jurisdiction	State #	NIC #
	$0.00	*5402*	*Locally*		

Name (Last, First, Middle)	Also Known As	Home Address
Harris, Jenae Lakisha-nicole	*AGNEW, JENAE LAKISHA NICOLE*	[redacted] *MUSKEGON, MI 49442* [redacted]
Business Address		

DOB	Age	Race	Sex	Hgt	Wgt	Scars, Marks, Tattoos, or other distinguishing features
[redacted]	*38*	*B*	*F*	*503*	*160*	

Notes

MUSKEGON POLICE DEPARTMENT
INTERNAL AFFAIRS
RECEIPT OF COMPLAINT

Complainant Information

Name: Percy Agnew Date of Birth: [redacted]

Address: [redacted]

City: Muskegon State: Michigan Zip: 49442

Telephone: Home: [redacted] Work:
Best Time to 4 pm call

Officer(s) named in the complaint

Name: C. Anderson Badge number: 41

Name: Badge number:

Name: Badge number:

Nature of Complaint: (Attach additional sheets if necessary)

Improper Proceedger: Officer Anderson did not secure my vehical after arrest, doors left open with keys in the ignition, for several hours. Did not return my drivers license after writing his reports. I've been unknowingly driving for a few days without my license.

Location of occurrence: 1632 Hoyt st. / County Jail **Date of occurrence:** 6-22-16 **Time:** 1:15 Am.

I affirm that the information in this complaint is true to the best of my knowledge. I also understand that at the conclusion of any internal affairs investigation arising from this complaint that I will be given a copy of the "Complaint Disposition Report". This report will be delivered by certified mail or messenger to my last known address. It is the Muskegon Police Department's policy to strive to complete internal affairs investigations within a 30-day period. I understand that if I should then wish to appeal the Internal Affairs Unit/MPD Disposition, I will have ten (10) business days from the receipt of the Complaint Disposition Report to request in writing a review of the IAU investigation and finding through the Citizen's Police Review Board(CPRB).

Percy Agnew **Date:** 6-28-16
(Signature of Complainant)

***** **(Below this line for Police Department Use Only)** *****

I acknowledge that on this date and time, I received a complaint against the above named officer(s) and the appropriate action will be/was taken in this matter, per departmental policy and procedure(attach any written documents received from the complainant).

Date of receipt: 6-28-16 Time of receipt:

Chris Gilchrist /
Signature of Person Receiving Complaint / **Department (MPD, Manager's Office, City Clerk's Office)**

White – Police Department Yellow – City Manager Pink - Complainant

Appendix A.3) Letters of Appreciation / Awards

MUSKEGON POLICE DEPARTMENT
Police Citation

This award is proudly presented to

Officer Charles Anderson

in recognition of the outstanding service displayed while rescuing a suicidal subject on July 8, 2017. Officers Anderson and Stordahl were dispatched to Sherman/US-31 overpass for a suicidal subject. They located a male subject straddling the wall over the northbound lane of US-31. Officer Stordahl distracted the subject while Officer Anderson was able to grab him by the shirt and pull him back over the wall onto the overpass. Officers were able to safely secure the subject and take him to the hospital for evaluation. The quick thinking and teamwork demonstrated by these officers likely saved him from serious injury, or death. Officer Anderson's outstanding performance brings credit to himself and Muskegon Police Department.

Jeffrey A. Lewis
Director of Public Safety
City of Muskegon

12/4/17
Date

MUSKEGON INTEGRITY COURTESY SERVICE POLICE

Muskegon Police Department

Jeffrey A. Lewis
Director of Public Safety

980 Jefferson
Muskegon, Michigan
49443-0536

www.muskegonpolice.com

Phone: 231-724-6750
FAX: 231-722-5140

May 8, 2013

Officer Charles Anderson
Muskegon Police Department

RE: Police Citation

Dear Officer Anderson:

On behalf of the Division of Public Safety and the citizens of the City of Muskegon, I am pleased to present you with the Muskegon Police Department Police Citation.

On December 7, 2012, you and fellow officers responded to assist the Muskegon County Sheriff's Department reference an aggravated domestic assault. You were ambushed by an intoxicated, armed subject, who had just shot his neighbor. Without hesitation you engaged the suspect with direct fire and moved to cover. Once the threat was stopped, you immediately rendered aid to a fellow officer.

Your personal courage under fire, tactical expertise, and professional competence was directly responsible for your unit's success and survival. Your performance of duty brings credit to yourself and the entire Muskegon Police Department.

Congratulations, Officer Anderson, and thank you for a job well done!

Sincerely,

Jeffrey A. Lewis
Director of Public Safety

cc: Civil Service

MUSKEGON POLICE DEPARTMENT
Police Citation

This award is proudly presented to

Officer Charles Anderson

in recognition of the outstanding service he displayed during an encounter with an armed subject on December 7, 2012. Officer Anderson engaged the suspect with suppressive fire until such time the suspect was stopped and incapacitated. Officer Anderson then provided aid to a fellow officer. Officer Anderson's performance of duty that evening brings credit to himself and the entire Muskegon Police Department.

Jeffrey A. Lewis
Director of Public Safety
City of Muskegon

5/15/13
Date

MUSKEGON INTEGRITY COURTESY SERVICE POLICE

Muskegon Police Department

Anthony L. Kleibecker
Director of Public Safety

980 Jefferson
Muskegon, Michigan
49443-0536

www.muskegonpolice.com

Phone: 231-724-6750
FAX: 231-722-5140

January 4, 2010

Officer Charles Anderson
Muskegon Police Department

RE: Police Heart Award

Dear Officer Anderson:

On behalf of the Division of Public Safety and the citizens of the City of Muskegon, I am pleased to present you with the Muskegon Police Department Police Heart.

On September 22, 2009, you responded to assist another officer on a traffic stop. When you arrived, you nearly immediately began a foot chase after a fleeing felon. During that chase, and subsequent physical contact with the suspect, you showed great determination and bravery.

You used every means at your disposal to attempt to bring the dangerous confrontation with the paroled felon to a peaceful end. In doing so, you incurred serious bodily injury at the hands of the suspect.

The sacrifice and devotion you displayed that evening was above and beyond the call of duty. We are thankful for your service and your performance of duty brings credit to yourself and the entire Muskegon Police Department.

Congratulations, Officer Anderson, and thank you for a job well done!

Sincerely,

A. L. Kleibecker

Anthony L. Kleibecker
Director of Public Safety

cc: Civil Service

MUSKEGON POLICE DEPARTMENT

Police Heart

This award is proudly presented to

Officer Charles Anderson

in recognition of his personal sacrifice and devotion to duty while attempting to apprehend a fleeing felony suspect on September 22, 2009. Officer Anderson was seriously injured as the result of an aggravated assault upon him by the suspect. Officer Anderson's performance of duty is in keeping with the finest ideals of the Muskegon Police Department.

A. L. Kleibecker

Anthony L. Kleibecker
Director of Public Safety
City of Muskegon

1-4-10
Date

MUSKEGON POLICE

Muskegon Police Department

Anthony L. Kleibecker
Director of Public Safety

980 Jefferson
Muskegon, Michigan
49443-0536

www.muskegonpolice.com

Phone: 231-724-6750
FAX: 231-722-5140

August 23, 2007

Officer Charles Anderson, Jr.
Muskegon Police Department

RE: Meritorious Service Award

Dear Officer Anderson:

On behalf of the Division of Public Safety and the citizens of the City of Muskegon, I am pleased to present you with the Muskegon Police Department Meritorious Service Award.

On January 9, 2006, you attempted to make a traffic stop on a speeding motorist on Getty Street. The motorist failed to stop the vehicle at your command and a pursuit ensued. A short time later, the motorist lost control of the vehicle and struck a fire hydrant. His vehicle disabled, the motorist then fled northward on foot. As you chased the motorist on foot, he turned on you and punched you and began to fight with you. You employed tactics to stop the man, but he persisted in fighting and attempting to evade arrest. Disregarding your own safety, you continued to try to make the arrest. Even when the motorist turned assailant began to strike you repeatedly with a grill lid, you kept fighting, and eventually, the man was subdued and secured.

You showed great courage and determination during this incident and your decision making ability prevented a potentially deadly force occurrence. Your performance of duty that day brings credit to yourself and the entire Muskegon Police Department.

Congratulations, Officer Anderson, and thank you for a job well done!

Sincerely,

Anthony L. Kleibecker
Director of Public Safety

cc: Civil Service

MUSKEGON POLICE DEPARTMENT
Meritorious Service Award

This award is proudly presented to

Officer Charles Anderson

in recognition of the selfless service he displayed while apprehending a fleeing suspect on January 9, 2006. Although assaulted and injured as a result of the suspect's felonious actions, Officer Anderson showed great courage, perseverance, professionalism and restraint while embroiled in a dangerous situation that produced the arrest with no injury to the suspect.

A. L. Kleibecker

Anthony L. Kleibecker
Director of Public Safety
City of Muskegon

9-10-07
Date

MUSKEGON POLICE

Muskegon Police Department

Anthony L. Kleibecker
Chief of Police

980 Jefferson Street P.O. Box 536 Muskegon Michigan 49443-0536
(231) 724-6955 (231) 722-5140 *fax*

November 2, 2001

Detective Charles Anderson
Muskegon Police Department
Narcotics Unit

Dear Chuck:

On behalf of all of us at the department, let me take the opportunity to thank you for your efforts recently in dismantling two methamphetamine labs in the city. It has been my greatest hope that we would be spared from the meth scourge. Obviously, that is not the case.

The production of methamphetamine places our community and our officers at risk. This is yet one more danger that we, as police officers, face. Your efforts to interdict the meth trafficking within the city are greatly appreciated and you certainly have my support in your efforts to combat this new scourge. Thanks again and keep up the great work!

Sincerely,

Anthony L. Kleibecker
Chief of Police

cc: Captain John Workman
Civil Service

Attachment

■ AS WE SEE IT

Good police work breaks up a nasty 'meth' drug ring

The authorities have plenty to worry about now that a full-court press is on nationwide and locally to ward off potential terrorism. But the usual problems of crime still have to be addressed. Area police did a good job recently by breaking up what they say is a local drug ring that was producing a highly dangerous form of "speed."

In this case, a molehill became a mountain. A firecracker tossed from a car in Fremont last August touched off a series of events that resulted in the arrest of five suspects and the busting up of what is believed to be one of the first methamphetamine laboratories in Muskegon County.

This was a big break for law enforcement. "Meth" is an extremely dangerous drug that, when taken, turns its users violent, giving them a belief they are invincible and endowed with superhuman strength. Inside their bodies, however, the drugs are causing their hearts to race at impossible speeds and creating long-lasting health problems, not the least of which is addiction.

Being held and awaiting trial are the suspected ringleader, David Karl Streeter, 42, of Norton Shores, and four others: Justin John Eskildsen, 23, of Muskegon; Cory Lee Roberts, 23, of Muskegon Heights; and Lawrence Joseph Butcher, 23, and Lewis Dorman, 22, both of Grand Haven.

Streeter is charged with manufacturing or possessing or delivering methamphetamine, cocaine and OxyContin, and a variety of felony firearms violations. Eskildsen and Roberts face charges of operating a drug lab, manufacturing methamphetamine and conspiracy. Butcher is awaiting trial on methamphetamine manufacturing charges, while Dorman is charged with possession of a felony-class drug with intent to deliver.

Still being sought is 18-year-old Danny Simila Jr., of Muskegon, formerly of Newaygo County on a laundry list of related drug charges. Please be on the lookout for this individual. Simila is described as white, 5-9, about 160 pounds, with blond hair and green eyes. If you have any information, please call the Grand Haven State Police at (231) 726-3102.

Credit for the investigation belongs to the West Michigan and Central Michigan Enforcement Teams, along with area police departments in Muskegon, Newaygo and Ottawa counties including the Newaygo, Fremont, Muskegon, Muskegon Heights, Grand Haven and Norton Shores police departments.

Residents should be proud these officers are on top of a very nasty, burgeoning new drug menace.

CHRONICLE

MUSKEGON POLICE DEPARTMENT

Certificate of Commendation

presented to

Officer Charles C. Anderson

for

his actions in preventing a troubled man from committing suicide on February 12, 1999.
His empathy and calm demeanor in a volatile situation likely prevented a tragedy from occurring.

presented this 22nd day of March, 1999 *by* Edward E. Griffin

Edward E. Griffin
Chief of Police

Appendix B) Officer Anderson Enforcement Data 1-1-14 to Current

Officer Charles Anderson- Citations 2014-current

Citation #	CHARGE	DATE-TIME	RACE	SEX	AGE
D465838	LIC-DWLS/REINSTATEMENT FEE	1/1/2014 9:31	B	M	18
D465841	ALLOW UNLICENSED PERSON TO DRIVE	1/1/2014 10:49	B	F	45
D465842	SPEED - EXCEEDING POSTED SPEED	1/11/2014 14:36	W	M	19
D465843	LOOSE DOG	1/12/2014 11:01	W	F	61
D465844	DEFECTIVE HEADLIGHTS	1/19/2014 10:46	B	F	28
D465845	LIC-DWLS/REINSTATEMENT FEE	1/25/2014 10:43	B	M	42
D467426	LIC-DWLS/REINSTATEMENT FEE	2/11/2014 11:16	B	M	28
D465846	SPEED - EXCEEDING POSTED SPEED	2/16/2014 10:14	W	M	22
D465847	DEFECTIVE TAILIGHTS- PLATE LIGHTS OR TRAILER LIGHTS	2/28/2014 11:03	W	F	44
D465848	CARELESS DRIVING	3/1/2014 10:38	B	M	64
D465849	AVOID/DISOBEY TRAFFIC CONTROL DEVICE	3/8/2014 14:14	W	F	36
D467051	INSURANCE-NO PROOF OF	3/10/2014 9:26	W	F	22
D467052	OBSTRUCTION	3/17/2014 10:18	W	F	30
D467054	LIC-DWLS/NEVER APPLIED	3/19/2014 13:01	W	M	27
D465850	LIC-DWLS/NEVER APPLIED	3/25/2014 9:30	W	M	29

D467055	INSURANCE-NO PROOF OF	3/28/2014 11:52	B	M	50
D467058	MINOR IN POSSESSION	3/30/2014 10:44	W	M	20
D467057	OWI UNDER 21 WITH A BAC	3/30/2014 11:35	W	M	18
D467059	MINOR IN POSSESSION	3/30/2014 11:48	W	F	16
D467056	SPEED - EXCEEDING POSTED SPEED	3/30/2014 14:01	B	M	28
D467060	SPEED - EXCEEDING POSTED SPEED	3/31/2014 11:56	W	F	21
D467061	DISOBEY TRAFFIC SIGNAL	4/4/2014 9:54	B	F	19
D467062	LIC-DWLS/NEVER APPLIED	4/17/2014 9:55	W	F	31
D467063	SPEED - EXCEEDING POSTED SPEED	4/18/2014 10:24	B	F	27
D467064	DEFECTIVE TAILIGHTS- PLATE LIGHTS OR TRAILER LIGHTS	4/23/2014 9:16	W	M	52
D467065	DEFECTIVE TAILIGHTS- PLATE LIGHTS OR TRAILER LIGHTS	5/1/2014 10:17	W	M	28
D467066	INSURANCE-NO PROOF OF	5/5/2014 8:57	B	F	21
D467068	DISOBEY TRAFFIC SIGNAL	5/7/2014 9:26	B	M	47
D467067	FAIL TO YIELD/OR STOP	5/7/2014 9:29	B	F	35
D467069	UNLICENSED DOG	5/9/2014 10:52	W	F	21
D467070	CARELESS DRIVING	5/10/2014 9:23	B	M	59
D467071	LIC-DWLS/NEVER APPLIED	5/12/2014 9:27	W	M	25

D467072	LIC-DWLS/NEVER APPLIED	5/12/2014 9:29	B	M	28
D467073	WALK IN STREET WITH SIDEWALK PROVIDED	5/14/2014 9:36	B	M	14
D467074	SPEED - EXCEEDING POSTED SPEED	5/23/2014 9:31	B	F	41
D467075	DEFECTIVE TAILIGHTS- PLATE LIGHTS OR TRAILER LIGHTS	5/25/2014 10:02	W	M	28
D470226	SPEED - EXCEEDING POSTED SPEED	5/26/2014 9:27	B	M	18
D470227	INSURANCE-NO PROOF OF	5/26/2014 9:43	B	F	47
D470228	OBSTRUCTION	5/30/2014 16:14	W	M	15
D470229	INSURANCE-NO PROOF OF	6/2/2014 9:27	B	M	57
D470230	SPEED - EXCEEDING POSTED SPEED	6/6/2014 9:22	B	M	33
D470231	LIC-DWL EXPIRED/NEVER APPLIED	6/7/2014 9:08	B	M	17
D470233	INSURANCE-NO PROOF OF	6/8/2014 9:15	B	F	27
D470234	INSURANCE-NO PROOF OF	6/8/2014 9:20	B	M	26
D470232	FIREWORKS	6/8/2014 9:20	B	F	23
D470235	LIC-DWLS/NEVER APPLIED	6/11/2014 8:38	B	M	37
D470236	FALSE INFORMATION	6/12/2014 8:47	B	F	41
D470238	LOUD AND DISTURBING NOISE	6/21/2014 10:33	W	M	52
D470237	STOP SIGN	6/21/2014 11:21	W	M	26

D470239	FIREWORKS	6/22/2014 10:31	W	M	24
D470240	LIC-DWL EXPIRED/NEVER APPLIED	6/30/2014 9:09	W	M	16
D470241	PUBLIC INTOX	7/2/2014 9:13	B	M	56
D470242	SPEED - EXCEEDING POSTED SPEED	7/6/2014 9:08	W	M	36
D470243	DEFECTIVE TAILIGHTS- PLATE LIGHTS OR TRAILER LIGHTS	7/6/2014 9:10	B	M	26
D470245	DEFECTIVE HEADLIGHTS	7/12/2014 9:39	W	M	18
D470244	DEFECTIVE TAILIGHTS- PLATE LIGHTS OR TRAILER LIGHTS	7/12/2014 9:59	B	F	30
D470246	INSURANCE-NO PROOF OF	7/12/2014 10:00	B	M	53
D470247	AVOID/DISOBEY TRAFFIC CONTROL DEVICE	7/12/2014 10:22	W	F	32
D470249	LIC-DWLS	7/15/2014 9:07	B	F	32
D470248	INSURANCE-NO PROOF OF	7/15/2014 9:26	W	M	20
D470250	OBSTRUCTION	7/18/2014 12:07	B	M	23
D469776	LIC-DWLS	7/28/2014 8:34	W	M	35
D469777	DEFECTIVE HEADLIGHTS	8/7/2014 0:00	B	F	42
D469779	SPEED - EXCEEDING POSTED SPEED	8/12/2014 9:15	W	F	18
D469781	DEFECTIVE TAILIGHTS- PLATE LIGHTS OR TRAILER LIGHTS	8/16/2014 9:01	B	F	52
D469780	SPEED - EXCEEDING POSTED SPEED	8/16/2014 9:15	B	M	28

D469782	DEFECTIVE HEADLIGHTS	8/20/2014 9:17	B	F	22
D469784	LIC-DWL EXPIRED	8/21/2014 8:46	B	M	24
D469785	LIC-DWLS	8/21/2014 8:49	B	M	20
D469783	PLATE-EXPIRED	8/21/2014 9:21	B	M	23
D469786	DISOBEY TRAFFIC SIGNAL	8/25/2014 9:03	W	M	19
D469787	INSURANCE-NO PROOF OF	8/26/2014 9:04	B	F	31
D469790	LIC-DWLS/NEVER APPLIED	8/31/2014 9:11	W	F	26
D469788	CURFEW VIOLATION	8/31/2014 9:51	B	M	13
D469789	PARENTAL RESPONSIBILITY	8/31/2014 9:52	W	F	31
D469792	SPEED - EXCEEDING POSTED SPEED	9/4/2014 8:41	W	M	35
D469791	DISOBEY FLASHING RED/YELLOW LIGHT	9/4/2014 8:46	B	M	25
D469793	PUBLIC INTOX	9/4/2014 11:09	B	F	37
D469794	INSURANCE-NO PROOF OF	9/9/2014 9:04	B	F	20
D469795	SPEED - EXCEEDING POSTED SPEED	9/9/2014 9:13	W	M	32
D469797	INSURANCE-NO PROOF OF	9/13/2014 9:16	B	M	56
D469796	TRESPASSING	9/13/2014 14:39	W	M	49
D469798	SPEED - EXCEEDING POSTED SPEED	9/14/2014 9:18	B	M	42

D469799	INSURANCE-NO PROOF OF	9/14/2014 9:20	B	M	16
E902845	STOP SIGN	9/22/2014 19:09	B	M	25
E902847	SPEED - EXCEEDING POSTED SPEED	9/22/2014 21:44	B	M	44
E902925	AVOID/DISOBEY TRAFFIC CONTROL DEVICE	9/28/2014 5:35	B	F	54
E902932	ILLEGAL BURNING	9/28/2014 19:38	W	M	54
E902995	LIC-DWLS	10/1/2014 23:43	B	F	25
E903148	DEFECTIVE HEADLIGHTS	10/10/2014 20:33	B	M	22
E903149	EXCEEDING SPEEDLIMIT NON - FREEWAY 35/25	10/10/2014 21:43	B	M	57
E903163	DRIVE WRONG WAY ON ONE WAY STREET	10/11/2014 20:43	W	M	18
E903168	CARELESS DRIVING	10/12/2014 4:13	W	M	51
E903224	STOP/PARK IN ROADWAY	10/16/2014 20:39	B	F	27
D469800	OPEN INTOX IN MOTOR VEHICLE-DRIVER	10/25/2014 8:45	W	M	32
E903373	DEFECTIVE TAILIGHTS	10/26/2014 18:35	B	M	27
E903539	EXPIRED LICENSE	11/3/2014 21:07	B	F	21
D474502	SPEED - EXCEEDING POSTED SPEED	11/8/2014 10:21	W	M	30
D474501	PLATE-EXPIRED/NO PLATE/UNLICENSED	11/8/2014 10:23	B	F	31
E903689	DEFECTIVE TAILIGHTS	11/12/2014 18:52	W	F	35

E903690	SPEED - 25/35	11/12/2014 19:38	W	F	24
E903749	FALSE INFORMATION	11/17/2014 23:35	B	F	56
E903776	NO BRAKE LIGHT	11/21/2014 21:41	W	M	25
E903793	NO BRAKE LIGHT	11/22/2014 22:59	B	F	23
E903804	PLATE EXPIRED	11/23/2014 18:46	B	M	25
E903893	DRIVE WRONG WAY ON ONE WAY STREET	12/1/2014 20:15	U	M	68
E903896	SPEED - 40/30	12/1/2014 22:24	B	F	33
E903979	DEFECTIVE HEADLIGHTS	12/5/2014 20:36	B	M	34
D474503	LIC-NEVER APPLIED	12/7/2014 9:17	B	M	15
E904140	DEFECTIVE TAILIGHTS- PLATE LIGHTS OR TRAILER LIGHTS	12/15/2014 19:26	B	F	34
D474504	INSURANCE-NO PROOF OF	12/19/2014 9:37	W	M	39
E904226	INSURANCE-NO PROOF OF	12/20/2014 19:00	B	M	25
D474505	PUBLIC INTOX	12/21/2014 9:18	W	F	29
E904234	DEFECTIVE TAILIGHTS	12/21/2014 18:48	W	M	34
E904269	SPEED - EXCEEDING POSTED SPEED	12/25/2014 23:51	B	M	36
E904313	LIC- NEVER APPLIED	12/30/2014 1:21	B	M	16
E904359	PUBLIC INTOX	1/3/2015 3:17	B	F	26

D467431	PUBLIC INTOX	1/3/2015 10:07	B	F	27
E904370	LIC NOT VALID	1/3/2015 23:40	B	F	46
E904447	INSURANCE-NO PROOF OF	1/10/2015 20:34	W	M	55
E904457	LOUD MUSIC FROM RESIDENCE	1/11/2015 0:03	W	M	61
E904535	LIC-DWLS	1/14/2015 20:10	W	M	19
E904651	INSURANCE-NO PROOF OF	1/19/2015 21:15	W	M	23
E904755	INSURANCE-NO PROOF OF	1/24/2015 20:26	W	M	22
E904757	SPEED - 47/25	1/24/2015 21:28	B	M	36
E904774	INSURANCE-NO PROOF OF	1/25/2015 21:16	W	M	35
E904858	IMPROPER BACKING	1/29/2015 18:59	W	F	55
D474545	NO INSURANCE	2/3/2015 18:48	B	M	77
E904945	INSURANCE-NO PROOF OF	2/3/2015 18:57	W	M	32
E905024	IMPROPER BACKING	2/7/2015 22:50	B	M	32
E905164	INSURANCE-NO PROOF OF	2/16/2015 20:55	W	F	57
E905234	DISORDERLY HOUSE	2/21/2015 22:38	B	F	34
E905429	IMPROPER BACKING	3/2/2015 20:02	W	M	18
E905502	DISOBEY TRAFFIC SIGNAL	3/6/2015 19:28	W	M	34

E905540	SPEED - 40/30	3/8/2015 3:07	B	M	46
E905602	DEFECTIVE HEADLIGHT	3/11/2015 20:54	B	F	67
E905633	NO BRAKE LIGHT	3/12/2015 20:22	B	F	56
E905638	SPEED - 40/30	3/13/2015 2:24	B	M	44
E905939	SPEED - 40/30 UNIT 339 VEH HEADING WEST BOUND I WAS EAST, AU	3/25/2015 19:54	W	F	18
E905942	SPEED - 40/30	3/25/2015 21:36	W	M	22
E905961	SPEED - 35/25	3/26/2015 22:45	B	M	50
E906039	PLATE-EXPIRED	3/31/2015 3:01	U	M	47
E906111	LICENSE SUSPENDED	4/3/2015 19:41	W	M	45
E906121	SPEED - 40/25	4/4/2015 3:03	B	F	30
E906142	DIS STOP SIGN	4/4/2015 21:49	W	M	25
E906157	NO BRAKE LIGHT	4/6/2015 0:29	W	M	23
E906265	PUBLIC INTOX	4/14/2015 20:39	W	M	50
E906271	LIC-DWL EXPIRED	4/15/2015 1:51	B	M	40
E906325	NO BRAKE LIGHT	4/18/2015 20:14	B	F	31
E906330	DEFECTIVE HEADLIGHTS	4/19/2015 1:58	B	F	28
E906399	SPEED - 40/30	4/23/2015 0:43	B	M	35

E906423	SPEED - 35/25	4/23/2015 23:59	B	M	41
E906475	SPEED - 35/25	4/27/2015 21:31	B	M	19
E906511	SPEED - 35/25	4/28/2015 23:19	B	F	22
E906569	SPEED - 35/25	5/1/2015 21:01	B	M	41
E906570	OPEN INTOX IN MOTOR VEHICLE-PASS	5/1/2015 21:09	B	M	34
E906575	NO OPS/NEVER APPLIED	5/2/2015 1:25	B	M	38
E906611	DEFECTIVE HEADLIGHTS	5/3/2015 21:43	B	M	50
E906675	DISOBEY TRAFFIC SIGNAL	5/7/2015 0:10	B	M	22
E906697	SPEED - 48/30	5/8/2015 1:41	W	F	23
E906776	NO BRAKE LIGHT	5/12/2015 2:08	W	F	36
E906789	LIC-DWL EXPIRED	5/12/2015 22:52	W	M	35
E906840	SPEED - FAIL TO STOP IN ASSURED CLEAR DISTANCE	5/15/2015 22:55	W	M	29
E906861	SPEED - 35/25	5/16/2015 20:42	B	M	27
E906969	SPEED - 40/30	5/21/2015 21:41	B	M	19
E907031	NO OPS / NEVER APPLIED	5/25/2015 21:27	B	M	17
E907035	LIC-DWLS	5/26/2015 5:25	B	M	20
E907046	LIC-NO OPS ON PERSON	5/26/2015 21:55	W	F	17

E907307	INSURANCE-NO PROOF OF	6/10/2015 0:12	W	M	57
E907308	LICENSE SUSPENDED	6/10/2015 0:49	B	M	29
E907395	DISORDERLY PERSON	6/14/2015 20:16	B	M	36
E907400	SPEED - 40/30	6/15/2015 2:06	B	F	23
E907456	DISORDERLY CONDUCT	6/18/2015 0:23	B	F	42
E907483	SPEED -48/30	6/19/2015 2:03	W	M	40
E907550	PLATE-EXPIRED	6/23/2015 0:36	W	F	42
E907552	CRACKED WINDSHIELD	6/23/2015 3:02	B	F	29
E907623	PLATE-EXPIRED	6/27/2015 18:44	W	F	37
E907635	SPEED - 54/30	6/28/2015 2:18	B	F	41
E907700	INSURANCE-NO PROOF OF	7/2/2015 0:32	W	F	23
E907719	SPEED - 40/30	7/3/2015 2:23	B	M	41
E907807	LICENSE SUSPENDED	7/6/2015 20:07	B	M	21
E907814	CURFEW VIOLATION	7/7/2015 4:16	W	F	15
E907833	INSURANCE-NO PROOF OF	7/7/2015 21:17	B	F	20
E907835	DEFECTIVE TAILIGHTS-	7/7/2015 23:06	W	F	31
E907930	DEFECTIVE HEADLIGHTS	7/13/2015 0:27	B	M	20

E908011	DEFECTIVE HEADLIGHTS	7/16/2015 21:48	B	F	33
E908129	DEFECTIVE HEADLIGHTS	7/21/2015 22:33	B	F	23
E908198	INSURANCE-NO PROOF OF	7/25/2015 21:21	B	F	25
E908268	FIGHTING	7/29/2015 20:31	B	M	12
E908360	WALK IN STREET WITH SIDEWALK PROVIDED	8/4/2015 19:23	B	M	15
E908364	DISOBEY TRAFFIC SIGNAL	8/5/2015 0:52	B	F	27
E908414	SPEED - 35/25	8/8/2015 18:53	W	M	66
E908489	OBSTRUCTION	8/12/2015 21:14	B	M	14
E908553	DEFECTIVE HEADLIGHT	8/18/2015 0:42	W	F	49
E908570	NO BRAKE LIGHT	8/18/2015 22:29	B	F	60
E908621	LICENSE SUSPENDED	8/21/2015 21:24	W	M	54
E908622	DISOBEY TRAFFIC SIGNAL	8/21/2015 21:41	W	M	54
E908643	DISOBEY TRAFFIC SIGNAL	8/23/2015 2:00	B	F	20
E908645	DISOBEY TRAFFIC SIGNAL	8/23/2015 3:53	B	M	32
E908735	PLATE-EXPIRED	8/28/2015 3:47	B	F	24
E908881	OBSTRUCTION	9/5/2015 0:19	B	M	13
E908882	PARENTAL RESPONSIBILITY	9/5/2015 0:22	B	F	36

E908892	SPEED - 35/25	9/5/2015 20:15	B	F	25
E908925	LICENSE SUSPENDED	9/6/2015 19:21	W	M	28
E908930	SPEED - 40/30	9/7/2015 1:37	B	M	42
E908966	DISOBEY TRAFFIC SIGNAL	9/10/2015 1:23	W	M	20
E908976	DISORDERLY CONDUCT	9/10/2015 20:24	B	F	23
E908977	SPEED - 40/30	9/11/2015 1:02	W	M	51
E909022	INSURANCE-NO PROOF OF	9/15/2015 0:17	B	M	32
D467430	SPEED - EXCEEDING POSTED SPEED	9/15/2015 10:22	B	F	58
E909039	NO LIC - REVOKED	9/15/2015 20:24	B	F	45
E909044	INSURANCE-NO PROOF OF	9/16/2015 4:34	B	M	38
E909100	LICENSE SUSPENDED	9/19/2015 18:41	B	M	25
E909262	DISOBEY TRAFFIC SIGNAL	9/29/2015 21:41	W	M	22
E909267	CURFEW VIOLATION	9/30/2015 1:09	W	M	16
E909322	SPEED - 35/25	10/3/2015 0:40	B	M	26
E909611	SPEED - 35/25	10/19/2015 3:16	B	M	41
E909612	SPEED - 35/25	10/19/2015 4:22	W	F	29
E909726	PLATE-EXPIRED	10/26/2015 19:14	W	F	27

E909759	PLATE-EXPIRED'	10/27/2015 21:14	B	M	23
E909818	DISOBEY FLASHING RED	11/1/2015 3:07	B	M	21
E909892	SPEED - 35/25	11/5/2015 23:11	B	F	38
E909972	LIC-DWL EXPIRED/NEVER APPLIED	11/9/2015 12:24	B	M	47
E909973	LIC-EXPIRED	11/10/2015 4:12	W	M	54
E909974	SPEED - 40/30	11/10/2015 4:36	B	F	30
E909984	SPEED - 47/25	11/10/2015 21:15	B	M	59
E909987	STOP SIGN	11/10/2015 21:57	W	M	22
E910042	PLATE-EXPIRED/	11/14/2015 20:22	W	F	33
E910043	INSURANCE-NO PROOF OF	11/14/2015 20:40	B	M	39
E910047	DISOBEY TRAFFIC SIGNAL	11/15/2015 2:21	W	M	26
E910103	FIGHTING	11/18/2015 20:23	B	F	21
E910108	LICENSE SUSPENDED	11/18/2015 23:45	W	M	52
E910197	SPEED - 40/30	11/24/2015 4:05	B	F	20
E910219	PLATE-EXPIRED	11/25/2015 1:28	B	F	21
E910411	ACC-FAIL TO STOP/IDENTIFY PROP DAMAGE ACCIDENT	12/7/2015 20:33	W	F	64
E910432	LIC-DWL EXPIRED	12/8/2015 20:40	B	F	31

E910831	DEFECTIVE TAILIGHT	1/10/2016 22:00	B	M	29
E910863	INSURANCE-NO PROOF OF	1/13/2016 19:04	B	M	32
E910977	INSURANCE-NO PROOF OF	1/22/2016 18:46	W	F	48
E910979	INSURANCE-NO PROOF OF	1/22/2016 19:31	B	M	74
E911141	STOP SIGN	2/2/2016 1:31	B	F	50
E911152	INSURANCE-NO PROOF OF	2/2/2016 20:15	B	F	52
E911297	DEFECTIVE HEADLIGHTS	2/11/2016 22:22	W	F	34
E911299	DISREGARD STOP SIGN	2/12/2016 1:46	B	M	53
E911300	SPEED - 40/30	2/12/2016 2:08	B	M	19
E911301	SPEED - 54/30	2/12/2016 2:25	B	M	39
E911355	LICENSE SUSPENDED	2/16/2016 2:03	W	M	18
E911363	SPEED - BASIC SPEED TOO FAST	2/16/2016 20:13	B	F	24
E911424	SPEED - 35/25	2/19/2016 22:03	B	F	34
E911465	INSURANCE-NO PROOF OF	2/21/2016 19:26	B	M	42
E911467	DISOBEY TRAFFIC SIGNAL	2/22/2016 1:03	B	M	67
E911654	SPEED - 51/30	3/4/2016 23:41	B	M	23
E911669	SPEED - 35/25	3/5/2016 21:59	B	M	27

E911675	SPEED - 40/30	3/6/2016 1:05	B	F	21
E911676	SPEED - 40/30	3/6/2016 1:28	W	F	27
E911826	INSURANCE-NO PROOF OF	3/15/2016 21:17	W	M	26
E911911	IMPROPER BACKING	3/20/2016 20:04	B	F	28
E911960	BASIC SPEED	3/24/2016 22:52	W	M	28
E912061	PUBLIC INTOX	4/2/2016 20:12	B	M	59
E912065	SPEED - VIOL BASIC SPEED	4/3/2016 1:23	W	M	18
E912182	LICENSE SUSPENDED	4/11/2016 21:53	B	M	48
E912242	DEFECTIVE HEADLIGHTS	4/16/2016 0:53	B	F	25
E912251	SPEED - 40/30	4/16/2016 20:51	U	M	23
E912266	SPEED - 35/25	4/18/2016 0:25	B	F	27
E912323	DEFECTIVE TAILIGHTS	4/21/2016 21:29	B	M	21
E912326	LIC - SUSPENDED	4/22/2016 1:11	B	M	52
E912327	LIC - SUSPENDED	4/22/2016 3:17	B	M	40
E912423	SPEED - FAIL TO STOP IN ASSURED CLEAR DISTANCE	4/30/2016 22:22	W	F	40
E912434	INSURANCE-NO PROOF OF	5/1/2016 23:21	B	F	19
E912571	PROWLING	5/15/2016 1:22	B	M	16

E912586	DEFECTIVE HEADLIGHTS	5/15/2016 23:51	B	F	22
E912720	DISOBEY TRAFFIC SIGNAL	5/24/2016 5:21	W	F	38
E912821	CURFEW VIOLATION	5/30/2016 1:36	B	M	14
E912823	IMPROPER BACKING	5/30/2016 3:01	B	M	21
E912824	CARELESS	5/30/2016 3:54	U	M	32
E912874	LIC - NEVER APPLIED	6/2/2016 19:44	W	M	32
E912880	INSURANCE-NO PROOF OF	6/3/2016 3:08	B	M	45
E912942	SPEED - 40/30	6/6/2016 20:13	W	F	53
E912943	DISOBEY TRAFFIC SIGNAL	6/7/2016 0:45	B	M	40
E913032	INSURANCE-NO PROOF OF	6/12/2016 2:16	B	M	40
E913054	SPEED - 45/30	6/12/2016 22:53	B	M	36
E913153	SPEED - 35/25	6/20/2016 21:24	B	M	32
E913168	FAIL TO OBEY POLICE OFF SIGNAL	6/22/2016 1:05	B	M	37
E913460	INSURANCE-NO PROOF OF	7/11/2016 0:04	B	F	28
D474506	INSURANCE-NO PROOF OF	7/19/2016 11:52	W	M	30
D474511	NO OPS/NEVER APPLIED	7/22/2016 15:49	W	F	25
D474513	SPEED - EXCEEDING POSTED SPEED	7/24/2016 14:37	B	F	40

D474512	SPEED - EXCEEDING POSTED SPEED	7/24/2016 15:12	W	F	18
E913619	DOG RUNNING LOOSE	7/27/2016 19:11	W	F	63
D474514	FAIL TO YIELD/OR STOP	8/6/2016 8:53	W	M	21
E913727	DISORDERLY HOUSE	8/11/2016 0:11	B	M	17
E913729	INSURANCE-NO PROOF OF	8/11/2016 2:34	B	M	21
E913736	DISORDERLY CONDUCT	8/11/2016 20:20	B	F	11
E913739	DISORDERLY CONDUCT	8/11/2016 20:23	B	F	14
E913773	NO BRAKE LIGHT	8/16/2016 20:07	W	M	68
E913809	STOP SIGN	8/20/2016 23:58	B	M	56
E913862	TRESPASSING	8/25/2016 23:30	W	M	31
E913863	NOISE - LOUD RADIO, MUSICAL INSTRUMENT, ETC	8/26/2016 0:21	B	M	60
E914020	SPEED - 40/30	9/9/2016 4:21	W	M	50
E914086	SPEED -40/30	9/13/2016 19:13	W	F	35
E914087	INSURANCE-NO PROOF OF	9/13/2016 19:30	W	M	29
E914197	PUBLIC INTOX	9/18/2016 0:07	B	M	39
E914207	SPEED - 35/35	9/19/2016 0:11	U	M	28
E914239	EXPIRED LIC	9/22/2016 2:03	B	M	21

E914244	INSURANCE-NO PROOF OF	9/22/2016 18:44	B	M	29
E914245	FAIL TO YIELD/OR STOP	9/22/2016 18:51	W	M	20
E914250	PLATE-EXPIRED	9/22/2016 22:58	W	F	21
E914251	LIC - SUSPENDED	9/23/2016 0:45	B	M	30
E914332	PLATE-IMPROPER	10/1/2016 18:47	W	M	23
E914334	PUBLIC INTOX	10/1/2016 22:39	W	M	43
E914337	LIC-DWL EXPIRED	10/2/2016 2:31	B	F	25
D474515	SPEED - EXCEEDING POSTED SPEED	10/11/2016 9:26	B	M	38
E914426	PLATE NOT VALID	10/11/2016 18:38	B	F	40
E914492	DISOBEY TRAFFIC SIGNAL	10/19/2016 22:53	W	M	19
E914595	ACC-FAIL TO STOP/IDENTIFY PROP DAMAGE ACCIDENT	10/29/2016 0:00	W	F	24
E914585	DISOBEY TRAFFIC SIGNAL	10/29/2016 21:33	W	F	28
E914587	LIC - SUSPENDED	10/29/2016 22:28	B	M	31
E914621	TRESPASSING	11/2/2016 23:13	B	M	22
E914629	LITTERING	11/3/2016 18:47	B	F	18
E914676	LIC-DWL EXPIRED	11/7/2016 22:57	B	M	33
E914703	DEFECTIVE HEADLIGHTS	11/11/2016 19:15	W	F	41

E914704	LIC - SUSPENDED	11/11/2016 19:24	W	F	68
E914720	DEFECTIVE HEADLIGHTS	11/13/2016 20:28	B	M	59
E914744	PLATE-EXPIRED	11/16/2016 19:35	B	M	38
E914802	DISOBEY TRAFFIC SIGNAL	11/22/2016 20:48	B	M	51
D474332	SPEED - EXCEEDING POSTED SPEED	11/26/2016 8:46	B	M	19
D474333	LIC-DWLS/NEVER APPLIED	11/26/2016 12:18	B	M	19
D474334	SPEED - EXCEEDING POSTED SPEED	11/27/2016 8:43	B	M	25
D474335	CURFEW VIOLATION	11/27/2016 8:45	B	F	14
D474337	LIC - NEVER APPLIED	11/27/2016 9:06	B	M	32
E914940	PLATE-IMPROPER	12/9/2016 23:07	W	M	23
E914943	INSURANCE-NO PROOF OF	12/10/2016 22:30	B	F	30
E914946	DISOBEY TRAFFIC SIGNAL	12/11/2016 0:36	W	F	27
E914964	DISOBEY TRAFFIC SIGNAL	12/15/2016 20:14	W	M	50
E915063	DEFECTIVE HEADLIGHT	12/28/2016 22:20	B	F	28
E915110	SPEED - 35/25	1/3/2017 1:44	B	M	47
E915229	INSURANCE-NO PROOF OF	1/12/2017 21:59	B	M	26
E915284	DEFECTIVE HEADLIGHTS	1/17/2017 18:49	W	M	19

E915323	SPEED - 47/30	1/20/2017 20:28	B	F	24
E915326	SPEED - 47/25	1/21/2017 2:26	B	F	18
E915370	DEFECTIVE TAILIGHT	1/22/2017 20:16	W	F	25
E915374	DISOBEY TRAFFIC SIGNAL	1/22/2017 22:56	B	M	28
E915607	DEFECTIVE HEADLIGHTS	2/8/2017 20:12	U	M	68
E915608	DISOBEY TRAFFIC SIGNAL	2/8/2017 20:41	W	F	23
E915622	DEFECTIVE TAILIGHTS-`	2/9/2017 20:13	W	M	37
E915627	INSURANCE-NO PROOF OF	2/10/2017 0:20	B	M	27
E915707	DEFECTIVE TAILIGHTS	2/14/2017 21:58	W	M	30
E915769	INSURANCE-NO PROOF OF	2/17/2017 22:44	B	F	71
E915771	INSURANCE-NO PROOF OF	2/18/2017 0:25	B	F	24
E915783	INSURANCE-NO PROOF OF	2/18/2017 20:45	W	M	21
E915865	SPEED - 35/25	2/23/2017 19:05	B	M	19
E915866	FAIL TO YIELD EMERGENCY VEHICLE	2/23/2017 19:32	W	M	31
E915875	NO LIC NEVER APPLIED	2/24/2017 4:58	B	M	35
E915968	INSURANCE-NO PROOF OF	2/28/2017 22:49	W	M	33
E916019	SPEED - 35/25	3/3/2017 20:29	B	M	37

E916025	LIC - SUSPENDED	3/4/2017 4:20	B	F	25
E916054	DISOBEY TRAFFIC SIGNAL	3/4/2017 22:34	B	F	19
E916078	DISOBEY TRAFFIC SIGNAL	3/6/2017 2:50	B	M	25
E916133	CURFEW - MINOR VIOLATION	3/9/2017 1:49	B	F	16
E916265	DEFECTIVE HEADLIGHTS	3/17/2017 21:05	W	M	35
E916287	SPEED - 40/30	3/18/2017 23:18	W	F	18
E916302	STOP SIGN	3/19/2017 21:24	B	F	28
E916304	TRESPASS	3/20/2017 0:23	B	M	23
E916462	NO OPS/NEVER APPLIED	4/1/2017 0:22	B	M	24
E916465	STOP SIGN	4/1/2017 4:33	W	F	36
E916484	SPEED - 35/25	4/2/2017 21:39	B	M	51
D474517	TRESPASS	4/10/2017 9:35	B	M	45
E916576	INSURANCE-NO PROOF OF	4/12/2017 0:00	B	M	36
D474518	DIS RED LIGHT	4/12/2017 9:06	W	F	53
E916612	LIC - SUSPENDED	4/14/2017 23:11	B	M	20
E916637	LIC-NO OPS ON PERSON	4/16/2017 1:02	W	M	34
E916691	INSURANCE-NO PROOF OF	4/20/2017 21:52	W	M	34

E916811	SPEED - 35/25	4/30/2017 18:58	B	F	24
E916848	PBT REFUSAL	5/5/2017 1:25	U	F	30
E916949	DEFECTIVE TAILIGHTS-	5/12/2017 23:47	W	F	25
E916967	INSURANCE-NO PROOF OF	5/13/2017 21:36	W	M	24
E916968	DISOBEY TRAFFIC SIGNAL	5/14/2017 0:00	W	M	44
E916969	CURFEW - MINOR VIOLATION	5/14/2017 0:22	B	M	14
E917025	IMPEDING/BLOCKING TRAFFIC	5/18/2017 23:19	B	F	18
201710834	ANIMALS - LOOSE/UNCONFINED	5/22/2017 20:32	W	M	56
E917078	NI LIC NEVER APPLIED	5/22/2017 22:09	B	M	19
E917139	ANIMALS - LOOSE/UNCONFINED	5/26/2017 18:33	W	M	56
E917238	STOP SIGN	6/1/2017 22:35	B	F	19
E917241	SPEED - 35/25	6/2/2017 3:56	B	F	18
E917552	SPEED - 40/30	6/29/2017 23:11	W	M	40
E917556	DISOBEY TRAFFIC SIGNAL	6/30/2017 2:51	B	M	44
E917557	DISOBEY TRAFFIC SIGNAL	6/30/2017 3:00	W	M	22
E917612	LIC-NEVER APPLIED	7/5/2017 1:17	W	F	30
E917690	LIC-VIO OF GRADUATED PERMIT	7/12/2017 20:54	B	M	22

E917718	DISOBEY TRAFFIC SIGNAL	7/13/2017 22:36	W	F	46
E917810	NO HEAD LAMPS - DUSK/DAWN	7/17/2017 22:33	B	M	26
E917845	SPEED-DROVE W/O DUE CARE OR CAUTION	7/22/2017 22:45	B	M	17
E917847	DISOBEY TRAFFIC SIGNAL	7/23/2017 1:45	W	F	27
E917894	STOP SIGN	7/28/2017 3:35	U	M	24
E917945	ANIMALS - LOOSE/UNCONFINED	8/1/2017 21:51	B	F	40
E917948	LIC-NEVER APPLIED	8/1/2017 23:58	B	F	23
E917986	DEFECTIVE HEADLIGHTS	8/5/2017 2:28	B	F	42
E917987	SPEED - 35/25	8/5/2017 3:58	B	F	38
E918001	SPEED - 35/25	8/5/2017 20:31	B	F	34
E918007	R&O	8/6/2017 3:01	W	M	25
E918207	LIC-DWLS	8/18/2017 23:15	B	M	27
E918208	LIC-DWLS	8/18/2017 23:33	B	M	27
E918229	DEFECTIVE BRAKE LIGHTS	8/19/2017 21:09	B	F	20
E918245	DISOBEY TRAFFIC SIGNAL	8/20/2017 3:33	B	M	25
E918254	DRIVE WRONG WAY ON ONE WAY STREET	8/20/2017 23:49	B	F	45
E918255	DISOBEY TRAFFIC SIGNAL	8/21/2017 0:47	B	M	39

E918284	SPEED - FAIL TO STOP IN ASSURED CLEAR DISTANCE	8/23/2017 21:21	W	M	21
E918302	LIC-DWLS	8/24/2017 23:40	B	M	66
E918371	PLATE-EXPIRED	8/28/2017 22:52	B	F	26
E918477	NO PLATE	9/2/2017 0:39	W	M	26
E918496	INSURANCE-NO PROOF OF	9/2/2017 22:36	B	F	24
E918501	NO OPS EXPIRED	9/3/2017 1:23	B	M	59
E918504	FAIL TO YIELD	9/3/2017 1:35	B	M	59
E918553	LIC - SUSPENDED	9/6/2017 20:10	W	M	40
E918556	R&O	9/6/2017 22:30	B	F	16
E918567	SPEED - 50-30	9/8/2017 1:06	W	M	29
E918638	STOP SIGN	9/12/2017 19:38	B	F	58
E918793	TRESPASS	9/20/2017 22:34	B	M	41
E918817	DISORDERLY - ACTIONS WI/INTENT TO DISTURBE LAWFUL MEETING	9/22/2017 0:41	W	F	18
E918818	DISOBEY TRAFFIC SIGNAL	9/22/2017 3:00	W	F	18
E918881	INSURANCE-NO PROOF OF	9/26/2017 22:43	B	F	27
E918883	LIC - SUSPENDED	9/27/2017 0:24	B	F	26
E918985	LIC-DWLS/NEVER APPLIED	10/1/2017 1:43	B	M	22

E919049	LIC-DWL EXPIRED	10/4/2017 22:09	B	M	86
E919147	DEFECTIVE HEADLIGHT	10/9/2017 22:49	B	F	30
E919164	DEFECTIVE TAILIGHT	10/10/2017 0:00	W	M	32
E919215	NO HEAD LAMPS - DUSK/DAWN	10/14/2017 19:31	B	M	54
E919222	INSURANCE-NO PROOF OF	10/15/2017 0:05	B	F	35
E919285	INSURANCE-NO PROOF OF	10/18/2017 22:21	B	F	29
E919287	DEFECTIVE HEADLIGHTS	10/19/2017 1:00	W	M	16
E919369	DRIVE WRONG WAY ON ONE WAY STREET	10/23/2017 19:13	U	M	65
E919371	DEFECTIVE HEADLIGHTS	10/23/2017 20:47	W	M	19
E919397	CURFEW - MINOR VIOLATION	10/25/2017 1:04	B	M	16
E919488	INSURANCE-NO PROOF OF	10/29/2017 0:22	B	F	24
E919507	LIC - SUSPENDED	10/29/2017 23:14	W	M	35
E919662	LIC - SUSPENDED	11/6/2017 18:04	W	M	24
E919663	DEFECTIVE HEADLIGHTS	11/6/2017 18:14	B	F	37
E919664	SPEED -40/30	11/6/2017 18:39	B	M	19
E919702	PLATE-IMPROPER	11/8/2017 0:45	B	M	22
E919783	NO BRAKE LIGHT	11/11/2017 19:04	B	F	26

E919798	O.U.I.L. (OWI)	11/12/2017 4:41	W	F	33
E919861	DEFECTIVE HEADLIGHT	11/15/2017 0:00	B	F	50
E919857	DEFECTIVE BRAKELIGHT	11/15/2017 19:57	W	F	38
E919961	DISOBEY TRAFFIC SIGNAL	11/21/2017 19:04	W	M	47
E919968	NO HEAD LAMPS - DUSK/DAWN	11/21/2017 22:05	B	F	57
E920081	PLATE-IMPROPER	11/26/2017 18:08	B	F	57
E920086	INSURANCE-NO PROOF OF	11/26/2017 20:00	B	F	23
E920088	NO LIC-NEVER APPLIED	11/26/2017 20:24	B	M	58
E920096	NO HEAD LAMPS - DUSK/DAWN	11/27/2017 0:31	W	M	18
E920097	SPEED -40/30	11/27/2017 1:05	B	F	56
E920239	PLATE-IMPROPER DISPLAY	12/4/2017 18:11	B	F	41
E920254	LIC - SUSPENDED	12/5/2017 18:27	B	F	20
E920255	INSURANCE-NO PROOF OF	12/5/2017 19:09	B	F	32
E920260	CARELESS DRIVING	12/5/2017 22:21	W	M	28
E920431	DEFECTIVE TAILIGHT	12/14/2017 22:01	B	F	31
E920512	DEFECTIVE HEADLIGHTS	12/19/2017 1:18	W	F	31
E920523	PLATE-EXPIRED	12/19/2017 18:51	W	M	45

E920528	DISOBEY TRAFFIC SIGNAL	12/19/2017 21:40	B	F	56
E920570	O.U.I.L. (OWI)	12/22/2017 20:24	W	M	39
D474346	LIC - NEVER APPLIED	12/24/2017 20:43	B	F	32
D474347	LIC - SUSPENDED	12/25/2017 1:16	B	M	43
E920745	INSURANCE-NO PROOF OF	1/4/2018 18:42	B	F	32
E920839	LIC-DWL EXPIRED	1/9/2018 20:35	B	M	28
E920892	DEFECTIVE HEADLIGHTS	1/12/2018 20:16	B	M	48
E920921	NO LICENSE	1/14/2018 1:26	W	M	36
E920932	PUBLIC INTOXICATION	1/14/2018 21:00	W	F	22
E920992	PLATE-IMPROPER	1/17/2018 19:42	W	M	36
E920996	DISOBEY TRAFFIC SIGNAL	1/17/2018 23:03	B	M	42
E921005	DISOBEY TRAFFIC SIGNAL	1/18/2018 18:46	B	F	24
E921149	DEFECTIVE HEADLIGHTS	1/23/2018 22:14	B	M	21
E921224	TRESPASS	1/26/2018 21:05	B	M	22
E921230	LIC - SUSPENDED	1/27/2018 0:46	B	M	27
E921248	DEFECTIVE HEADLIGHT	1/27/2018 18:42	B	M	67
E921329	LIC - SUSPENDED	2/1/2018 18:16	B	M	19

E921417	DEFECTIVE TAILIGHT	2/6/2018 0:15	B	M	24
E921435	LIC-DWL EXPIRED	2/6/2018 22:23	B	F	22
D474483	NO OPS/NEVER APPLIED	2/10/2018 10:38	B	M	26
D474484	DEFECTIVE HEADLIGHTS	2/12/2018 10:17	W	M	53
E921587	DEFECTIVE TAILIGHT	2/15/2018 0:08	W	F	45
E921589	PLATE-IMPROPER	2/15/2018 3:47	B	F	36
E921618	QUARRELING OR FIGHTING	2/15/2018 21:13	B	F	14
E921619	QUARRELING OR FIGHTING	2/15/2018 21:16	B	F	16
E921620	QUARRELING OR FIGHTING	2/15/2018 21:22	B	F	14
E921621	QUARRELING OR FIGHTING	2/15/2018 21:24	B	F	14
E921627	LIC-NEVER APPLIED	2/16/2018 2:25	B	M	23
E921803	DEFECTIVE HEADLIGHTS	2/25/2018 21:25	W	F	38
E921950	DWL EXPIRED	3/5/2018 19:59	W	M	33
E921970	NO BRAKE LIGHT	3/6/2018 18:50	B	F	31
E921980	DEFECTIVE HEADLIGHT	3/6/2018 22:09	B	M	30
E921981	LIC-NEVER APPLIED	3/6/2018 23:30	B	F	45
E921984	LIC-RESTRICTION VIOLATION	3/7/2018 0:35	B	F	34

E922026	DEFECTIVE BRAKELIGHT	3/9/2018 18:28	W	M	79
E922028	NO HEAD LAMPS - DUSK/DAWN	3/9/2018 20:05	U	M	18
E922029	DEFECTIVE HEADLIGHTS	3/9/2018 22:08	W	F	26
E922031	DISORDERLY - FIGHTING OR VIOLENT BEHAVIOR	3/9/2018 23:24	B	M	20
E922032	DISORDERLY - FIGHTING	3/9/2018 23:25	B	M	20
E922073	ANIMALS - DANGEROUS DOG CONFINEMENT VIOLATION	3/11/2018 18:55	B	M	28
E922130	TRESPASS	3/15/2018 1:09	B	M	34
E922248	SPEED - 45/25	3/19/2018 21:44	U	F	21
E922298	PLATE-EXPIRE	3/23/2018 18:15	W	F	35
E922299	PLATE-EXPIRED	3/23/2018 20:11	W	M	22
E922344	SPEED - 40/30	3/25/2018 4:24	B	M	21
E922355	PLATE-EXPIRED	3/25/2018 18:17	W	M	52
E922361	PLATE-EXPIRED	3/25/2018 21:24	W	F	27
E922826	DEFECTIVE HEADLIGHT	4/17/2018 20:28	B	M	30
E922832	DEFECTIVE TAILIGHT	4/17/2018 23:17	W	F	58
E922919	SPEED - 35/25	4/20/2018 21:37	W	M	42
E922922	DISOBEY TRAFFIC SIGNAL	4/20/2018 23:11	W	F	24

E922923	VIOL BASIC SPEED -	4/21/2018 4:19	W	F	33
E922940	ANIMALS - UNLICENSED DOG	4/21/2018 21:43	W	F	63
E922963	TRESPASS	4/23/2018 4:05	W	M	61
E923023	NO BRAKE LIGHT	4/25/2018 22:53	B	M	21
E923029	INSURANCE-NO PROOF OF	4/26/2018 22:16	W	M	56
E923084	PLATE-EXPIRED 2/2018	4/30/2018 22:15	W	F	17
E923086	DEFECTIVE HEADLIGHT	4/30/2018 22:42	W	F	24
E923105	DISOBEY TRAFFIC SIGNAL	5/1/2018 21:23	B	F	22
E923174	INSURANCE-NO PROOF OF	5/4/2018 21:34	W	M	70
E923194	DEFECTIVE HEADLIGHT	5/5/2018 22:38	B	M	31
E923195	DEFECTIVE HEADLIGHT	5/5/2018 22:55	W	M	68
E923210	DEFECTIVE HEADLIGHT	5/6/2018 23:24	W	F	23
E923252	PLATE-EXPIRED	5/9/2018 19:36	B	F	20
E923261	LIC-NEVER APPLIED	5/10/2018 0:34	B	F	15
E923273	SPEED - 35/25	5/10/2018 21:27	B	M	41
E923275	CARELESS DRIVING	5/11/2018 0:56	W	M	32
E923390	INSURANCE-NO PROOF OF	5/15/2018 20:02	B	F	45

E923433	SPEED - 35/25	5/18/2018 19:35	B	M	22
E923450	DEFECTIVE HEADLIGHT	5/19/2018 21:34	U	F	20
E923562	DEFECTIVE HEADLIGHT	5/23/2018 21:48	W	F	23
E923564	LIC NEVER APPLIED	5/24/2018 0:03	B	M	18
E923674	PLATE - EXPIRED	5/28/2018 0:00	W	F	28
E923755	ANIMALS - DANGEROUS DOG LEASH AND MUZZLE VIOLATION	6/2/2018 21:24	W	M	20
E923768	INSURANCE-NO PROOF OF	6/3/2018 22:04	B	M	25
E923769	STOP SIGN	6/3/2018 23:39	B	M	18
E923776	LIC - SUSPENDED	6/4/2018 1:10	W	M	33
E923813	ANIMALS - DANGEROUS DOG LEASH AND MUZZLE VIOLATION	6/6/2018 19:37	B	M	20
E923893	NO BRAKE LIGHT	6/11/2018 22:15	U	M	33
E923926	DEFECTIVE HEADLIGHT	6/13/2018 0:06	W	M	38
E924000	PLATE-EXPIRED	6/16/2018 20:33	W	F	33
E924028	DISOBEY TRAFFIC SIGNAL	6/17/2018 22:33	W	F	22
E924032	CURFEW VIOLATION	6/18/2018 0:22	B	F	16
E924034	CURFEW VIOLATION	6/18/2018 0:25	B	F	15
E924074	DISOBEY TRAFFIC CONTROL DEVICE CONS ZONE	6/20/2018 19:10	B	F	50

E924077	DISOBEY TRAFFIC CONTROL DEVICE CONST ZONE	6/20/2018 19:58	W	F	41
E924079	DISOBEY TRAFFIC CONTROL DEVICE CONST ZONE	6/20/2018 20:12	W	M	18
E924081	DISOBEY TRAFFIC CONTROL DEVICE CONST ZONE	6/20/2018 20:30	W	F	54
E924084	DISOBEY TRAFFIC CONTROL DEVICE CONST ZONE	6/20/2018 20:55	W	F	74
E924085	DISOBEY TRAFFIC CONTROL DEVICE CONST ZONE	6/20/2018 21:01	W	M	24
E924087	DISOBEY TRAFFIC CONTROL DEVICE CONST ZONE	6/20/2018 21:11	W	F	36
E924096	O.U.I.L. (OWI)	6/21/2018 3:20	U	M	32
E924300	DISOBEY TRAFFIC CONTROL DEVICE/CONSTRUCTION ZONE	6/29/2018 19:07	W	F	15
E924302	DISOBEY TRAFFIC CONTROL DEVICE /CONSTRUCTION ZONE	6/29/2018 20:06	B	M	69
E924304	DISOBEY TRAFFIC CONTROL DEVICE /CONSTRUCTION ZONE	6/29/2018 20:26	W	M	39
E924308	INSURANCE-NO PROOF OF	6/29/2018 21:26	B	M	43
E924333	DISOBEY TRAFFIC CONTROL DEVICE /CONSTRUCTION ZONE	6/30/2018 19:22	B	M	18
E924334	DISOBEY TRAFFIC CONTROL DEVICE / CONSTRUCTION ZONE	6/30/2018 19:36	B	F	48
E924342	FAIL TO REPORT ACCIDENT	7/1/2018 19:01	W	M	55
E924393	DISOBEY TRAFFIC CONTROL DEVICE/CONSTRUCTION ZONE	7/4/2018 18:12	B	M	38
E924394	DISOBEY TRAFFIC CONTROL DEVICE / CONSTRUCTION ZONE	7/4/2018 19:34	B	F	92
E924395	DISOBEY TRAFFIC CONTROL DEVICE / CONSTRUCTION ZONE	7/4/2018 19:49	B	M	46

E924402	INSURANCE-NO PROOF OF	7/4/2018 23:05	W	F	24
E924407	R&O	7/5/2018 5:05	B	M	23
E924414	NO LIC / DENIED	7/5/2018 19:50	B	F	48
E924418	SPEED - 57/25	7/5/2018 23:42	B	F	29
E924490	PLATE-EXPIRED	7/9/2018 0:00	W	F	51
E924572	PLATE-EXPIRED	7/13/2018 18:52	W	F	37
E924573	TRESPASS	7/13/2018 19:21	B	M	56
E924818	DISOBEY TRAFFIC SIGNAL	7/25/2018 4:43	B	F	51
E924916	R&O	7/30/2018 4:01	B	M	42
E924958	PLATE-EXPIRED	8/1/2018 18:05	B	F	20
E924967	CURFEW - MINOR VIOLATION	8/1/2018 23:31	B	M	15
E924987	INSURANCE-NO PROOF OF	8/3/2018 4:30	B	F	70
E925085	DEFECTIVE HEADLIGHTS	8/6/2018 22:07	B	M	22
E925154	NO BRAKE LIGHT	8/11/2018 4:00	W	F	22
E925160	LIC-DWL EXPIRED	8/11/2018 19:51	B	F	49
E925162	INSURANCE-NO PROOF OF	8/11/2018 22:13	W	F	19
E925168	TRESPASS	8/12/2018 2:46	B	M	38

E925246	PLATE-EXPIRED	8/15/2018 23:42	B	F	18
E925418	DEFECTIVE HEADLIGHT	8/25/2018 21:24	B	M	39
E925420	INSURANCE-NO PROOF OF	8/25/2018 22:19	B	M	31
D474341	INSURANCE-NO PROOF OF	9/7/2018 0:00	B	M	24
E925649	CURFEW - MINOR VIOLATION	9/9/2018 0:21	B	M	16
E925650	CURFEW - MINOR VIOLATION	9/9/2018 0:29	W	F	16
E925651	PLATE-IMPROPER	9/9/2018 1:27	B	F	20
E925730	INSURANCE-NO PROOF OF	9/14/2018 0:44	B	F	21
E925731	DISOBEY TRAFFIC SIGNAL	9/14/2018 0:59	B	F	28
E925814	INSURANCE-NO PROOF OF	9/18/2018 20:39	B	M	56
E925815	INSURANCE-NO PROOF OF	9/18/2018 21:18	B	F	31
E925864	PLATE-EXPIRED	9/21/2018 21:09	W	F	53
E925893	PLATE-EXPIRED	9/23/2018 0:24	B	M	30
E926012	CARELESS DRIVING	9/27/2018 20:29	B	F	28
E926094	NO BRAKE LIGHT	10/1/2018 19:12	W	M	40
E926096	TRESPASS	10/1/2018 20:59	W	M	34
E926207	LIC-NEVER APPLIED	10/7/2018 1:15	B	M	21

E926283	LIC-DWL EXPIRED	10/11/2018 0:29	B	F	42
E926307	STOP SIGN	10/11/2018 23:27	W	F	24
E926418	STOP SIGN	10/16/2018 4:24	B	M	26
E926445	TRESPASS	10/17/2018 2:44	W	M	22
E926528	PUBLIC INTOXICATION	10/20/2018 2:12	W	M	43
E926550	DEFECTIVE TAILIGHT	10/21/2018 21:26	W	F	22
E926625	DEFECTIVE TAILIGHT	10/24/2018 22:07	U	M	69
E926756	LIC-DWL EXPIRED	10/29/2018 21:52	U	M	33
E926867	PUBLIC INTOXICATION	11/2/2018 19:03	W	M	56
E926878	DEFECTIVE HEADLIGHT	11/2/2018 21:32	B	M	27
E926911	FAIL TO YIELD AT STOP	11/3/2018 18:14	B	F	27
E926920	SPEED - 35/25	11/3/2018 19:42	B	M	35
E926922	INSURANCE-NO PROOF OF	11/3/2018 20:02	B	M	42
E926925	SPEED - 40/30	11/3/2018 20:33	W	M	25
E926933	LIC- NEVER APPLIED	11/3/2018 22:03	B	F	24
E926939	PLATE-EXPIRED	11/3/2018 23:38	B	F	28
E926944	SPEED - 40/30	11/4/2018 1:11	B	M	34

E927042	INSURANCE-NO PROOF OF	11/8/2018 23:49	W	F	37
E927219	INSURANCE-NO PROOF OF	11/16/2018 22:46	B	F	49
E927228	SPEED - 40/30	11/17/2018 19:32	U	M	17
E927240	LIC- NEVER APPLIED	11/18/2018 0:05	B	M	16
E927364	TRESPASSING	11/27/2018 19:33	W	M	35
E927371	ALCOHOL - MINOR CONSUME	11/28/2018 4:49	W	F	16
E927433	NO PLATE	12/1/2018 1:09	W	F	28
E927516	LITTERING	12/6/2018 1:24	B	M	31
E927524	LIC - SUSPENDED	12/6/2018 20:25	B	M	58
E927529	SPEED - 40/30	12/6/2018 22:20	W	M	45
E927605	PLATE-EXPIRED	12/10/2018 20:46	B	F	36
E927631	INSURANCE-NO PROOF OF	12/11/2018 18:20	B	M	22
E927647	NOISE - LOUD AND DISTURBING NOISE	12/12/2018 1:19	B	M	36
E927951	LIC - SUSPENDED	12/24/2018 20:27	W	F	35
E927955	PLATE-EXPIRED	12/25/2018 3:51	W	F	42
E928037	INSURANCE-NO PROOF OF	12/29/2018 20:04	B	F	58
E928171	PLATE-EXPIRED 9/1/18	1/3/2019 18:07	B	M	70

E928331	PLATE-EXPIRED	1/8/2019 20:27	B	F	30
E928416	TRESPASS	1/11/2019 22:17	B	M	22
E928447	DISOBEY TRAFFIC SIGNAL	1/13/2019 21:47	B	F	45
E928448	NO BRAKE LIGHT	1/13/2019 22:17	B	F	47
E928450	LIC DENIED	1/13/2019 23:28	B	F	23
E928453	INSURANCE-NO PROOF OF	1/14/2019 0:18	B	F	23
E928632	PLATE-EXPIRED	1/21/2019 18:16	B	F	40
E928659	LIC - SUSPENDED	1/22/2019 23:51	B	M	18
E928871	PUBLIC INTOXICATION	2/4/2019 20:18	W	M	35
E928874	DEFECTIVE HEADLIGHT	2/4/2019 23:20	W	M	32
E928875	SPEED - 40/30	2/5/2019 0:56	B	F	18
E928895	DEFECTIVE HEADLIGHT	2/5/2019 19:08	B	M	30
E928941	LIC - REVOKED	2/9/2019 0:57	W	F	32
E928952	LIC- EXPIRED	2/9/2019 18:09	W	F	32
E928970	SPEED - 35/25	2/11/2019 2:54	W	M	22
E929024	SPEED - 40/30	2/14/2019 0:00	W	M	33
E929147	INSURANCE-NO PROOF OF	2/18/2019 22:16	W	M	47

E929150	DEFECTIVE TAILIGHTS	2/18/2019 23:27	B	F	26
E929183	LIC - SUSPENDED	2/20/2019 4:28	B	F	38
E929279	LIC - SUSPENDED	2/23/2019 21:10	B	F	21
E929355	FAIL TO YIELD	2/27/2019 19:04	W	F	50
E929363	LIC - SUSPENDED	2/28/2019 0:24	W	F	41
E929382	LIC - SUSPENDED	2/28/2019 20:18	W	M	21
E929587	SPEED - 63/30	3/8/2019 19:01	W	M	17
E929628	DRIVE WRONG WAY ON ONE WAY STREET	3/10/2019 1:35	B	F	16
E929721	NO BRAKE LIGHT	3/13/2019 18:08	W	F	40
E929851	INSURANCE-NO PROOF OF	3/18/2019 20:33	B	M	19
E929872	INSURANCE-NO PROOF OF	3/19/2019 22:00	B	F	22
E929925	SPEED - EXCEEDING POSTED SPEED 40/30	3/22/2019 21:05	W	M	22
E929926	SPEED - EXCEEDING POSTED SPEED 40/30	3/22/2019 21:09	W	M	23
E929948	DISOBEY TRAFFIC SIGNAL	3/23/2019 18:14	B	F	23
E929955	SPEED - 35/25	3/23/2019 23:17	B	M	21
E930177	LIC - SUSPENDED	4/2/2019 21:43	W	F	34
E930188	INSURANCE-NO PROOF OF	4/3/2019 0:46	B	F	25

E930251	INSURANCE-NO PROOF OF	4/6/2019 0:46	W	F	20
E930253	SPEED - 35/25	4/6/2019 3:52	B	M	31
E930270	TRESPASS	4/6/2019 22:12	B	M	15
E930351	NO BRAKE LIGHT	4/10/2019 19:11	U	F	58
E930368	LIC NEVER APPLIED	4/11/2019 19:53	B	F	16
E930369	ALLOW MINOR/UNLICENSED TO DRIVE	4/11/2019 20:08	B	F	53
E930480	LIC-DWL EXPIRED	4/16/2019 22:12	B	F	43
E930567	PLATE-EXPIRED	4/20/2019 18:56	W	F	24
E930572	PLATE-EXPIRED	4/21/2019 4:26	W	M	30
E930765	DEFECTIVE HEADLIGHT	5/3/2019 20:51	W	F	74
E930777	STOP SIGN - DISOBEY	5/4/2019 19:30	B	F	22
E930920	DEFECTIVE HEADLIGHT	5/14/2019 21:39	W	F	24
E930922	DEFECTIVE HEADLIGHT	5/14/2019 23:32	B	M	28
E930965	NO BRAKE LIGHT	5/17/2019 19:05	B	M	56
E930966	- FAIL TO STOP IN ASSURED CLEAR DISTANCE	5/17/2019 22:16	B	F	28
E931048	NO BRAKE LIGHT	5/22/2019 19:55	B	F	44
E931146	ANIMALS - LOOSE/UNCONFINED	5/27/2019 22:03	B	F	42

E931226	SPEED - 35/25	5/31/2019 21:49	B	M	20
E931243	NO BRAKE LIGHT	6/1/2019 21:06	B	M	31
E931248	STOP SIGN - DISOBEY	6/2/2019 3:06	B	F	21
E931259	AVOID/DISOBEY TRAFFIC CONTROL DEVICE	6/2/2019 22:04	B	M	64
E931332	PUBLIC INTOXICATION	6/6/2019 20:37	W	M	51
E931379	INSURANCE-NO PROOF OF	6/10/2019 21:35	W	M	30
E931435	INSURANCE-NO PROOF OF	6/15/2019 0:43	B	M	18
E931456	SPEED - 40/25	6/15/2019 23:25	B	M	29
E931506	LIC-DWL EXPIRED	6/20/2019 21:46	B	M	21
E931507	INSURANCE-NO PROOF OF	6/21/2019 0:09	B	M	26
E931631	NO BRAKE LIGHTS	6/29/2019 0:08	B	F	49
E931719	DEFECTIVE TAILIGHTS	7/4/2019 1:21	W	M	32
E931721	O.U.I.L. (OWI)	7/4/2019 5:15	W	M	35
E931731	LIC-DWL EXPIRED	7/5/2019 1:14	B	M	34
E931732	FIREWORKS PROHIBITED	7/5/2019 1:56	W	M	34
E931797	DEFECTIVE HEADLIGHT	7/9/2019 22:55	B	M	23
E931799	DEFECTIVE HEADLIGHT	7/10/2019 0:22	W	F	42

E931968	INSURANCE-NO PROOF OF	7/17/2019 19:15	U	M	30
E931973	LIGHTING OF FIREWORKS	7/17/2019 22:36	W	M	39
E931980	CURFEW VIOLATION	7/18/2019 3:40	W	M	16
E932071	INSURANCE-NO PROOF OF	7/23/2019 22:10	W	M	31
E932104	SPEED - 35/25	7/26/2019 23:57	B	M	55
E932120	SPEED - 40/30	7/27/2019 18:27	W	M	35
E932127	PLATE-EXPIRED	7/28/2019 0:51	B	F	56
E932129	DISOBEY TRAFFIC SIGNAL	7/28/2019 3:41	B	M	20
E932140	PLATE-EXPIRED	7/28/2019 18:28	B	F	30
E932177	R&O	7/31/2019 18:43	B	F	16
E932199	NO BRAKE LIGHT	8/1/2019 22:56	B	M	32
E932201	QUARRELING OR FIGHTING	8/2/2019 3:44	B	F	25
E932244	LIC - SUSPENDED	8/7/2019 0:52	B	M	20
E932246	INSURANCE-NO PROOF OF	8/7/2019 1:35	B	M	24
				Grand Count	**709**

Appendix C) Transcripts of Interviews

Appendix C.1) Charles Anderson

Muskegon Police Department

980 Jefferson Street

Telephone Number 231-724-6750

Date:	08-13-2019
Incident #:	19-06
Interview/Statement:	Charles Anderson
Transcribed by:	Redacted
Proofread by/on:	
Present:	B: Bride, Shawn
	A: Anderson, Charles
	H: Hepworth, Scott

B: This is Det. Captain Shawn Bride, it is 1:14 pm on August 13, 2019. Reference Muskegon Police Dept. Internal Affairs complaint #19-06. Present in my office Officer Chuck Anderson and Officer Scott Hepworth representing the Police Officer's Labor Council. Chuck could you introduce yourself and spell your last name for me please.

A: Charles Anderson. A-N-D-E-R-S-O-N.

B: Scott could you do the same?

H: Scott Hepworth, POLC President. Last name H-E-P-W-O-R-T-H

B: Gentlemen I've asked you to come today reference a Facebook posting by a Robert Mathis the end of last week. Mathis posted in summarization that he was shopping for a home, he had gone on a viewing of a home up in the Holton area and I'll quote his posting "As we were walking to the house I'm seeing Confederate flags on the walls, the dining room table and even the garage" continues on "So to my surprise as I walk into the bedroom there's an application for the Ku Klux Klan in a frame on the wall and this home is an officer and this home is an officer of the Muskegon Police Dept. I immediately stopped my walk through and informed the realtor that I am not writing an offer and I'm leaving now" and it continues on a little bit more. That's what brings us here. Chuck have you seen this Facebook post?

A: Just, just now, yes.

B: Okay. What to your knowledge do you know what date or what time that your house was shown that prompted this post?

A: It was last week, I'm not sure which day it was....like Wednesday, Thursday? I'm not positive.

B: Was it early in the morning? In the evening? Do you remember?

A: Wasn't early in the morning. I think it was like midday because....ahh I'm not sure. It was an Open House.

B: It was an Open House?

A: Yeah

B: Okay.

A: Well, I'm not sure when this guy came and seen it. We had an Open House and then we had a showing I believe the next day but I believe he was in the Open

House. I don't know. It's been shown quite a bit and then there was an Open House too so I don't know when he showed up.

B: Okay. So I'm going to jump down here.....were you, I guess were you present, Chuck, at the time of this showing or when these people went through your house?

A: No

B: So to the best of your knowledge you have not at your home encountered Mr. & Mrs. Rob Mathis?

A: No, I once when I was pulling out a person was pulling in, he was African American male. I don't know if that was the guy that did that posted this? I'm not sure because we just went in passing and I said "Hey the realtor's inside" and I left so I don't want to, if that was him but he wasn't with anybody, he was by himself.

B: Okay

A: But otherwise no, I've made contact with no one that's came through the house.

B: And again I'm going to apologize for jumping around. I'll try to make it easier on you. If this Mr. Mathis, Chuck, had offered to purchase your home at your asking price would you have sold to him?

A: Yes

B: Chuck going back to his reference in this Facebook post he talks about

H: Can we clarify that

B: Yeah

H: If he would have made you a reasonable offer would you have dealt with him too? Or at least counter offered?

A: Correct

H: Okay

A: Yes, no problem.

B: Would you have any problem doing business with this gentleman?

A: No

B: Alright. Chuck in reference to his Facebook posting he writes "as we're walking to the house I'm seeing confederate flags on the walls, on the dining room table and even the garage". Again he goes on and he talks about walking into a bedroom there's an application for the Ku Klux Klan in the frame. These items that he referenced on Facebook were those on display in your home at the time that he walked through or at times when people were walking through?

A: Yes. The one inside the household.....he's calling it a confederate flag, what it is it's a umm, a map that you put pans on and stuff on the tables

H: Placemat?

A: Yes, it's like a placemat but it's like to put hot pots on

B: Okay. And would you be referencing

A: Yes

B: it looks like a, it looks like a placemat from here, a centerpiece, maybe something that you would put a centerpiece on top so it wouldn't mar the tables finish?

A: Yeah it's for like hot pots.

B: Okay. And it looks like the Dixie flag?

A: Yes

B: 13 stars for the confederacy

A: Correct

B: Okay. And that was there?

A: Yes

B: Okay. Chuck I have, sorry I borrowed this from Zillow. I have pictures of your garage and we discussed one of these pictures in your garage shows a lift and then in the background of the lift is a Confederate flag, looks like it might have angels wings or some kind of wings on it. Is this your garage?

A: Yes

B: Was this flag up?

A: No

B: Was there another similar style flag

A: Yes, on the other side of the garage.

B: Okay so outside of the camera's view but in your garage.

A: Yes

B: And then lastly this one just happens to be labeled it says 19 to 56 from the same Zillow account it's a picture of a bedroom it looks like some older furniture pieces in there above the light switch at the exit to the doorway there is a looks like wall hanging, is that the application that Mathis references in his Facebook?

A: That's correct.

B: What is this room?

A: What it is is this an antique room, nobody, nobody ever used it. It was FULL of antiques and my house when you see these photos most of everything is out of the house because we cleared it out. We're moving and everything is in storage garages at the other house. So what we did is we removed almost all the antiques and everything and very left, there's very little in my house right now and so this house was or this room was packed full but you're seeing it as just very few items. That item was on the wall because I didn't take the items off the wall just because I thought it would look better for selling and I didn't even realize it was even on there, I mean, yes, it's mine, yes I collect but I didn't know that specific item was on the wall, I really didn't pay attention. We don't use that room.

B: Okay. And I know that has been a.....or will be and has been a point of question. This item right here and I'm pointing to the application for membership to the Ku Klux Klan, how did you come to possess this?

A: I bought that at Shipshewana from one of the vendors and I bought it just like that.

B: As is?

A: Yes

B: Do you remember when roughly....when you did

A: I talked to my wife because I wasn't sure and it was when we were living in this house and we so we were guessing around 6 years ago.

B: Okay

A: But I'm not sure exact time.

B: That's okay. I'm just insanely curious now, I'm assuming you paid money for this and this wasn't an antique trade or

A: No, I paid money for it.

B: Do you remember roughly what you paid?

A: $20-$30 bucks....in there.

B: Why, what possessed you to buy something that looks like this that contains that information?

A: It's our heritage. I mean it occurred, good or bad and it's part of history and I love history and I have thousands of antiques and I could show them to you, I have thousands.

H: When you say "our heritage" what do you mean? Like US heritage?

A: Our past.

B: Not your specific past.....US heritage

A: Correct

B: You said you have thousands of antiques?

A: Yes

B: Any particular genre or just historical items?

A: All historical items, all from the 1800's more late 1800's all the way up to a lot of the 60's, all the way to around the 60's and that was the range I was looking.

B: So you pretty much answered this for me but as we look at these 3 Zillow photos, when we look at your dining room with the Dixie flag placemat or cover, the garage with not THE flag that was up in there but A Dixie flag and then the I guess for a lack of a better term called the wall hanging in the antique bedroom, you've already kind of answered this but if you go into a little more depth what did these items mean to you or what is there significance to you?

A: The, like I said the application that was just something I thought was neat. It's part of our past. I collect items from our past. The Dixie place has special meaning because if you go downstairs which this doesn't show I still have part of the collection there, not all, some of it got packed but I have a very, very large collection of the Dukes of Hazzard. I have gone to their meets. They call it a Duke's Fest. It's where you go down south and you meet in a state and all Dukes of Hazzard fans get together, it's kind of like they do it for.....

B: Kind of like a Comic Con?

A: Yes

B: Or

A: Yes, it's just like that but it's for the Dukes of Hazzard and they have 100's of General Lee's and all the cars and they do jumps and I've went to that for 2 or 3 years. I have an original script signed by Cougar. My wife bought it for me. It's worth a very large amount of money. I have tons of General Lee cars. I actually owned a car that was painted up like the General Lee. It was a 4 wheel drive and I just used it for play so I have all their videos, I watch them all the time. I love the Dukes of Hazzard and that's the reason for the Confederate flags. They mean nothing other than it was just part of that collection.

B: So would I be safe in summarizing as some folks are big fans of college football? Some fan, people are fans of sailing. You're a fan of the Dukes of Hazzard?

A: Yes. I love them

B: Okay. Is there any other meaning or connotation to your possession of presentation of the Dixie 13 star flag?

A: No

H: Was that flag prominent in that show?

A: Yes

B: I remember right that's on the roof of the car and it's on just about every shot, isn't it?

A: Yes

B: Okay. Alright. Thank you. Chuck and I apologize again I'm going to bounce around here. What memberships to any or all organizations have you in the past or currently participated in?

A: I'm currently a member of the Knights of Columbus through the Catholic church, it's an organization that just a, we do events and we do like road cleaning, you know, you pick the garbage off the road and they donate to like major catastrophes like Katrina and stuff like that

B: A specific group?

A: Yeah. It's through the church.

B: Okay

A: It's mainly a men's organization but to help others. I've belonged to that for about a year and a half now. I've done multiple like clean ups and stuff like that

and we do help like the mentally challenged, we do dances for them and stuff and we do the catering. I don't really know of any groups that I really belonged

H: Are you talking about outside organizations from the police or are you talking...

B: Any memberships of any organizations

A: The FOP, Fraternal Order or Police, I belong to that.

H: POLC?

A: Yes

H: Do you belong to the Eagles or anything like that?

A: No. My wife belongs to the VFW but not me.

H: Okay

B: I guess as a follow up because I want to get it out there and make sure that we're clear for the purpose of this internal I'm just going to cut right to the chase, have you ever been or currently a member of the Knights of the Ku Klux Klan?

A: No

B: I don't know what I did with it.....I have another posting where someone on Facebook posts that you are a member of the Anderson family out of Newaygo, you'll have to excuse me it was either Newaygo, Fremont area in 1992 had a his

auction probably be the right term of found Klan memorabilia in like a sealed up room inside of a house. Does that mean anything to you?

A: No. The only relation.....are you saying they're related?

B: No. I'm that was the accusation in the Facebook post that you're descendent of the, you'll have to excuse me I don't remember exactly....was like a Zenava Anderson who was a farmer who had who's prominent north and east of us?

A: No I have no relation ??

B: Okay so that 1992 auction of Klan memorabilia and it was guys it was... what we are being told is it was Klan manifestos, uniforms, patches of the like, a lot of it was purchased by looking at old articles was purchased by individuals to go to museums, you know, some people took it for their own bit but nothing like that was associated with your family is what you're telling me?

A: No

B: Okay.

H: Your name Anderson is pretty common am I correct?

A: Correct

B: Alright I got to ask you because I need to know, hindsight obviously being 20/20 seeing the raw emotions that those who did not have an opportunity to talk to you and ask you what does this mean, pointing to the Dixie flag or the placemat, more specifically to the application, if you were looking to sell your house, you've kind of already touched on this, why would you leave these items up or would you leave these items up if you had a chance to do this again?

A: No

B: And I ask that specifically, there is a history in this country of white business owners, white salesmen, white homeowners refusing to sell to people of color. And one of the things that was commonly used as I've done research on this was to prominently place items that would dissuade a person of color from feeling welcome or from wanting to make this, in this case, a home purchase. Was that your intent in leaving these up to dissuade an African American? A Hispanic American? A Jewish American? From purchasing your home?

A: Not at all. I want to sell it.

B: Do you care who you sell it to?

A: No, nope

B: So a black Jew from Ethiopia would be welcome if they've met your asking price?

A: Yes, they would.

B: Okay. A Hispanic in the country illegally who does not share your same religious views, if his check cleared would you be willing to sell your house to him?

A: Well if he's illegal I'm not sure. But yes I would.

B: And again, why did you leave these items up?

A: Because I didn't, I used to have more items because like I said the house was solid full and I had Dukes of Hazzard stuff which still is in the basement, I just

didn't think nothing of it and the KKK application I did not know it was on there anymore. I mean it was 6 years, I don't use that room. I removed everything except off the walls and I didn't realize it was even there. I had no clue.

B: Do you, I guess while we're on that specific piece, do you see why possessing an item like that would cause some folks to call in to question your ability to perform as a police officer impartially?

A: I could see if that was, I mean all they had to do was ask me. If they had asked me I would've been more than happy to explain. I would've apologized, advised that I meant no harm by it and I would explain that it is from the 1920's, it's dated. It's not filled out. I has no one's name on it and it was part of history and that's....I mean...it was a mistake.

B: I guess that leads me into, and again you've pretty much answered this but let's go into detail, Chuck in your time, in your 20 plus years here at Muskegon PD have you ever allowed implicit bias to impact your job performance or how you do or did your job? Do you believe that you treated people different from you unfairly?

A: No.

B: Have you ever had departmental training on treating people of different backgrounds anything but fairly?

A: I have had training, yes.

B: Okay. Diversity training?

A: Correct

B: And do you follow that training in your efforts, your thoughts and not that it's measurable but in your heart when you're out on the road?

A: Yeah I do. I follow that and I follow my, I'm Catholic and I believe in treating everyone equally.

H: Since he brought that up for clarification purposes you may or may not know I've done some reading recently since this came up, does KKK have any biases against Catholics?

A: From what I've, from the research I've done just from knowing about the KKK because it's part of history and I'm a history nut, they are against Catholics, Jews, ?? from orientation, umm yes as well as blacks.

H: Okay

B: We're going to bounce around here a little bit, I just need some help with some background stuff, umm, Chuck in your 20 odd years here have you ever been the recipient of an Internal Affairs complaint prior to this?

A: I would assume so, yes.

B: Do you recall? One? Two? Six? 45?

A: It wasn't a lot but...if you're doing your job I think anybody's going to have one.

B: Okay. So you think that you did, do you recall what they may have been related to?

A: It's been awhile. Umm, honestly I don't know. I don't remember. I don't remember any but I'm sure I have. I guess

B: Let me, I guess, let me focus in on this....has anybody to your knowledge ever complained about you to the point that you were brought in for an Internal Affairs review and called in to question your ethics, your integrity, your ability to police fairly?

A: Not that I'm aware of.

B: Alright, let's go to the flip side of that. Have you received any commendations or awards or honors during your career?

A: Yes

B: Can you, as much detail as you can, go into those?

A: Just this department or prior departments?

B: In your law enforcement career?

A: I was voted Officer of Year at Hudson Police Dept. and I was also offered the, it was Enforcement of Life Ordinances, Ordinance officer so I was also that at that department and then I was given multiple awards from this department. I know one for talking a guy out of suicide.

B: You talked a guy off a suicide?

A: Yes, he had a shotgun in his mouth and I talked him out of it.

B: Was that a man of color by any chance? White guy? Black guy? Hispanic?

A: No, it was a white guy.

B: Okay

A: He was suicidal.

B: So you talked down, a man who that was going to kill himself.

A: Correct. My most recent accommodation was a man was suicidal, he was hanging over the bridge and I pulled him off the bridge. I snuck up behind him, I pulled him off the bridge.

B: And what was the race of that man?

A: That was a black guy

B: So you pulled a black man who was going to commit suicide off a bridge?

A: Yes

B: Would that be, would that be the 31 and Apple bridge?

A: That's correct.....off Sherman

B: 31 and Sherman?

A: Yes

B: Okay. Sorry I knew that was Sherman. I don't know why I said Apple.

A: Well they had one on Apple too I guess but that wasn't me.

B: And that was within

A: That was within

B: last couple years wasn't it?

A: couple years

B: Okay

A: yeah

B: And the man you talked down with the shotgun, the suicidal man was that recently or was that some time ago?

A: That was some time ago. It was in the middle of my career. More towards the first third of my career. I think I've been award a couple more. I would have to look at my, I keep them, the certificates but I don't remember them.

B: Perfect. I'd be interested in if you could get me at least pictures of your certificates.

A: I can try

B: Especially if you've got anything

A: I think they're all packed though. That's the problem. Everything's packed. I have very little at the house

B: Okay

A: I don't know if I can find them because I know they're packed actually. All my desk stuff's packed

B: In regard to the things that you've done in this community for 20 plus years do you have any references of citizens or people who come through our community who could or would back your character, your actions, your interactions with others?

A: Yes. [redacted] I've known him for a lot of years. When I worked at the Muskegon Mall before my career he worked for the ?? shops so I've known him for a very long time. Any officer in the department would like my credibility. Gosh, I would have to think about it but I'm sure I could come up with some more but you got to give me some time.

B: Interesting that you bring up [redacted] he's also a friend and it's my understanding that one of the tenants of the Knights of the Ku Klux Klan is they are strongly against anyone who is, I guess most correct way to say it these days is in the LBGTQ community. Would it be fair to say that [redacted] is a strong proponent of that community and may even be a member?

A: Yes.

B: Okay. And you consider him an associate and or friend?

A: I consider him a friend

B: Okay. What I have for you Chuck is a kind of a two parter, so this has obviously created some turmoil in the minority, well, in the community itself

A: Correct

B: There are and rightly so many advocates against the Ku Klux Klan

A: Correct

B: Are you a member of that group who is anti Ku Klux Klan?

A: Most definitely

B: If in your dealings professionally or privately, say you were at a.....I know for a fact that in years past that you'd be out for a night out with the wife and you'd come across somebody who had too much to drink that you would call them on that and stop them from driving or at least question them before they got behind the wheel

A: Yes

B: Because that's the right thing to do.

A: Correct

B: I'm going to take that same tact if you engaged a Klan member harassing a minority in your presence either on duty of off duty, would you take that same tact in stopping them as you did with drunk drivers in the past?

A: Yes

B: For me, Chuck, if you would and the pieces have come together to do this but in a summation could you explain this away and what could you do to explain this away and allow the members of our community to accept you and place their trust in you to be fair and impartial in policing them. What would you say?

A: I would explain as exactly what I already explained to you why it was there and that it meant no intent and I apologize if it did, why it created this mess. I mean I didn't even know it was up there and it was a mistake and I meant no harm against anyone and I've been an officer for 22 years and this is the first time something like this has ever came out, you know, like this and I think I've done well. I've treated everyone fairly, I've never had a problem before this.

B: Alright it is now, well I guess, let me ask you, Chuck do you have any questions for me? Is there anything that you'd like to add that would shed more light or clarifiy? I mean you've touched on this pretty in depth.

A: No but if another question comes I'm more than happy to answer it. Come in and answer it, no problem.

H: If I may, I have recently found out that you did a favor for a member of our department for free. His grandmother and he is a minority. Could you elaborate on that?

A: What I, I didn't do it for free. Umm what it is is ahh [redacted] umm came to me and a tree hit his roof and basically I did a cost and you know for the cost of my gas and stuff but I gave him very good deal on the work and he helped

me. He was up on the roof helping me and another officer, Redacted he was up there also and my wife, we all did it and it was for him and his grandmother and

H: So essentially you charged him nothing other than what it cost you for materials and getting out there, you didn't charge him labor or anything like that?

A: Not to speak of. I mean I might've made $100 or something after it was done just because I added gas and all that and I wasn't right down to the penny but I didn't make normally a roof like that I would've probably made $1500 somewhere around there so

B: So would it be safe to say you helped a buddy out?

A: Yes.

B: And what race is [redacted]? We're talking Officer [redacted]?

A: Yes. He's a black male

B: Okay. And I assume his grandma is as well?

A: Yeah, black female.

B: Alright, I don't have anything further. It is now 1:48. I will be ending the interview

TAPE ENDS

Appendix C.2) Reyna Mathis

Muskegon Police Department

980 Jefferson Street

Telephone Number 231-724-6750

Date:	Aug. 15, 2019
Incident #:	
Interview/Statement:	Reyna Mathis
Transcribed by:	Redacted
Proofread by/on:	
Present:	B: Bride, Shawn
	M: Mathis, Reyna

B: This is Det. Shawn Bride of the Muskegon Police Dept. It is 13:07 hours on Aug. 15, 2019. We're in City Hall, Room 103. Present is Mrs. Reyna Mathis. Mrs. Mathis could you introduce yourself; spell your last name for me please, ma'am and give me your home address and phone number please.

M: My name is Reyna Mathis M-A-T-H-I-S. My address is [redacted], in Muskegon County. My phone number is Redacted.

B: Mrs. Mathis we're here as I am conducting a investigative inquiry into a Facebook posting from Aug. 7, of this year; have you, and in that, sorry, in that posting the writer alleged that a member of the City of Muskegon Police Dept. had items in his home that brought into question his ability to police impartially and without bias. That's what brings us here today.

M: Yes sir

B: Okay. Just a few building blocks here for this please if you would bear with me. Ma'am have you ever been to the home located at [redacted], in Muskegon County?

M: Yes I was.

B: Okay. When did you go there?

M: Umm, 3 o'clock, Aug. 7, 2020....2019, I'm sorry.

B: That's okay. That would be last Wednesday is that correct?

M: Yes, yes

B: Okay. Ma'am could you tell me why you went there?

M: Umm my realtor had sent us a list of homes because we were looking to purchase homes with a lot more property. We wanted to build on other homes for our children and things like that. Just have more space for.....we have 12 kids combined so and then our grandkids so we just wanted something with a lot of property and when she sent us that home the property was 22 acres and we looked at the pictures that were posted online and I told my husband like I really want to see this house and he was like "yeah it looks beautiful" so we contacted the realtor and made an appointment with her to see it.

B: Thank you, I'm glad you brought that up. Who, Mrs. Mathis is your realtor?

M: Her name is Redacted.

B: Is it Redacted?

M: I believe it is.

B: I've think I've seen her. Is she....who does she work for?

M: Umm, Redacted

B: That's what it is. I've seen her blue and white or green and white signs around town. Redacted. Okay

M: She's also the realtor that is selling our home.

B: Gotcha. Do you happen to have ma'am a contact number for Redacted?

M: Umm, I believe I do in my phone.

B: Could you share that with me if you would?

M: I turned it off so it's going to take a minute.

B: You're okay.

M: Umm I have two different numbers for her. I believe one is her cell phone and one is her work phone.

B: Okay. Go ahead with the cell

M: That would be Redacted

B: Redacted?

M: Yes

B: Thank you

M: And the other number is Redacted.

B: Thank You

M: Yup

B: And you said she's also selling your home on [redacted]

M: Yes which we are actually umm going to be taking off the market for a while.

B: Because of this?

M: Yes.

B: And you kind of touched ma'am on my next question, umm on which is why did you go there. You explained that.

M: Yes

B: So you're looking for a larger family spread.

M: Yes

B: To have the Mathis family compound, so to speak.

M: Basically, yes. The home we have now is 6 bedrooms, 3 ½ bathrooms on 5 acres.

B: Big house

M: We have an inground pool, yes. It's big on the inside but we just wanted more property on the outside.

B: Gotcha

M: And that house seemed like the perfect spot to do so. We were talking about building a pool, because I have to have my pool, umm, things like that so it just seemed like the perfect spot.

B: Sure

M: So

B: It makes sense. Let me ask you this ma'am before this trip had you been to this house before?

M: Never

B: Okay so this was the first time you'd ever been to [redacted] Rd.

M: That's the first time I've been to Holton, period.

B: Gotcha, okay. Had you viewed this home or the interior of the home on social media or internet? I think Zillow is

M: It is

B: the predominate one, before you went?

M: Umm, yes

B: You did?

M: I'd seen the outside the home, the property, pictures of the inside of the home, yes.

B: Would this, I have a photo here ma'am that is the exterior front it looks like kind of a drone view

M: Yes

B: Is that the home we're talking about?

M: Yes it is.

B: Sorry put this a little bit closer just to make sure that's the right one.

M: Yup, that's it.

B: Okay. So you get up there....who went with you to this home?

M: Umm it was myself, my husband, my 12 year old daughter, my 21 year old son and his girlfriend and the realtor, of course.

B: And the realtor? And just for documentation what is the first name of your 12 year old daughter?

M: Redacted

B: And your 21 year old son?

M: Redacted

B: And his girlfriend?

M: Redacted

B: Redacted?

M: Yup

B: And we already talked about Redacted being with you. Thank you. Did Redacted go with you or did she meet you there?

M: She met us there. She was standing on the porch when we got in and she said that she wanted to walk in with us to see our first impression. We actually purchased this house. Redacted got us the house we live in now.

B: The [redacted] house?

M: 6 years ago, yes.

B: Gotcha, okay

M: So she knows how I am about my houses and stuff and she said, you know, "I can't wait to see your face" this and that "I want to walk in with you". So we all went in, she unlocked the door, we went in the same time.

B: So she, to your knowledge, she had never been in this home before.

M: No, nope

B: Okay. Did anyone else meet your there? Was there anyone else present?

M: Nope

B: Okay

M: Just us.

B: But no one else there? You had no other interactions with any other persons there?

M: No

B: Okay. Did you have any contact with all with the residents of the home?

M: What?

B: The people who lived there.

M: No, no. The cats (laughs)

B: The cats. Do you know who the residents of this home are?

M: I do now, yes

B: You do. Did you know then?

M: No, no

B: Who do you know to be the residents of that home?

M: Officer Anderson and his wife.

B: Okay. Now you've already kind of answered this, so you didn't have any direct contact with the residents of [redacted] Rd?

M: No, no

B: Have you ever had contact with either one of these people?

M: Umm, I don't know. I was in trouble in my past so I don't know if I've ever came across Officer Anderson back then. Umm, I've never met his wife as far as I know....so....not that I can.....not that I can tell you, no.

B: Okay. You weren't on the PTA board with them or?

M: No, no.

B: Nothing like that?

M: No, no

B: So I'm assuming as you go to look at the house you're looking at the house to purchase did you tour the residence and the grounds? Or the grounds?

M: Not the grounds. The inside was the first thing we seen and we didn't even make it through all of that so....

B: Gotcha. And let's get into that. What did you see inside of the residence, ma'am?

M: Umm, when we first walked in there was a kitchen to the right, a dining room straight ahead and on the photos it showed a picture of a room with a Jacuzzi and I noticed that the Jacuzzi was in another room behind the dining room table like there was doors open and there was...so that was my first aim to go to that and I looked at the table and my husband was walking directly behind me and I noticed there was like umm kind of like it looked like a little glass, kind of reminds me of

my cutting board but it had the confederate flag in it and it was sitting on the middle of the dining room table with salt and pepper shakers on it

B: What I have for you Mrs. Mathis is a picture from Zillow of the interior of [redacted] Rd. what I would consider the dining room, is this picture reflective of what you saw that day?

M: Yes

B: On the center of this dining room table in this picture it looks like there's some sliver/glass accruements, they're bright and it's hard to tell exactly what they are, possibly salt shakers and what not

M: Yes, that's what it was.

B: On top of what looks like some sort of reflective material; and underneath you can see looks like the Dixie flag?

M: Yes

B: Is that what you're referring to?

M: Yes

B: Is this an accurate representation of what you saw, Ma'am?

M: Yes sir

B: Thank you. What else Ma'am did you see inside of this home?

M: Umm, so I didn't think anything of it, umm, so we went to the room where the Jacuzzi was and looked at that for a second and then umm we went down to the basement umm and it was strange because it was I liked it, it was like you went down one set of stairs and there all this you know the basement area had like a little kitchen area which I liked because I thought that my kids won't ruin my kitchen so umm and there was like another area where you go up these stairs and you're in the garage area of the home.

B: Oh, so it was like a landing down to the basement and then

M: Yes, another area

B: Kind of like a porter's entry to the garage?

M: Yes something, yeah. So umm we go in there and there was another confederate flag on the wall and then when I went to go walk in the door that takes to back into the house, instead of going back down the basement stairs and there was a big flag right there so I didn't see

B: Inside of the house or outside?

M: Inside the home

B: Okay. Just hanging on the wall or was it, did it cover a doorway?

M: No it was just hanging

B: Just hanging

M: Yes

B: What I have for you Ma'am is a photo again from the Zillow website which looks to be of a garage. There's a blue garage, car lift

M: Yes

B: In the background of this photo is a picture of a Confederate flag with wings. Is that the flag that you saw then Ma'am?

M: That's one of them, yes.

B: That's one of them?

M: Yes sir, it is.

B: And I know that it's not a 360 degree view but could you just kind of point to me where you were when you saw the other

M: So the other one would be, this is on umm, this part is ahh I don't know how to explain, like if I'm over in this corner

B: Okay in the lower left corner

M: Which is further away from this

B: Okay

M: Because it was like areas, like into the garage.

B: Gotcha

M: So there's like a I don't remember if it was a step down, I believe it was step down but I would be standing on the step or whatever it is right at the door way entrance and the flag would be right here.

B: Gotcha. Okay. So it would be behind the perspective of who

M: Yes

B: Whoever took

M: Yes

B: this photo

M: Yes

B: I gotcha. Thank you. Was there anything else in this home that that you saw that caused you concern?

M: Umm, the application for the Ku Klux Klan.

B: Where was that Ma'am?

M: It was in a bedroom on the wall. When you walk in the door of the bedroom it would be on the wall directly in front of you.

B: Okay. Was this a first floor bedroom? Second floor? Third floor?

M: It was of the upstairs so it would be the second floor.

B: Second floor

M: Hmm,mm and the bedroom would be to the right at the end.

B: And the plaque was as you walked in the plaque would be directly in front of you?

M: Yes

B: Okay. What I have if you would take a look please, again, from Zillow labeled photograph 19 of 56 that's a perspective of a bedroom in the home. There's a wall hanging, the outline of a door, a clock on the wall, looks like an older armoire with a mirror on top, is this a perspective from the door into the room or from within the room?

M: From....the door would be....you would be standing at the door taking this picture.

B: Okay. And is the item that you've identified as an application to the Ku Klux Klan is it in this photo?

M: Yes it is. It would be right here next to the dresser.

B: Okay. So again right above a door switch next to what would this door be to?

M: A closet

B: Closet door

M: Yes sir

B: Okay, makes sense. Alright. Thank you. And then Ma'am I have here a picture, is that, this picture is a, looks to be a light almond oak frame with white matting with a what appears to be an application to the Knights of the Ku Klux Klan from the early 1920's; is that the item that you are referring to?

M: Yes sir it is.

B: And is this an accurate depiction where it's not filled out? There's no names in it and it's it was found in this I guess presented condition is that accurate?

M: Yes sir

B: Okay. Were there any other items Ma'am in the home that came to your attention that caused you to take pause?

M: No. Just them items. When we first got to the home I was walking and I did notice a police officer jacket so I did know it was a police officer's home I just didn't know who. There was also a picture of 2 men in uniform. So, we did know it

was a police officer's home I just didn't know who until after everything transpired.

B: Okay

M: But that was enough for me.

B: Were there Ma'am, were there any other items in the home that you saw that were related to specifically this application to the Knights of the Ku Klux Klan?

M: No sir not that I recall.

B: Mrs. Mathis what did you do when you encountered these items?

M: Umm the flags I didn't really think too much into it umm when I seen that when my husband and my son were running down and myself and the realtor were walking up we didn't know what had just transpired or whatever but went I got up there and seen it and then, to me it was just like "wow" this just puts everything together like is this really what I'm thinking it is and umm I was kind of like I didn't know what to think or how to feel at first and I just stood there for a minute and then my daughter started asking why is daddy so upset? Why did daddy run out? And he's yelling like "Let's go now!" And the realtor she immediately called the seller's realtor and said "Hey, you know this is, you know, not good" and whatever the conversation they had and the realtor was upset. She started....she was shaking, she started crying because she seen we were emotional and it was just a lot. It wasn't nothing that we asked to see. It wasn't nothing that we wanted to see. It was just a lot.

B: How long, Ma'am were you in this residence?

M: Oh wow. Say maybe 20 minutes? 15-20 minutes.

B: I think I know the answer to this, I'm going to ask the question anyways, Ma'am did you or your family make an offer on this residence?

M: No.

B: Can you, if you would you share with me why you didn't?

M: Umm, because I don't feel comfortable in that home. I don't, I don't feel that I sub...I should subject my black children into a house that is of hate. We wanted a house for love to spread our family roots or wha...and I just don't think them grounds are the right one's.

B: Okay

M: So.....

B: Let me ask you this and again I apologize for this seeming so rudimentary, but are you aware of this Facebook post that was posted in the name of Rob Mathis? And we touched on this just bit for official records, posted in the late afternoon or early evening on Wed. Aug 7, 2019?

M: Yes, I am. We discussed it. Kind of argued a little bit before he posted it just because we didn't know you know what was going to happen once he did but the initial post was actually private so only friends could see it, umm, and then somebody asked him to let him let them share it and then from there it just it blew up and he basically was just asking for their opinions like what should he do? And it just, it spread like wildfire from there.

B: And without seeming you know too, too basic, he, can I assume that you mean your husband?

M: Yes

B: Mr. Robert Mathis?

M: My husband, Robert, yes.

B: Okay. And he wrote that Facebook post or you wrote that Facebook post?

M: He did

B: He did, okay

M: On his page.

B: And this, Ma'am I have is a copy of that Facebook post

M: Hmm, mm

B: if you want, take a second. Is that accurate? Is that acc....I'm sorry is that copy an accurate reproduction of Mr. Mathis' post?

M: Yes, it is.

B: Okay. I know that you mentioned already you looking for a large compound

M: Hmm, mm

B: for your growing family, your husband mentions that you were searching houses in Sterling Heights which, if I'm not mistaken is in the Metro Detroit area?

M: Yes, that's where he's from originally and we were just living there. We own a home over there as well.

B: Gotcha

M: But it's a very little home so we were looking for a bigger home with more property but in Sterling Heights it's very hard to find

B: Gotcha

M: so umm we looked online at houses in Hudsonville, Grand Rapids and that one had the most acreage.

B: Gotcha. So you're looking for the ideal Mathis family compound

M: Yes

B: You just don't necessarily have a specific location wherever that may be.

M: In between Muskegon and Grand Ra.....I mean Muskegon and Detroit is what we were.....so we can be at least be in the middle of our family where we can all

B: Makes sense.

M: So

B: I completely understand. Mrs. Mathis thank you

M: Yes

B: Do you have any other pertinent factual information to add to my investigation?

M: No, I don't.

B: Okay. Ma'am it is now 13:29 hours. Capt. Bride signing off.

TAPE ENDS

Appendix C.3) Robert Mathis

Muskegon Police Department

980 Jefferson Street

Telephone Number 231-724-6750

Date:	Aug. 15, 2019
Incident #:	
Interview/Statement:	Robert Mathis
Transcribed by:	Redacted
Proofread by/on:	
Present:	B: Bride, Shawn
	M: Mathis, Robert

B: This is Det. Capt Shawn Bride. It's Aug. 15, 2019. It's 13:39 hours. I am in City Hall, Conference room 103 with Mr. Robert Mathis. Mr. Mathis could you please introduce yourself. Spell your last name. Give your home address and your contact phone number please, sir.

M: My name is Robert Mathis. R-O-B-E-R-T M-A-T-H-I-S. Address [redacted] Contact number Redacted.

B: Thank you, sir. Mr. Mathis have you sir have ever been to the home located at [redacted] in Muskegon, MI?

M: Yes, sir.

B: Sir when did you go there?

M: Umm, my wife received a phone call from the realtor indicating that she found a property that would best serve our needs and umm we set up an appointment to go out there and see the property that day.

B: Do you remember what day that was, sir?

M: Sir, umm it was last week maybe umm ahh Monday or Tuesday, something like that. I'm not really sure.

B: Would Wednesday, Aug. 7th be accurate?

M: Yes, that's pretty much be in the ballpark, yes sir.

B: Okay. Do you remember roughly what time of the day that you went there?

M: Umm it was between 3 and 3:15. Our appointment time was 3 o'clock and I like to be early, so.

B: You've kind of touched on this, Mr. Mathis but in a little more detail, why did you go to this residence?

M: Umm, my wife and I was looking for property with a little bit more acreage. Currently the home that we live in is, 5 or 6 bedrooms, 4 bathrooms and the only think lacking, we live on 5 acres, that house was on 22 acres so I, you know, figured it would be a lot more things we can do you know and let the kids go out and explore on the property and stuff like they get some 4 wheelers and really you know have a good time out there so that was my motivation for getting you know looking into the property.

B: Had you sir, had you ever been to this home before this particular trip last Wednesday?

M: Sir I'm not only have not been to that home I've never been in that, was that Holton? Never been there.

B: Prior to going there, sir had you viewed this home or the interior on social media or off the internet prior to going in person?

M: Umm the realtor sent ahh ahh a listing of the home and we I was just thumbing through the pictures and I seen the acreage and you know you touch on a picture and scroll down and it tell you cause of my only concerns was it was it was propane and well water so those were my primary concerns so you know I was like okay well we can go out there and check it out and....I think she said it was it might be propane out there but the house might be on the list to have DTE come out there and install gas lines. So I was like well you know it's something to look into so we go out there.

B: So last Wednesday, sir when you went out that home on [redacted] Rd. who went with you?

M: My wife, my son Redacted, Redacted his girlfriend, my daughter Redacted

B: Did you meet anyone there?

M: We met the realtor, Redacted, umm can't remember, Redacted(sp). I think that's her last name was

B: Redacted?

M: Both! Yes! That's correct.

B: Redacted Realty is that right?

M: Yes sir

B: I've seen her tags around town. Did you have any contact when you're at home Mr. Mathis with the residents?

M: No sir

B: Okay. Do you know who the residents are?

M: No sir

B: Have you ever had any direct contact with the residents of this home?

M: No sir. Not to my knowledge, you know. I'm not, you know, perfect. I've had some run in's with the law and maybe been arrested by the officer but in going into the home I was just exploring to see if it was a fit for my family. When they send you listings for the home they don't say this home belongs to so-and-so or so-and-so they just send you the listing of the home to see if you even want to go out there to that property.

B: Sorry, you kind of caught me off guard here

M: Sorry

B: No, you're alright. You had mentioned, everybody's got a past and I'm not judging you but you said that you may have been arrested by this officer in the past?

M: I don't know sir. I'm not, you know, saying that I haven't. I'm not saying that I have.

B: Okay

M: But

B: I just want to make sure I understand you.

M: Yes sir

B: Did you, when you were at this residence did you tour the residence and/or the grounds?

M: Yes sir

B: Tell me about what you did when you went inside the residence. What did you do and what did you see?

M: Okay when we first entered the residence walk into the foyer, like this is beautiful. I like this. I was picturing where we would put a Christmas tree at and stuff like that. As we walked around the corner and went into the dining room there was a large wooden table there and I walked over to the table and the centerpiece was a Confederate flag and that's when I was like "Wow".

B: I have for you, Mr. Mathis just to make sure I understand, this is a photo off of Zillow, off of what I would consider the dining room of the residence or there looks to be an oak dining room table with an armoire in the background. On that dining room table are what appears to be some silver or maybe some glass items for lack of a better term they look like a salt and pepper shaker sitting on top of what looks like a glass cover over the Dixie star and bars. Is that what you're

referring to, sir?

M: Yes sir

B: Is this an accurate depiction of what you saw in that home that day?

M: Yes. That was the first thing that I saw, yes sir.

B: Thank you. What else did you see in that home that caused you concern, sir.

M: Okay so from there we walked around the house and I remember you know everything was good. We walked into the garage and, yeah we walked into the garage and walked into the one wall where he had all the, maybe I can't, I wanna say NASCAR or whatever stuff was on the wall, it was that picture of the, they had the Confederate flag, so you walk to that wall, walking in going this way and I see that but I'm looking at this lift and I'm like "Wow" this guy, you know, really worked on cars and stuff like that. I've never been in a home with that but if you turn from there and look on the opposite wall there was a large Confederate flag. I was like "Man, I don't like this".

B: And Mr. Mathis what we're pointing at right now, again is from the Zillow website reference [redacted] Rd. is a picture of a blue painted garage interior with a nice blue car lift, in the background is a picture, I'm sorry, is a what looks like a Dixie flag with some kind of white emblems I can't tell what they are. And there's some ob....there's a checked flag and looks like some NASCAR stuff. Is this an accurate portrayal of what you saw in that garage?

M: Yes sir

B: And you indicated to me sir that if you looked on the opposite wall, so to speak where the from the prospective of where the cameraman has taken the picture there would have been another flag over here?

M: Yes sir

B: This flag over here, Mr. Mathis if I estimated that was 18-24 inches by 24-36 inches would that be roughly 2ftx3ft?

M: Yes sir

B: Okay. Was the flag on the opposite wall smaller? Larger?

M: It was large. It was like flags that people, you know, the United States flag that people hang from their houses, it was, you know, about that big.

B: Okay. Thank you. Was there anything else in the home that caused you concern?

M: Okay so when we was downstairs, came out of the garage and we was walking back through the house and as we was walking through and the living room we....my wife pointed out that it was, we was in the home of a police officer so I told my son, I said "Don't mess with nothing. Don't touch anything". So we walking through the house and we going upstairs and we going through a bedroom and

B: On the 2nd floor now?

M: Yes sir

B: Okay

M: So we're on the 2nd floor going through the bedrooms and this one bedroom at the end of the hall walk in and to my left I noticed a gun cabinet and I believe to the right of that was a picture. It was a picture of a police officer and it was another older gentleman sitting in the picture with him so I'm like "Wow that must be the officer and his dad" so I'm thinking that to myself. So when I turned cause I was looking for the master suite so it was on this wall was one single picture then I believe the bathroom was right there and I walked up to the picture to look at the picture and there was an application of for the Ku Klux Klan. I was like "Oh my god! This is, this is oh. I'm getting out of here". So all the red flags as I was walking through the residence when I got upstairs and saw that I was just sick to my....like... I was just blown away with it. So I'm like "get out of here right now" you know. The way they feel about minorities and stuff, touring this house we might me on a ....I don't know, you know. I was just sick for my family, you know and everything.

B: Mr. Mathis what I have here again off the Zillow website for this address, it's labeled 19 of 56 it's a photograph of a, it's hard to tell with the lighting but it looks like a beige painted bedroom, throw rug, there's a clock on the wall, it looks like a desk armoire with a looks like an antiquing mirror on top, a door possible entry/exit closet bathroom, a light switch and above the light switch is a wall hanging; is this wall hanging, is this item right here sir?

M: Yes sir

B: Okay. And this item that I'm pointing to is an almond color framed white matted what appears to be a Knights of the Ku Klux Klan circa 1920's or so blank application. It looks like it's weathered. It looks like it might've been folded up at one time. Is this what you saw in that home, sir?

M: Yes sir.

B: Okay. Thank you.

M: In the room that went, this wasn't there so I believe that was removed because that wall was empty.

B: That wall was empty? So this would've been this

M: It was just that plaque on that wall

B: Okay. That makes more sense but that's the right room though?

M: yes sir

B: Okay. Was there anything else like that Mr. Mathis in the home that caused you to take notice or a second look or caused you any concern?

M: No sir.

B: Okay. You've kind of gone over this but when you encountered these items what did you do? Did you, did you stay in the home? Did you leave the home? How long were you in the home?

M: Umm, we was in the home probably around maybe ½ an hour.

B: Okay. I think I know the answer, I'm going to ask this question anyways, Mr. Mathis, sir, did you make an offer on this residence?

M: No sir. Umm again seeing the Confederate flag around the house that threw red flags over my head but I everybody is entitled to their own opinions and you know views and stuff like that. I didn't care about that, I cared about you know having that property for my children and stuff, grandchildren that can run around and play and explore and be on their own property. It wasn't until I got to that application that it just really disturbed me and then the fact knowing that this individual was a police officer. If he had just been anybody else I would've just

told my wife, you know, umm let's put an offer in on the house and see, you know, I wasn't thinking about the neighborhood or nothing like that. I was just thinking about the property, you know. You know I have something to give my you know children if I passed they have a place to be so that was my own concern but that application changed everything, you know.

B: Sir are you aware that, again I apologize for being somewhat playing with this, are you aware of a Facebook post in the name of a Rob Mathis posted on late afternoon or early evening on Wed. Aug. 7?

M: Of me? Yes

B: The name is Rob Mathis

M: Yes sir

B: Would this be an accurate depiction of that Facebook post sir?

M: Yes sir

B: Okay. Did you write that post sir?

M: Yes sir I did

B: Okay. Pretty self- explanatory the post itself. Just a question, you've mentioned in here that you were searching for homes in the Sterling Heights, Grand Rapids, Hudsonville and Muskegon areas

M: Yes sir

B: Kind of a diverse, way spread out ??

M: Yeah my family and myself come from Detroit. My wife and her family is from Muskegon

B: Okay

M: so you know we would take vacations and go to Detroit and be in Detroit for you know a week or two and I be staying at a hotel and stuff like that so you know I got a house over there. That house is up for sale too.

B: So would it be safe to say that you're not particularly enamored with this specific area, you're more looking for specific property for the Mathis family to expand upon?

M: Yes sir

B: Okay. Would it be safe to say as I look at these from Sterling Heights to Muskegon you're looking for something somewhere in between those two locales?

M: Yes, so I can be close to her family here in Muskegon and close to my family in Detroit without having 3 hour drive to go to Detroit and stuff like that, you know. We split the difference like an hour here, an hour there you know I'm happy.

B: Mr. Mathis, sir do you have any other pertinent factual information to add to my inquiry?

M: Actual information? No. I don't know sir. I'm just, this whole thing you know and when I put it on Facebook it wasn't, I first just like included my friends and it was because of the information was just it was just disturbing to me that this officer had these types of views in Muskegon County in such a diverse place and

everybody loves each other you know, my family is blended and you know there's a lot of families in Muskegon that's blended and to think this officer you know did something you know to make you know how do....an example: 3 people get pulled over for the same infraction. 2 minorities and 1 Caucasian. It's gonna be 3 different outcomes. Why is that? I'm thinking this officer might have harassed the other two minorities possibly put one of the minorities in jail saying he resisted or she resisted and they didn't, you know. And it might be in the police reports where those individuals said in open court or file complaints against the officer saying that they didn't do what the officer said and you know the Knights of Ku Klux Klan you know is a hate group. It's a black eye of America you know. America is you know not's supposed to be like that so...

B: I will agree with you wholeheartedly. It is a definitely a historic black eye on America and it is not supposed to be like that

M: yes sir

B: at all. And you had mentioned and this is the focus of my inquiry, biases in policing. We don't do that. It's not what we do. We don't allow that to happen, we don't condone that. If we find it we eradicate it. Do you have any factual knowledge of that occurring?

M: No sir other than what happened to me that day I can just tell you what happens that day sir, that's all.

B: Mr. Mathis it is now 13:56 hours and I'm going to conclude this interview.

TAPE ENDS

Appendix C.4) Officer REDACTED

Muskegon Police Department

980 Jefferson Street

Telephone Number 231-724-6750

Date:	Aug. 14, 2019
Incident #:	
Interview/Statement:	Redacted
Transcribed by:	Redacted
Proofread by/on:	
Present:	B: Bride, Shawn
	C: Redacted, Redacted

B: This is Det. Captain Shawn Bride. It's Aug.14, 2019. The time is 18:08. Present in my office is Officer Redacted. Officer Redacted could you spell your last name for me please?

C: REDACTED

B: Officer what shift do you currently assigned to?

C: Currently assigned to it would be Redacted.

B: Is that the same shift that Officer Chuck Anderson is currently assigned to?

C: Yes

B: Okay How long have you been on this shift, sir?

C: I've been on this shift since Aug. 2018.

B: Is Officer Anderson been on this shift with you that entire time?

C: Yes.

B: What district do you work, sir?

C: I worked 113 since August and then I worked 117 since a couple months ago.

B: Since about the first of year give or take?

C: No we had the re-roll, whatever

B: Oh, redraw?

C: Yeah, redraw so

B: Midsummer?

C: Yeah, midsummer

B: Alright so you've either been to the east of him?

C: Yeah

B: He's in District 114?

C: I've always, I've always was right next to him put it that way,

B: Okay

C: Yup

B: Now you're directly north of him is that correct?

C: Yes

B: Okay. So you've had an opportunity to go on calls with Officer Anderson? Is that correct.

C: Definitely

B: So you've had, you've had some personal knowledge beyond the briefing table interactions with Officer Anderson?

C: Yes

B: How do you find him in as far as his ability to police fairly and impartially.

C: I can put it this way, he since he's been working here is the year I was born so he has a lot of knowledge.

B: Officer, how does he treat people? How do you see him out in the community? How is he with the public?

C: He treats everyone the same. He treats, I guess he treats every call, he doesn't treat one person different. Every call he goes on he's the same way.

B: Would you consider him fair or unfair with the public.

C: He's fair.

B: Have you been on calls with him where the offender or the victim or the caller has been a person of minority status?

C: Yes

B: Have you ever found him to treat those people of minority status differently than people who are not of minority status?

C: No

B: Do you have any concerns working with Officer Anderson on his ability to be fair and impartial?

C: Not at all.

B: I know Officer Anderson is on paid Administrative leave right now and is not currently working on your shift, would you be open to him returning to your shift and working with your team again?

C: Most definitely.

B: Is there anything about Officer Anderson that you know that could shed some light to help the public understand the kind of man that he is?

C: Like I said I've been on this shift this whole time and he taught me a lot and I respect him a lot and I'd miss him if he left.

B: Officer is there anything else that you would like to add?

C: Umm, I don't believe so, no.

B: This is Capt. Bride. We will be concluding this interview at 18:11 hours.

TAPE ENDS

Appendix C.5) Officer REDACTED

Muskegon Police Department

980 Jefferson Street

Telephone Number 231-724-6750

Date:	Aug. 14, 2019
Incident #:	
Interview/Statement:	Redacted Redacted
Transcribed by:	Redacted
Proofread by/on:	
Present:	B: Bride, Shawn
	F: Redacted, Redacted

B: This is Det. Capt. Shawn Bride. It is August 14, 2019. The time is 17:42. Present in my office is Officer Redacted. Officer Redacted could you spell your last name for me please.

F: REDACTED

B: Thank you, sir. Officer Redacted I've asked you to meet with me today in reference to an inquiry that I'm conducting into Facebook allegations that Officer Charles Anderson is unable to police impartially in the City of Muskegon. Are you familiar with this incident?

F: Yes sir, I am.

B: Okay. And being familiar with that I guess let me ask you, what shift do you work Officer Redacted?

F: I work night shift on the Redacted.

B: Okay. And on that shift is Officer Anderson assigned to duty on that shift with you?

F: Yes he is.

B: Okay. How long have you worked with him?

F: 2 ½ years.

B: And in that 2 ½ years have you had the opportunity to work with him or adjoining districts to him?

F: Yes sir I have.

B: What district do you currently work?

F: I work District 113 which is southeast.

B: So you would be his eastern bordering district? Is that correct?

F: Yes sir that is correct.

B: Alright in you're 2 plus years of working with Officer Anderson have you found or have you observed anything that would cause you to be of concern about his ability to impartially police in the City of Muskegon?

F: No sir. Officer Anderson is a very fine officer who does a very good job and treats everybody with complete respect.

B: The allegations are that he had an application from the 1920's, a blank one, to join the Ku Klux Klan, as an officer of African American heritage what are your thoughts on him possessing that artifact.

F: My opinion is that that's in his own home. He does not bring any bias or any hatred to work. He's treated me completely fair, very nice. He's helped me out a lot throughout the last couple of years that I've been here and since I've known his since me being a cadet a couple of years ago.

B: So you've said that he's helped you out a lot, do you have anything in particular that he's helped you specifically?

F: He's helped me out with the job a lot. He's helped me understand things; helped me understand laws. Also he's been to my house plenty of times.

B: He's been to your house?

F: He has. He's gotten wood, he helped put a roof on my house and his father and his wife spent the whole day at my house putting a roof on my house.

B: Officer Redacted let me ask you this, is Officer Anderson somebody that you would trust with your life?

F: Yes sir, he is

B: Do you believe he would trust you with his?

F: Yes sir, I believe that.

B: Do you believe that Officer Anderson is anything but a kind, generous and impartially policing police officer?

F: No

B: Is there anything sir that you would like to add that would enlighten or correct misperceived view point of Officer Anderson?

F: Yup, as I highlighted earlier he was a very fine officer. Very nice man who treats everybody with complete respect. I've not seen one issue out of him in the last 2 ½ years that I've been here. Very good co-worker, very hard worker.

B: Would you like to see him return to work with you again?

F: I would. I would very much.

B: Do you have anything else you'd like to add, sir?

F: No sir. That's complete.

B: With that, this is Capt. Bride. It is now 17:46 hours on 8/14. Officer Redacted interview concluded.

TAPE ENDS

Appendix C.6) Officer REDACTED

Muskegon Police Department

980 Jefferson Street

Telephone Number 231-724-6750

Date:	August 20, 2019
Incident #:	IA 19-06
Interview/Statement:	Redacted
Transcribed by:	Redacted
Proofread by/on:	
Present:	B: Bride, Shawn
	H: Redacted, Redacted

B: This is Det. Capt. Shawn Bride. It's Tuesday August 20, 2019. The time is 20:02. In my office I have Officer Redacted. Officer Redacted would you introduce yourself, spell your last name, give me the shift that you're currently assigned and your time with MPD please.

H: Okay first name is Redacted, last name Redacted. I work for umm Redacted. I've been here for about a year and a half.

B: Officer Redacted, Redacted, that's night shift is that correct?

H: Yes sir

B: Is that the same Redacted that Officer Charles Anderson is assigned to?

H: Yes sir

B: Okay so you're on the same shift with him is that correct?

H: Yes sir

B: What district are you assigned sir?

H: 112

B: Okay so you're the north car?

H: Yep. North east car.

B: North east car?

H: Yes

B: Officer Anderson is the south car is that correct, 114?

H: Yes sir

B: Okay. In your tenure with MPD, Officer have you an opportunity to go on calls and work closely with Officer Anderson?

H: Yes

B: Okay. And Officer Redacted I ask you because allegations have been laid forth that Officer Anderson by proxy of having some items in his home related to

white supremacy groups that allegations have been laid that he is biased and he is unable to police impartially. In your tenure as you've here and worked with Officer Anderson have you seen anything in his contact with citizens, officers of color, or any other persons that would lead you to believe that he is biased?

H: Ahh, no. Umm every call that I went on with him that we've had to deal with any different ethnicity he's always treated them all the same.

B: Does he treat people fairly as a rule?

H: Yes

B: Have you ever seen him use someone's race, sexual orientation, gender or religious background against them?

H: No

B: What is your opinion of Officer Anderson, Officer Redacted?

H: I, he's always been helpful every time I asked him a question or ever needed to help me out. He's always seemed to be a nice guy every time he came in. He always spoke to me. He never, he never seem to treated me any different than he would any other you know any, I would say, Caucasian officer.

B: Does he treat you like he treats the other officer's with a year and a half experience?

H: Yeah (laughs) yeah

B: Okay. So maybe not close personal friends?

H: Right. He, well the thing about it with our shift we've always been ??

everybody gets along just like any other shift but with our shift we all work together even with us only having umm a straight amount of years here umm he still treats us like we've been here for a while.

B: So he treats you with dignity and respect?

H: Oh yeah

B: Would you have any issues, Officer Redacted if Officer Anderson was brought back to work and you had to work next to him?

H: No

B: Do you trust Officer Anderson?

H: I do.

B: Is he a man who's true in his word and deed?

H: Yeah

B: Officer Redacted is there anything umm that you can shed any further light on to help my inquiry reference to these allegations?

H: Umm I know that Chuck likes historical facts. Officer Anderson likes historical facts. He, umm, anywhere he goes he always, ahh, he likes these type of things like you know he likes Dukes of Hazzard's or Confederate flags or you know stuff like that but with this I think this was it was kind of piece of....he....probably bought. He probably thought it was cool, he you know hung it up and but I don't think it was something that was you know meant to be towards anything.

B: So just so I understand Officer you don't think that this is indicative of the kind of person he is or how he truly feels?

H: I agree, yes.

B: Okay. And when you talk about historic facts or artifacts, old things, things from 100+ years ago is that what you're talking about?

H: Yes

B: Okay. Officer Redacted is there anything else that I should know before we conclude this interview?

H: Nope. I've got nothing.

B: Officer Redacted. It is now 20:06. Concluding interview.

TAPE ENDS

Appendix C.7) Officer REDACTED

Muskegon Police Department

980 Jefferson Street

Telephone Number 231-724-6750

Date:	Aug. 20, 2019
Incident #:	IA 19-06
Interview/Statement:	Redacted Redacted
Transcribed by:	Redacted
Proofread by/on:	
Present:	B: Bride, Shawn
	M: Redacted, Redacted

B: This is Det. Capt. Shawn Bride. It's Tuesday Aug. 20, 2019. It's 20:23 hours. In my office I have Officer Redacted Redacted. Officer Redacted could you introduce yourself, spell your last name, give me your current shift assignment and how long you have been with the agency please.

M: I'm Redacted Redacted. Redacted. Muskegon Police Dept. I've been here almost six years. I work Redacted.

B: Officer Redacted is that the same shift as Officer Anderson?

M: Correct

B: What district do you work sir?

M: 116

B: Alright so you're the west district, Officer is the south district 114 is that correct?

M: Correct

B: Have you had an opportunity in your tenure with the Muskegon Police Dept. sir to go on calls and work with Officer Anderson?

M: Correct

B: As you have...as you're a veteran officer and an officer of color have you had an opportunity to see Officer Anderson's interactions with other people of color?

M: Yes

B: How does he treat people of color, sir?

M: Just like any other race.

B: Would you characterize him as fair or unfair?

M: Fair

B: Have you ever seen any incidents of Officer Anderson exhibiting biases or the inability to be impartial as he polices in the City of Muskegon?

M: No

B: The allegations leveled against Officer Anderson are because he has a, I believe a couple of Confederate Dixie flags and an application, sorry a blank application from the 1920's to the Ku Klux Klan that he has been, it's been insinuated that he is somehow affiliated or supporter of the Klan and therefore unable to police the city without bias. Knowing that do you trust this officer?

M: Yes

B: Do you think he has the ability to police fairly in the City of Muskegon?

M: Yes

B: Officer Redacted if you had the call would you bring Officer Anderson back to your shift or would you let him go?

M: I'd bring him back.

B: Officer Redacted I know this is difficult is there anything else that you can tell me about Officer Anderson that would give me insight into his character or the true sense of who Chuck Anderson really is?

M: He'd give his shirt off the back...he'd give his shirt off his back for anybody regardless of color. He's helped me out several times in my career and my personal life and never once have I had any issues with Chuck Anderson on a personal or professional level regarding race.

B: Officer Redacted if it came down to it would Chuck Anderson save your life?

M: Yes

B: Would you save his?

M: Yes

B: Do you have anything further that could help me sir?

M: No

B: It's now 20:26 hours. Capt. Bride concluding.

TAPE ENDS

Appendix C.8) Officer REDACTED

Muskegon Police Department

980 Jefferson Street

Telephone Number 231-724-6750

Date:	Aug. 14, 2019
Incident #:	
Interview/Statement:	Redacted Redacted
Transcribed by:	Redacted
Proofread by/on:	
Present:	B: Bride, Shawn
	N: Redacted, Redacted

B: This is Det. Capt. Shawn Bride. It is Aug. 14 at 17:34 hours. Present in my office is Officer Redacted Redacted. Officer Redacted could you spell your last name for me, please.

N: Redacted. R-E-D-A-C-T-E-D

B: Officer Redacted as I just previously told you I am conducting an inquiry into a Facebook posting and allegations that Officer Chuck Anderson may be unfit to impartially police in the city of Muskegon. Are you familiar with this Facebook posting and this complaint?

N: Yes, I am.

B: Knowing that, you currently work what shift, sir?

N: I work shift Redacted

B: And on Shift Redacted is Officer Anderson's shift, was he assigned to your shift?

N: Yes.

B: What district did he run?

N: He ran District 114.

B: What district to you currently run?

N: 115

B: Alright so you're in an adjacent district?

N: Yes

B: Okay. And you've been with MPD how long sir?

N: Since last August so almost a year now.

B: Okay

F: A year next week.

B: And in your time have you had an opportunity to work with closely and observe Officer Anderson?

N: Yes. We ran multiple calls together and he also was the FTO on one of my Phase 5's.

B: What was your perception of him in as far as his ability to police impartially. Did you feel that he showed any biases to any group over another?

N: Absolutely not.

B: The characterization against Officer Anderson is that because he had an application, a historic application from the 1920's of the KKK that the insinuation is that he is a member or somehow biased against African Americans, Jewish Americans, Christian Americans, Hispanic Americans. Have you seen anything or do you have any feelings or intuitions that Officer Anderson is party to or feels that the those philosophies of the KKK, do you feel that he shares those philosophies?

N: Absolutely not.

B: Do you have any concerns personally working with Officer Anderson?

N: None whatsoever.

B: What can you tell me about what you know about Chuck Anderson.

N: He's always been on the up and up with me. Whenever I've asked him for any help on any of my cases or investigations or just helping me out with a call, he's always been there. He likes to joke around just like all of us but I've never heard him say anything racist or sexist or anything like that. He has a calendar with kittens for crying out loud.

B: Kittens, like small cats?

N: Small cats, yup. And he's, he's I would trust him with my life, hands down, any day of the week.

B: Would you trust him with your life?

N: Absolutely.

B: Officer Redacted is there anything that you can think of anything else about Officer Anderson that would allow the public and the citizenry to understand the kind of man he is or is that pretty much sums him up?

N: That sums him up.

B: Thank you, sir. It is now 17:37 hours. Capt. Bride concluding.

TAPE ENDS

Appendix C.9) Officer REDACTED

Muskegon Police Department

980 Jefferson Street

Telephone Number 231-724-6750

Date:	Aug. 14, 2019
Incident #:	
Interview/Statement:	Redacted Redacted
Transcribed by:	Redacted
Proofread by/on:	
Present:	B: Bride, Shawn
	Y: Redacted, Redacted

B: This is Det. Capt. Shawn Bride. It's Aug. 14, 2019. Time is 17:55. Present in my office is Officer Redacted. Officer Redacted could you spell your last name for the record please?

Y: R-E-D-A-C-T-E-D

B: Officer what shift are you currently assigned to?

Y: I'm on Redacted

B: And on that shift is Officer Chuck Anderson assigned to that, to that shift?

Y: Yes he is.

B: What district does he work?

Y: He works 114

B: Ma'am what district are you assigned?

Y: 111

B: Alright so you're in the adjoining district to the north, correct?

Y: Correct

B: So you've gone on calls with him?

Y: Many

B: How long have you been with the department Officer?

Y: It will be a year on the 19th so just under a year.

B: And for a portion of your year with MPD you worked this shift with Officer Anderson?

Y: Correct

B: I am currently investigating or conducting an inquiry into a Facebook account posting that Officer Anderson had memorabilia or artifacts associated with the Knights of the Ku Klux Klan. The allegations and insinuations against Officer Anderson are that he is somehow supported of or affiliated with that organization calling in to question his ability to police impartially. Working in the adjoining district how do find Officer Anderson in as far as his ability to police impartially?

Y: I've always appreciated Chuck's ability to speak with anyone, clearly he doesn't take any kind of pretense. He's very transparent. That's what I always appreciated about him.

B: Have you in your experience working next to him going on calls with him, have you ever seen him treat someone of a protected status differently than he would treat anyone else?

Y: No

B: Do you have any concerns working with Officer Chuck Anderson?

Y: I don't. I actually feel more comfortable when he's on the shift.

B: Why is that?

Y: He is the senior officer. Like I said he's always very transparent. He's always been helpful to me when I reach out. Never hesitates to help one of the fellow officers so....it's actually been kind of rough without him.

B: Depending on how things end up as Officer Anderson is currently on Administrative leave, would you be open to him returning to your shift and working next to you again?

Y: Very much so.

B: Is there anything that you can think of that would enlighten our citizens to the kind of person that Officer Anderson truly is?

Y: Yeah, absolutely. I mean one of the things that Chuck and I kind of connected on was that we both like to read so we're both kind of nerds in that

respect. I know he likes sci-fi fantasy, history, things like that so I do as well, umm, something we always talk about and kind of share book ideas and things like that so I know that he is into history, I know that he's into his family heritage and he's into sci-fi and he's just an all-around good guy so he's never judged me for being kind of a nerd in the department and you know, so....we miss him.

B: Officer Redacted is there anything else that you can share with me that would clarify the kind of person that Officer Anderson is?

Y: He's just always been very helpful and as I've said before he's very transparent in when he speaks with people. He's never different in how he treats certain people. He's very fair, in my opinion so I have worked 114 before so we do run a lot of calls together and I appreciate the way he speaks to people, I appreciate that he is very clear and open minded with how he, how he speaks to the public and that he gets his point across but he's still polite and well mannered, so....

B: Do you have anything else you'd like to add, Officer?

Y: No.

B: This is Capt. Bride. It is now 18:00 hours. End of interview.

TAPE ENDS

Appendix C.10) Officers REDACTED, REDACTED, and REDACTED

Muskegon Police Department

980 Jefferson Street
Telephone Number 231-724-6750

Date:	August 20, 2019
Incident #:	IA 19-06
Interview/Statement:	Redacted
Transcribed by:	Redacted
Proofread by/on:	
Present:	B: Bride, Shawn
	A: Redacted, Redacted

B: This is Det. Capt. Shawn Bride. It's Tuesday August 20, 2019 at 13:14 hours. In my office I have Officer Redacted. Officer Redacted could you introduce yourself, spell your last name, give your current duty assignment, the time you've been with MPD please.

A: My name is Officer Redacted. Last name spelled REDACTED. I've been with the police dept. for almost four years in December.

B: Your current duty

A: Ahh current duty I am assigned to Redacted.

B: Officer Redacted prior to your assignment to the Redacted did you have an opportunity to work Road Patrol for the City of Muskegon Police Dept.?

A: Yes I did

B: During your tenures of road patrol officer with the City of Muskegon Police Dept. Officer, did you have an opportunity to work with or go on calls with Officer Charles Anderson?

A: Ahh yes I did on multiple occasions.

B: And on those multiple occasions, sir, did you find Officer Anderson to be racially insensitive, biased or otherwise incapable of policing impartially?

A: Ahh, no. I saw him every time we went to a call he conducted himself professionally and by the standards of the police department.

B: Officer Redacted as an officer of Latino heritage have you or do you have any incite or intuition or even a gut feeling that Officer Anderson conducts himself in a biased manner while at work?

A: During my time working with him and being on the same shift as he was I never experienced any bias towards me from Officer Anderson at all.

B: Were you ever in position to see him conduct bias or im...or less than part...of the impartial with the public on any calls you may have gone on with him?

A: Ahh no

B: Is it your experience Officer Redacted that Officer Anderson is as he portrays to be? An upstanding officer who conducts himself professionally at all times?

A: Correct. That's my strong belief.

B: Officer Redacted is there anything that you can add insight wise to this inquiry as to Officer Anderson's character?

A: Umm, knowing Officer Anderson I know he has an antique shop that he does umm outside of work with the Police Dept. but working with him and for a couple of times that I did at no time did I ever see him display any bias toward anyone that he was called for service for or dealt with the public.

B: Officer Redacted would you have any problem working with Officer Anderson if he was to return to full duty?

A: No I would not.

B: Officer Redacted do you have any other information that may help me with this investigation?

A: I just know that he is upstanding officer, has been here plus 20 years with the department and I feel that he's still a great asset to this department.

B: Thank you sir. It is now 13:17 hours. Interview concluded.

TAPE ENDS

Muskegon Police Department

980 Jefferson Street
Telephone Number 231-724-6750

Date:	August 19, 2019
Incident #:	IA 19-06
Interview/Statement:	Redacted Redacted
Transcribed by:	Redacted
Proofread by/on:	
Present:	B: Bride, Shawn M: Redacted, Redacted

B: This is Det. Capt. Shawn Bride. It's Monday August 19, 2019 at 11:55 a.m. Present in my office is Officer Redacted. Officer Redacted could you spell your last name and tell me what shift you're on and how long you've worked here at Muskegon PD?

M: Redacted. I've been here for 21 years and I work Redacted.

B: Officer Redacted as I've told you I've asked you to come speak to me references the inquiry into allegations that Officer Charles Anderson may be biased or incapable of policing impartially. As an officer of Latino descent in your tenure here have you seen anything as you've worked with Officer Anderson that would lead you to believe that he is incapable of policing fairly?

M: He's ahh, no. He's always been very professional.

B: In your time in your 20 plus years here at MPD, Officer Redacted have you had an opportunity to work on the same shift or work with and go on calls with Officer Anderson?

M: Yes, numerous times

B: Would there have been any long stretches of time that you were assigned to the same shift as him?

M: Yes, we worked probably more than a decade on night shift together.

B: And during that long tenure of working together did you ever have an opportunity on calls or even interactions within the department that you found Officer Anderson to be improper in his conduct or anything that would cause you to suspect that he harbored ill will against protected classes?

M: No, no. Again always extremely professional.

B: Officer Redacted in your opinion is Officer Anderson a very complex person or does he is he who he portrays himself to be?

M: He is who he is. He's a very simple man, very kind, simple, simple man.

B: Officer Redacted is there anything that you can tell me that would lead you to believe that Officer Anderson harbors ill will against any protected class?

M: No, no. He's never shown any, any sort of bias towards anybody at all.

B: Officer Redacted do you have anything else that you could add to my inquiry that would help me further in this investigation?

M: Umm, just one small one. Umm Officer Anderson since I have been employed here at the City is did nothing but make the City of Muskegon proud as far as being one of the best officer's this department's ever had. I've been very proud to work with him and he's done nothing but show me how to be a good police officer with empathy and professionalism and I'm and I, he's done nothing but be a great employee for the city.

B: Officer Redacted with that I thank you. It is now 11:59.

TAPE ENDS

Muskegon Police Department

980 Jefferson Street

Telephone Number 231-724-6750

Date:	August 19, 2019
Incident #:	IA 19-06
Interview/Statement:	Redacted Redacted
Transcribed by:	Redacted
Proofread by/on:	
Present:	B: Bride, Shawn
	M: Redacted, Redacted

B: This is Det. Capt. Shawn Bride. It's Monday Aug. 19, 2019 at 13:15 hours. In my office is Officer Redacted. Officer Redacted could you introduce yourself, spell your last name, give me the shift that you're currently assigned and how long you've been with MPD please.

M: Officer Redacted. Redacted. I've been, I'm on Redacted. I've been with the department for one year.

B: Officer Redacted in your tenure with MPD have you have an opportunity to work on the same shift as Officer Charles Anderson?

M: No

B: Have you ever taken a call with Officer Anderson?

M: No

B: Were you trained by Officer Anderson?

M: No

B: Have you had any kind of interaction with Officer Anderson?

M: No

B: So would it be safe to say you can offer no insight into the character or personal thoughts or feelings of Officer Anderson?

M: Correct

B: In your year with the department, Officer Redacted, have you heard anything from other officers about the character of Officer Anderson?

M: Yes

B: What have you heard sir?

M: Nothing but good things. He's a helpful person. He doesn't mind helping people who need it.

B: As an officer of Latino heritage have you heard anything from any other officer or from a citizen that would give you concern that Officer Anderson is unable to police without bias or he's unable police impartially?

M: No

B: Officer Redacted do you have anything else that you could add to my inquiry that would give me insight into the true nature of Officer Anderson?

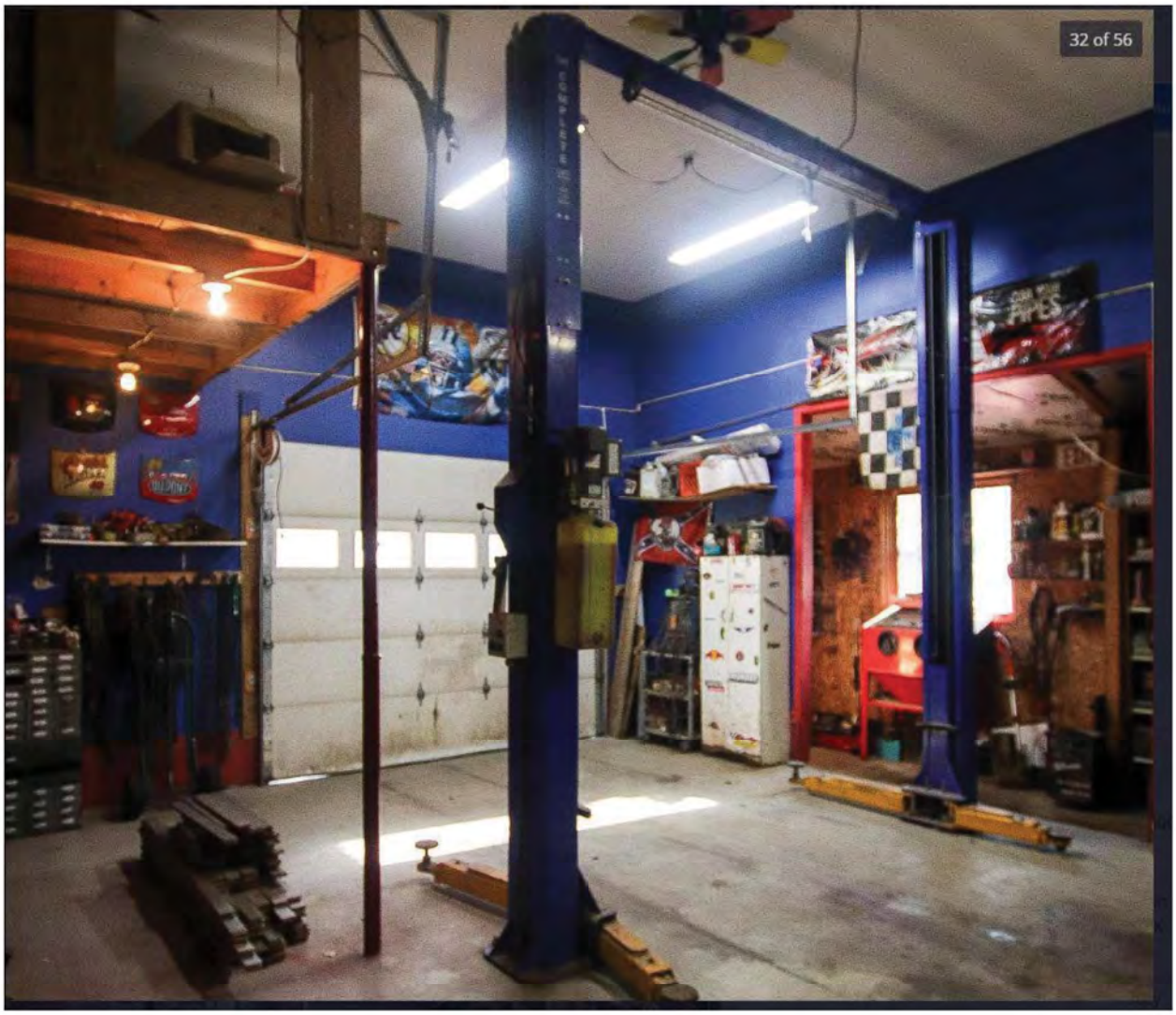
M: No

B: Thank you, sir. Capt. Bride concluding with Officer Redacted at 13:17 hours.

TAPE ENDS

Appendix D) Photos

Appendix D.1) Zillow photos of Anderson's garage



Appendix D.2) Zillow photo of Anderson's dining room table

Appendix D.3) Zillow photo of Anderson's "antique room"

Appendix D.4) Facebook photo of Robert Mathis post on August 7th, 2019

← **Rob Mathis**

24 mins ·

My wife and I have been house shopping for a little over a month now; searching houses in Sterling Heights, GrandRapids, Hudsonville, and Muskegon. Today we were looking at a house in Holton that we both agreed would be perfect, so we meet our realtor to see the house it's beautiful. As we are walking to the house I'm seeing confederate flags on the walls the dining room table and even the garage. I'm thinking to myself as a joke I'm walking to the imperial Wizard of the Ku Klux Klan's house right now. So to my surprise as I walk into the bedroom there's an application for the Ku Klux Klan in a frame on the wall and this home is an officer of the Muskegon Police Department. I immediately stopped my walk–through and informed the realtor that I am not writing an offer on this home and I am leaving now. I feel sick to my stomach knowing that I walk to the home of one of the most racist people in Muskegon hiding behind his uniform and possibly harassing people of color and different nationalities. I've thought about this for a few hours now and I thought I would just share with you a picture of the application on the wall. To the officer, I know who you are and I will be looking at resources to expose your prejudice. As for now pictures speak 1000 words. **Reyna Arizola Mathis Chris Mitchell Guadalupe Santos-Loera Will Roberson Sr. Ebony Davis Curtis Lee Mathis**

Appendix D.5) Facebook photo of Robert Mathis picture posted that was taken in Anderson's antique room of framed KKK application.

Appendix E) Information from REDACTED regarding [redacted]

Sat 8/17/2019 5:13 PM

[redacted]

Fwd: 5260 E Holton Whitehall Road Holton MI 49425

To Shawn Bride

I sent to them on August 4th !

Begin forwarded message:

From [redacted]
Date: August 4, 2019 at 10:25:37 PM EDT
To: "Reyna Arizola. Mathis" <reyna.arizola@yahoo.com>
Cc: Robert and Rena BUYERS Mathis <platinum_rob2000@yahoo.com>
Subject: 5260 E Holton Whitehall Road Holton MI 49425

https://www.flexmls.com/share/2ZnyM/5260-E-Holton-Whitehall-Road-Holton-MI-49425

WARNING: This email originated outside of the City of Muskegon email system!
DO NOT CLICK links if the sender is unknown.
NEVER provide your User ID or Password.

Not secure | flexmls.com/cgi-bin/mainmenu.cgi?cmd=url+other/run_public_link.html&public_link_tech_id=1g60jxeegehs&s=188&id=1&san=77365&cid=1

Selected Listings

Contact Help Log In

1 listings

DETAIL PHOTOS MAP COMPARE

View Checked (0) ACTIONS

Photos | Map

$295,000 5260 E Holton Whitehall Road
Active / 19036226 Holton, MI 49425

Recent Change: Price Reduced
Days On Mar[redacted]
Listing Offic[redacted]
Listing Membe[redacted]
Municipality: Holton Twp
Lot Acres: 22
Year Built: 2005
Total Fin SqFt All Levels: 4,579
Total Bedrooms: 5
Next Open House:
Total Baths: 5
School District: Holton
Co-listing Member:

OPEN HOUSE 8/4 12-2 PM. A DREAM FOR THE MECHANIC, HORSE LOVER, ATV/DIRT BIKE ENTHUSIAST with 22 acres attached to many acres of National Forest Land! 5 bedroom, 3 full & 2 half bath home with great curb appeal! Enter thru the huge foyer with beautiful chandelier and wood floors. To your right you will find gourmet kitchen w/many beautiful cherry wood cabinets - open floor plan - looking straight you will see large dining with chandelier & 1/2 bath off dining & past that a Sunroom with built-in hot tub with windows on all sides. Also to your right behind the kitchen is a nice comfortable living room. Basement is basically a full one bedroom apartment-family room, kitchen area w/separate entrance to garage or enter from dining area. Outdoor wood furnace. (see additional comment More

Report Supplement Documents

Residential Active Agent Detail Report — **5260 E Holton Whitehall Road, Holton, MI 49425** — **$295,000**

List Number: 19036226
Area: Muskegon County - M
Municipality: Holton Twp
Lot Dimensions: 33x726x300x269x440x2681
Waterfront: No
Water Access Y/N:
Water Frontage:

Property Sub-Type: Single Family Residence
New Construction: No
Sub-Area: M31 - Holton Township
County: Muskegon
Possession: Negotiable
Tax ID #: 61050213000000200
Road Frontage: 33
# of Outbuildings: 4

Status: Active
List Price: $295,000
Original List Price: $315,000
List Price/SqFt: $96.01
Days On Market: 22
Cumulative DOM: 22
Lot Acres: 22
Lot Square Footage: 958,320

Directions: M120 (Fremont exit) to blinker light in Holton (left/west) to first road - Holton Whitehall west to home or M120 to blinker light in Twin Lake & north (left) on to Main St/Blude Lk Rd to Holton Whitehall (right to home)
Cross Streets: Blue Lake Rd & Whitmire

SqFt Source: Public Records

	Upper	Main	Lower	Bsmt	Total
Bedrooms	4	0	0	1	5
Full Baths	2	0	0	1	3
Half Baths	0	2	0	0	2
Fin/Level	1,245	1,765	0	1,569	4,579 (Finished All Levels)
Total Sqft			0	1,765	3,010 (Sqft Above Grade)

Design: Traditional **Year Built:** 2005
Stories: 2 **Water:** Well
Manufactured Y/N: No **Sewer:** Septic System
Total Fireplaces: **Driveway:** Unpaved
Master on Main: No **Laundry on Main:** No

ROOMS/DIMENSIONS/LEVELS

Dining Area			Den			Bedroom 2	14x11	Upper
Dining Room	17x18	Main	Laundry	7x9	Upper	Bedroom 3	16x11	Upper
Family Room	14x20	Basement	Master Bathroom	9x8	Upper	Bedroom 4	11x14	Upper
Kitchen	18x10	Main	Master Bedroom	20x25	Upper	Bedroom 5	14x14	Basement
Living Room	18x19	Main	Recreation			Other	13x15	Main
						Other	10x15	Basement
						Other		
						Other		
						Other		
						# of Rms Above Grade:		9

Legal: Holton Twp Sec 21 T12N R15W E 1/2 of SW 1/4 Exc Beg S 1/4 Cor Th N 89D 0M 08S w 887.76' Alg S Sec Ln Th N 01D 09M 365 W 2681.19...
Taxable Value: 111,674
Annual Property Tax: 3,710
School District: Holton

SEV: 133,300
Tax Year: 2019
Zoning:

For Tax Year: 2017
Homestead %: 100
Special Assmt/Type: None Known

Terms Available: Cash/Conventional; FHA; VA Loan
Water Type:
Street Type: Paved
Exterior Material: Brick; Vinyl Siding
Manufactured Details:
Roofing: Composition
Windows:
Substructure: Full Basement; Walk Out
Garage Type: 2; 4; Attached; Detached
Lot Description: Adj. to Public Land; Level; Wooded

Water Fea. Amenities:
Exterior Features:
Landscape: Decor Pond; Flower Garden; Fountain; Fruit Trees
Sale Conditions: None
Outbuildings: Barn; Pole Barn; Pole Barn; Other
Pool:
Util Avail at Street:
Assoc. Fee Incl.:
Association Info.:
Utilities Attached:

Heat Type: Forced Air
Heat Source: Propane; Wood
Air Conditioning: Central
Fireplace:
Kitchen Features: Snack Bar
Access Feat: Accessibility Features: No

Appliances: Dishwasher; Dryer; Microwave; Oven; Range; Refrigerator; Washer
Additional Items: Ceramic Floor; Garage Door Opener; Hot Tub Spa; LP Tank Owned; Wood Floor
Assoc. Amenities:
Accessibility Feat:

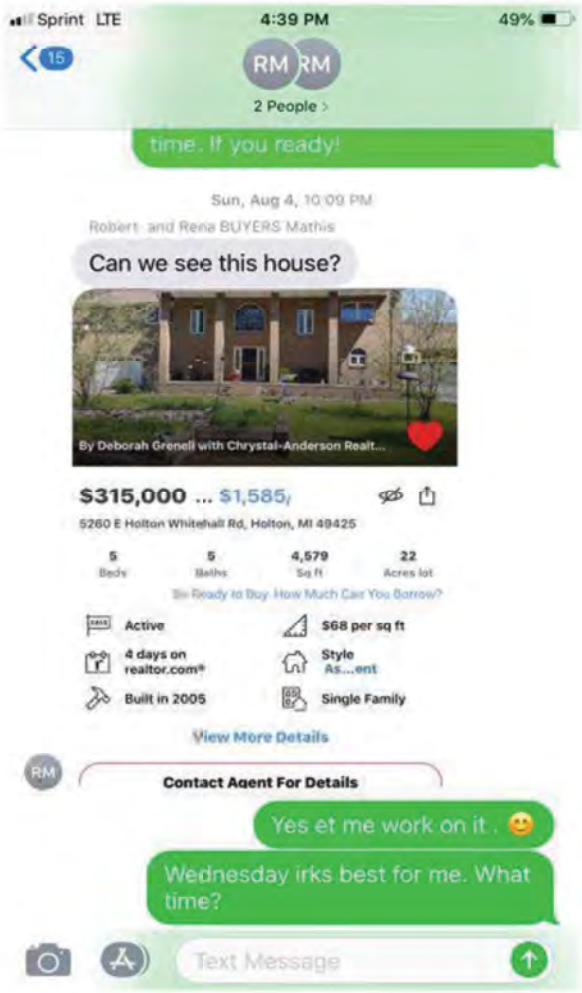
Marketing Remarks: OPEN HOUSE 8/4 12-2 PM. A DREAM FOR THE MECHANIC, HORSE LOVER, ATV/DIRT BIKE ENTHUSIAST with 22 acres attached to many acres of National Forest Land! 5 bedroom, 3 full & 2 half bath home with great curb appeal! Enter thru the huge foyer with beautiful chandelier and wood floors. To your right you will find gourmet kitchen w/many beautiful cherry wood cabinets - open floor plan - looking straight you will see large dining with chandelier & 1/2 bath off dining & past that a Sunroom with built-in hot tub with windows on all sides. Also to your right behind the kitchen is a nice comfortable living room. Basement is basically a full one bedroom apartment-family room, kitchen area w/separate entrance to garage or enter from dining area. Outdoor wood furnace. (see additional comment More...
Agent Only Remarks:
Seller: Anderson **Occupant Type:** Owner **SA:** 2.5% **BA:** 2.5% **Trans Coord:** 0% **Var:** No **Exclusive Agency:** No **RP:** No

	Name	Primary Phone	Email	Other
List Off:	[redacted]	[redacted]	[redacted]	[redacted]
List Agt:				

Showing Instructions: Call Listing Office

Listing Date: 07/31/2019 **Status Change Date:** 07/31/2019
Pending Date:

Listing Courtesy of:
Listing Offic[redacted]
Listing Agen


Sprint LTE
4:39 PM
49%
15
RM RM
2 People >
time. If you ready!
Sun, Aug 4, 10:09 PM
Robert and Rena BUYERS Mathis
Can we see this house?
By Deborah Grenell with Chrystal-Anderson Realt...
$315,000 ... $1,585/
5260 E Holton Whitehall Rd, Holton, MI 49425
5 Beds
5 Baths
4,579 Sq ft
22 Acres lot
Ready to Buy How Much Can You Borrow?
Active
$68 per sq ft
4 days on realtor.com®
Style As...ent
Built in 2005
Single Family
View More Details
RM
Contact Agent For Details
Yes et me work on it .
Wednesday irks best for me. What time?
Text Message

Appendix F) Prior Incidents involved Officer Anderson and Robert and Reyna (nee Arizola) Mathis

Appendix F.1) Incident_200812081

INCIDENT/INVESTIGATION REPORT

Agency Name	Muskegon Police Department
ORI	MI 6160300
Case#	2008-12081
Date / Time Reported	07/04/2008 02:12 Fri
Last Known Secure	07/04/2008 02:12 Fri
At Found	07/04/2008 02:12 Fri

INCIDENT DATA

Location of Incident	Premise Type	Beat/Agency
1219 Spring St/catherine Av, Muskegon MI 49442-	Highway/road/alley	1DE, MUPD

	Crime Incident(s)		Weapon / Tools			Activity
#1	Nonaggravated Assault 13001	(Com)	Personal Weapon			N
			Entry	Exit	Security	
#2	Crime Incident: Obstructing Justice 50000	(Com)	Weapon / Tools			N
			Entry	Exit	Security	
#3	Crime Incident	( )	Weapon / Tools			
			Entry	Exit	Security	

MO

VICTIM

# of Victims: 2 Type: SOCIETY/PUBLIC Injury:

	Victim/Business Name (Last, First, Middle)	Victim of Crime #	DOB / Age	Race	Sex	Relationship To Offender	Resident Status	Military Branch/Status
V1	State Of Michigan	2,						

Home Address: Home Phone:

Employer Name/Address: Business Phone: Mobile Phone:

VYR	Make	Model	Style	Color	Lic/Lis	VIN

OTHERS INVOLVED

CODES: V- Victim (Denote V2, V3) O = Owner (if other than victim) R = Reporting Person (if other than victim)

Type: LAW ENFORCEMENT Injury: None

Code	Name (Last, First, Middle)	Victim of Crime #	DOB / Age	Race	Sex	Relationship To Offender	Resident Status	Military Branch/Status
V2	ANDERSON, CHARLES CHRISTOPHER OFC	1,	[redacted] Age 37	W	M	199	Resident	

Home Address: [redacted] Home Phone: [redacted]

Employer Name/Address: [redacted] Business Phone: [redacted] Mobile Phone:

Type: INDIVIDUAL/ NOT LAW ENFORCEMENT Injury:

Code	Name (Last, First, Middle)	Victim of Crime #	DOB / Age	Race	Sex	Relationship To Offender	Resident Status	Military Branch/Status
IO	MATHIS, ROBERT ANTONIO		[redacted] Age 41	B	M		Resident	

Home Address: [redacted] Home Phone: [redacted]

Employer Name/Address: Business Phone: [redacted] Mobile Phone: [redacted]

PROPERTY

1 = None 2 = Burned 3 = Counterfeit / Forged 4 = Damaged / Vandalized 5 = Recovered 6 = Seized 7 = Stolen 8 = Unknown
("OJ" = Recovered for Other Jurisdiction)

VI #	Code	Status Frm/To	Value	OJ	QTY	Property Description	Make/Model	Serial Number
	19	EVID	$0.00		1	PATROL CAR VIDEO		
	27	EVID	$0.00		2	DVD		

Officer/ID#: ANDERSON, C. C. (MUPDCCA1)

Invest ID#: (0) Supervisor: OLSON, A. D. (MUPDADO1)

Status: Complainant Signature: Case Status: Arrest 07/04/2008 Case Disposition:

Incident Report Additional Name List

Muskegon Police Department

OCA : *2008-12081*

Additional Name List

	Name Code/#	Name (Last, First, Middle)	Victim of Crime #	DOB	Age	Race	Sex
1)	*WI 1*	*EIGENAUER, CARL DAVID*		[redacted]		*W*	*M*

Address [redacted]

Empl/Addr [redacted]

H: [redacted]

B: [redacted]

Mobile [redacted]

INCIDENT/INVESTIGATION REPORT

Muskegon Police Department

Case # *2008-12081*

Status Codes 1 = None 2 = Burned 3 = Counterfeit / Forged 4 = Damaged / Vandalized 5 = Recovered 6 = Seized 7 = Stolen 8 = Unknown

	IBR	Status	Quantity	Type Measure	Suspected Type	
DRUGS						

Assisting Officers:

STRATTON, K.A. (MUPDKAS1)

Suspect Hate / Bias Motivated:

INCIDENT/INVESTIGATION REPORT

Narr. (cont.) OCA: 2008-12081 *Muskegon Police Department*

NARRATIVE

SUMMARY:
I noticed a vehicle turn on south on Pine from Apple. I was sitting at the light on Pine facing south bound Pine. I noticed the vehicle appeared to be accelerating rapidly. I turned on the stationary radar and clocked the vehicle from 31mph to 38 mph. This is a 25mph zone. As I tried to catch up with the vehicle it turned east on Delaware then south on Spring. I turned on the overhead lights and the vehicle finally stopped in front of 1187 Spring.

TRAFFIC STOP:
The driver got out of the vehicle as I did. I instructed the driver to get back into his vehicle. The driver handed me a MI operators license and stated he had to go use the restroom. I told the driver it would only take a minute but he needed to have a seat in his vehicle. The driver still refused to get into the vehicle and the passenger got out of the vehicle at this time. The driver was identified as Robert Mathis.

The passenger, later identified as Reyma Arizola, got out of the vehicle and was yelling at me to let Robert go to the bathroom. I told Reyma to get back into the vehicle. Robert had walked around the vehicle and placed himself in front of Reyma telling her to calm down. Reyma was still yelling and refusing to get into the vehicle. I called for another unit.

I then told Robert to get into the vehicle or I was going to place him under arrest. Robert began to walk around the vehicle to the drivers side. I told Reyma to get back into the vehicle or she would be placed under arrest. Reyma refused and tried to walk away from the scene. I grabbed Reyma by her arm and she began to pull away. I told Reyma she was under arrest and placed a handcuff on her left wrist. Reyma swung around and struck me with a open hand across the face. One of Reyma's fingers did catch officer in the right eye. I was able to grab Reyma's free arm and brought her to the ground. Reyma was then fully handcuffed.

Reyma was brought to my patrol vehicle and refused to get into the rear seat. I used pressure with my right index finer at the jugular notch and Reyma got into the vehicle.

NOTE:
The residence the car stopped at was the residence of Reyma and Robert. There were three subjects in the yard also yelling at me about stopping Robert. Cpt Dave Eigenauer with the Muskegon Fire Dept. heard officer call for back up over the radio and did respond to assist. Cpt Eigenauer kept a eye on Robert and the three subjects in the yard of 1187 Spring. These subjects were yelling and cussing officer out. Subjects did threaten to kick officers a-- once Reyma was in custody. Officer Stratton also arrived to assist after Cpt Eigenauer.

CITATION:
[redacted]LEIN and was issued a citation for speed. Citation #369777. Robert was released.

INJURIES:
Officer had a sore right eye but was fine.
Reyma had some small scrapes on her knees.

CHARGES:
Reyma was lodged at the Muskegon County Jail for obstruction justice/A&B on police officer.

PAPERWORK:
Prosecutor paperwork, CCH, Use of force form, Injury to non police personnel, affidavit, Citation.

VIDEO:

Placed into evidence locker L-30.

I cleared at this time.

C. Anderson

Incident Report Suspect List

Muskegon Police Department

OCA: *2008-12081*

1	Name (Last, First, Middle)	Also Known As	Home Address
	MATHIS, REYNA AMOR	*ARIZOLA-MATHIS, REYNA AMOR; MATHIS, REYNA*	[redacted]
	Business Address [redacted]		

DOB	Age	Race	Sex	Eth	Hgt	Wgt	Hair	Eye	Skin	Driver's License / State
[redacted]	*31*	*U*	*F*	*H*	*411*	*200*	*BLK*	*BRO*	*FAR*	[redacted] *MI*

Scars, Marks, Tattoos, or other distinguishing features

[redacted]

Reported Suspect Detail	Suspect Age	Race	Sex	Eth	Height	Weight	SSN

Weapon, Type	Feature	Make	Model	Color	Caliber	Dir of Travel Mode of Travel

VehYr/Make/Model	Drs	Style	Color	Lic/St	VIN

Notes

Physical Char

[redacted]

Incident Report Related Vehicle List

Muskegon Police Department

OCA: *2008-12081*

1	VehYr/Make/Model *2004 CHRY, Sebring*	Style	Color	Lic/Lis *GETONE MI*	VIN *1C3EL55R14N406951*
	IBR Status *Unknown/ Other*	Date *07/04/2008*	Location *1219 SPRING ST/CATHERINE AV, MUSKEGON MI*		
	Condition	Value *$0.00*	Offense Code *1301*	Jurisdiction *Locally*	State # / NIC #
	Name (Last, First, Middle) ** No name **		Also Known As		Home Address
	Business Address				

DOB	Age	Race	Sex	Hgt	Wgt	Scars, Marks, Tattoos, or other distinguishing features

Notes

Incident Report Related Property List

Muskegon Police Department

OCA: *2008-12081*

1	Property Description	Make	Model	Caliber
	PATROL CAR VIDEO			

Color	Serial No.	Value	Qty	Unit	Jurisdiction
		$0.00	***1.000***		***Locally***

Status	Date	NIC #	State #	Local #	OAN
Evidence	***07/04/2008***				

Name (Last, First, Middle)	DOB	Age	Race	Sex
**** No name ****				

Notes

2	Property Description	Make	Model	Caliber
	DVD			

Color	Serial No.	Value	Qty	Unit	Jurisdiction
		$0.00	***2.000***		***Locally***

Status	Date	NIC #	State #	Local #	OAN
Evidence	***10/10/2008***				

Name (Last, First, Middle)	DOB	Age	Race	Sex
**** No name ****				

Notes

patrol car video

CASE SUPPLEMENTAL REPORT

Printed: 08/16/2019 16:46

Muskegon Police Department

OCA: ***200812081***

THE INFORMATION BELOW IS CONFIDENTIAL - FOR USE BY AUTHORIZED PERSONNEL ONLY

Case Status: *ARREST* **Case Mng Status:** *NA* **Occurred:** *07/04/2008*

Offense: *NONAGGRAVATED ASSAULT*

Investigator: *ANDERSON, C. C. (MUPDCCA1)* **Date / Time:** *10/10/2008 04:07:01, Friday*

Supervisor: *ZIEGLER, G. T. (MUPDGTZ1)* **Supervisor Review Date / Time:** *10/10/2008 04:59:15, Friday*

Contact: **Reference:** *Supplement*

SUMMARY:
I placed two copies of the patrol car video into evidence locker L-31.

C Anderson 41

Investigator Signature Supervisor Signature

Appendix F.2) Incident_200819794

INCIDENT/INVESTIGATION REPORT

Agency Name	Muskegon Police Department
ORI	MI 6160300
Case#	2008-19794
Date / Time Reported	10/14/2008 02:10 Tue
Last Known Secure	10/14/2008 02:10 Tue
At Found	10/14/2008 02:10 Tue

INCIDENT DATA

Location of Incident	Premise Type	Beat/Agency
817 E Forest Av, Muskegon MI 49442-	Bar/night Club	1SE, MUPD

	Crime Incident(s)	Weapon / Tools	Entry	Exit	Security	Activity
#1	Nonaggravated Assault 13001 (Com)	Personal Weapon				N
#2	Crime Incident ( )					
#3	Crime Incident ( )					

MO

VICTIM

# of Victims: 1 Type: INDIVIDUAL/ NOT LAW Injury: Apparent Minor Injury

	Victim/Business Name (Last, First, Middle)	Victim of Crime #	DOB	Race	Sex	Relationship To Offender	Resident Status	Military Branch/Status
V1	SMITH, JAMIE DENISE	1,	[redacted] Age 33	W	F	199		

Home Address: [redacted] Home Phone: [redacted]

Employer Name/Address: [redacted] Business Phone: 231- - Mobile Phone: 231- -

VYR	Make	Model	Style	Color	Lic/Lis	VIN

OTHERS INVOLVED

CODES: V- Victim (Denote V2, V3) O = Owner (if other than victim) R = Reporting Person (if other than victim)

Type: INDIVIDUAL/ NOT LAW ENFORCEMENT Injury:

Code	Name (Last, First, Middle)	Victim of Crime #	DOB	Race	Sex	Relationship To Offender	Resident Status	Military Branch/Status
IO	GUERRERO, CHRISTOPHER LEE		[redacted] Age 37	W	M			

Home Address: [redacted] Home Phone: [redacted]

Employer Name/Address: [redacted] Business Phone: [redacted] Mobile Phone: [redacted]

Type: INDIVIDUAL/ NOT LAW ENFORCEMENT Injury:

Code	Name (Last, First, Middle)	Victim of Crime #	DOB	Race	Sex	Relationship To Offender	Resident Status	Military Branch/Status
IO	CHAMBERS, TAISHEENA ELAINE		[redacted] Age 35	B	F		Resident	

Home Address: [redacted] Home Phone: [redacted]

Employer Name/Address: [redacted] Business Phone: Mobile Phone: [redacted]

PROPERTY

1 = None 2 = Burned 3 = Counterfeit / Forged 4 = Damaged / Vandalized 5 = Recovered 6 = Seized 7 = Stolen 8 = Unknown
("OJ" = Recovered for Other Jurisdiction)

VI #	Code	Status Frm/To	Value	OJ	QTY	Property Description	Make/Model	Serial Number

Officer/ID# ANDERSON, C. C. (MUPDCCA1)

Invest ID# BAKER, N. D. (MUPDNDB1) Supervisor FENWICK, L. C. (MUPDLCF1)

Status: Complainant Signature | Case Status: Closed 08/11/2009 | Case Disposition:

Incident Report Additional Name List

Muskegon Police Department

OCA : *2008-19794*

Additional Name List

	Name Code/#	Name (Last, First, Middle)	Victim of Crime #	DOB	Age	Race	Sex
1)	*IO* *3*	*JOHNSON, BRUCE MICHAEL*		[redacted]	*55*	*W*	*M*

Address [redacted]

Empl/Addr [redacted]

H: [redacted]

B: [redacted]

Mobile #: - -

INCIDENT/INVESTIGATION REPORT

Muskegon Police Department

Case # *2008-19794*

Status Codes 1 = None 2 = Burned 3 = Counterfeit / Forged 4 = Damaged / Vandalized 5 = Recovered 6 = Seized 7 = Stolen 8 = Unknown

	IBR	Status	Quantity	Type Measure	Suspected Type	
DRUGS						

Assisting Officers:

HEPWORTH, S.J. (MUPDSJH1)

Suspect Hate / Bias Motivated:

INCIDENT/INVESTIGATION REPORT

Narr. (cont.) OCA: 2008-19794 *Muskegon Police Department*

NARRATIVE

SUMMARY:
I was dispatched to Brews & Cues for a fight. Upon arrival I met with Jamie Smith who stated she had been assaulted.

INTERVIEW SMITH:
Smith stated Reyna Arizola assaulted her. Smith was in the bar and was approached by Arizola. Arizola asked her to dance so they could talk about a incident that occured approximately a month ago between Smith and Arizola`s Uncle (believe she stated Uncle). Smith went out on the dance floor and Arizola asked Smith why she punched her Uncle. Arizola then punched Smith in the eye. Multiple people got between her and Arizola and the fight was broke up between them. Smith stated she wanted to press charges.

INJURY:
Smith had a approximate 1" laceration above her left eye. Smith stated she was not going to seek medical attention.

INTERVIEW ARIZOLA:
Arizola stated she and Smith did get into a argument about her Uncle but she never hit Smith. I asked how she got the cut above her eye. Arizola stated she did not know.

INJURY:
Arizola had a cut on her left middle finger knuckle. The cut had dried blood around it. I asked Arizola how she got the cut on her knuckle and she stated it was from a car accident that occurred yesterday.

OFFICERS ACTIONS:
I went and spoke with the bartender Chris Guerrero. Chris stated he did not see what took place but noticed multiple people start scuffling on the dance floor. Chris called the police. Chris stated they do have video but only his boss can retrieve the tape and he would be in tomorrow morning.

INTERVIEW CHAMBERS:
Tai Chambers approached me and stated she witnessed the fight. Chambers stated Arizola and Smith were arguing about a man getting hit by Smith on a previous occasion. Smith struck Arizola and they both started hitting each other.

NOTE:
Smith, Arizola and Chambers all appeared intoxicated. Chambers even stated she was "drunk".

LEIN:
LEIN [redacted]

WARRANT INFORMATION:
[redacted]

STATUS:
I advised Smith and Arizola that no charges were being sought at this time. If the video is reviewed and shows a aggressor then assault charges will be sought.

I cleared.
C Anderson 41

THE INFORMATION BELOW IS CONFIDENTIAL - FOR USE BY AUTHORIZED PERSONNEL ONLY

Incident Report Suspect List

Muskegon Police Department

OCA: *2008-19794*

1	Name (Last, First, Middle)	Also Known As	Home Address
	MATHIS, REYNA AMOR	*ARIZOLA-MATHIS, REYNA AMOR; MATHIS, REYNA*	[redacted]
	Business Address [redacted]		

DOB	Age	Race	Sex	Eth	Hgt	Wgt	Hair	Eye	Skin	Driver's License / State
[redacted]	*31*	*U*	*F*	*H*	*411*	*200*	*BLK*	*BRO*	*FAR*	[redacted] *MI*

Scars, Marks, Tattoos, or other distinguishing features

[redacted]

Reported Suspect Detail	Suspect Age	Race	Sex	Eth	Height	Weight	SSN

Weapon, Type	Feature	Make	Model	Color	Caliber	Dir of Travel Mode of Travel

VehYr/Make/Model	Drs	Style	Color	Lic/St	VIN

Notes

Physical Char

[redacted]

Muskegon Police Department OCA: ***200819794***

THE INFORMATION BELOW IS CONFIDENTIAL - FOR USE BY AUTHORIZED PERSONNEL ONLY

Case Status: *CLOSED* **Case Mng Status:** *CLOSED* **Occurred:** *10/14/2008*

Offense: *NONAGGRAVATED ASSAULT*

Investigator: *ADDICOTT, M. B. (MUPDMBA1)* **Date / Time:** *10/14/2008 11:58:08, Tuesday*

Supervisor: *BRIDE, S. C. (MUPDSCB1)* **Supervisor Review Date / Time:** *10/14/2008 17:00:20, Tuesday*

Contact: **Reference:** *Supplement*

Follow up 10-14-08

I spoke to Bruce Johnson C[redacted] he is the manager of the Clover Bar/Brews & Crews 817 E Forest Ave. We reviewed the surveillance video of the tavern. The camera that was covering the dance floor area was not working. The video available would only show a disturbance off frame. A crowd moves toward the disturbance but nothing of the actual fight can be seen. I could not gather any video that showed the fight between the two women.

The responding Officers to the tavern could not determine who was at fault in this matter & I could not retrieve anything that will help. I will close this incident at this time.

M. Addicott #114

Investigator Signature Supervisor Signature

Appendix F.3) Incident_201019039

INCIDENT/INVESTIGATION REPORT

Agency Name	Muskegon Police Department
ORI	MI 6160300
Case#	2010-19039
Date / Time Reported	10/07/2010 05:47 Thu
Last Known Secure	10/07/2010 05:47 Thu
At Found	10/07/2010 05:47 Thu

INCIDENT DATA

Location of Incident	Premise Type	Beat/Agency
1959 Hoyt St, Muskegon MI 49442-	Residence/home	1S. MUPD

	Crime Incident(s)		Weapon / Tools			Activity
#1	Civil & Family Disputes 98006	(Com)	Entry	Exit	Security	
#2	Crime Incident	( )	Weapon / Tools			Activity
			Entry	Exit	Security	
#3	Crime Incident	( )	Weapon / Tools			Activity
			Entry	Exit	Security	

MO

VICTIM

# of Victims: 0 Type: Injury:

V1	Victim/Business Name (Last, First, Middle)	Victim of Crime #	DOB / Age	Race	Sex	Relationship To Offender	Resident Status	Military Branch/Status

Home Address	Home Phone

Employer Name/Address	Business Phone	Mobile Phone

VYR	Make	Model	Style	Color	Lic/Lis	VIN

OTHERS INVOLVED

CODES: V- Victim (Denote V2, V3) O = Owner (if other than victim) R = Reporting Person (if other than victim)

Type: INDIVIDUAL/ NOT LAW ENFORCEMENT Injury:

Code	Name (Last, First, Middle)	Victim of Crime #	DOB / Age	Race	Sex	Relationship To Offender	Resident Status	Military Branch/Status
RP	MATHIS, REYNA AMOR		[redacted] Age 33	W	F			

Home Address	Home Phone
[redacted]	[redacted]

Employer Name/Address	Business Phone	Mobile Phone
[redacted]	[redacted]	[redacted]

Type: INDIVIDUAL/ NOT LAW ENFORCEMENT Injury:

Code	Name (Last, First, Middle)	Victim of Crime #	DOB / Age	Race	Sex	Relationship To Offender	Resident Status	Military Branch/Status
IO	MATHIS, ROBERT ANTONIO		[redacted] Age 43	B	M		Resident	

Home Address	Home Phone
[redacted]	[redacted]

Employer Name/Address	Business Phone	Mobile Phone
	[redacted]	[redacted]

PROPERTY

1 = None 2 = Burned 3 = Counterfeit / Forged 4 = Damaged / Vandalized 5 = Recovered 6 = Seized 7 = Stolen 8 = Unknown
("OJ" = Recovered for Other Jurisdiction)

VI #	Code	Status Frm/To	Value	OJ	QTY	Property Description	Make/Model	Serial Number

Officer/ID# ANDERSON, C. C. (MUPDCCA1)

Invest ID# (0) Supervisor HAUG, M. A. (MUPDMAH1)

Status Complainant Signature Case Status Closed 10/10/2010 Case Disposition:

INCIDENT/INVESTIGATION REPORT

Muskegon Police Department

Case # *2010-19039*

Status Codes 1 = None 2 = Burned 3 = Counterfeit / Forged 4 = Damaged / Vandalized 5 = Recovered 6 = Seized 7 = Stolen 8 = Unknown

	IBR	Status	Quantity	Type Measure	Suspected Type	
DRUGS						

Assisting Officers:

BAKER, N.D. (MUPDNDB1)

Suspect Hate / Bias Motivated:

INCIDENT/INVESTIGATION REPORT

Narr. (cont.) OCA: 2010-19039 *Muskegon Police Department*

NARRATIVE

SUMMARY:
I was dispatched to the residence for a domestic. I arrived and met with Reyna Arizola.

INTERVIEW REYNA:
Reyna stated that her husband Robert was being verbally abusive and she wanted him to leave the residence. Reyna called 911 and Robert left prior to officers arrival. No assault occurred.

OFFICERS ACTIONS:
I checked the area for Robert because LEIN showed [redacted] I was unable to locate him.

I cleared.
C Anderson 41

Appendix F.4) Incident_201106325

INCIDENT/INVESTIGATION REPORT

Agency Name	Case#
Muskegon Police Department	2011-06325
ORI: MI 6160300	Date / Time Reported: 04/17/2011 04:49 Sun
	Last Known Secure: 04/17/2011 04:49 Sun
	At Found: 04/17/2011 04:49 Sun

INCIDENT DATA

Location of Incident	Premise Type	Beat/Agency
1959 Hoyt St, Muskegon MI 49442-	Residence/home	1S. MUPD

	Crime Incident(s)	Weapon / Tools	Entry	Exit	Security	Activity
#1	Larceny: Other 23007 (Com)					N
#2	Crime Incident ( )					
#3	Crime Incident ( )					

MO

VICTIM

# of Victims: 1 Type: INDIVIDUAL/ NOT LAW Injury:

	Victim/Business Name (Last, First, Middle)	Victim of Crime #	DOB	Race	Sex	Relationship To Offender	Resident Status	Military Branch/Status
V1	BASS, SHONAIR BRYANNA	1,	[redacted] Age 24	B	F	199	Resident	

Home Address: [redacted] Home Phone: [redacted]

Employer Name/Address: [redacted] Business Phone: [redacted] Mobile Phone: 231- -

VYR	Make	Model	Style	Color	Lic/Lis	VIN

OTHERS INVOLVED

CODES: V- Victim (Denote V2, V3) O = Owner (if other than victim) R = Reporting Person (if other than victim)

Type: INDIVIDUAL/ NOT LAW ENFORCEMENT Injury:

Code	Name (Last, First, Middle)	Victim of Crime #	DOB	Race	Sex	Relationship To Offender	Resident Status	Military Branch/Status
IO	HAHN, LISA RENEE		[redacted] Age 34	W	F			

Home Address: [redacted] Home Phone: [redacted]

Employer Name/Address: [redacted] Business Phone: [redacted]

Type: Injury:

Code	Name (Last, First, Middle)	Victim of Crime #	DOB	Race	Sex	Relationship To Offender	Resident Status	Military Branch/Status
			Age					

Home Address: Home Phone:

Employer Name/Address: Business Phone: Mobile Phone:

PROPERTY

1 = None 2 = Burned 3 = Counterfeit / Forged 4 = Damaged / Vandalized 5 = Recovered 6 = Seized 7 = Stolen 8 = Unknown
("OJ" = Recovered for Other Jurisdiction)

VI #	Code	Status Frm/To	Value	OJ	QTY	Property Description	Make/Model	Serial Number
	20	7	$2,000.00		1	MONEY/CASH		
	25	7	$10.00		1	PURSE / HANDBAG	VICTORIA SECRET	
	26	7	$100.00		1	CELL PHONE	BOOST	

Officer/ID#: ANDERSON, C. C. (MUPDCCA1)

Invest ID#: NASH, T. T. (MUPDTTN1) Supervisor: HAUG, M. A. (MUPDMAH1)

Status Complainant Signature: Case Status: Warr/issued 12/15/2011 Case Disposition:

Incident Report Additional Name List

Muskegon Police Department

OCA : *2011-06325*

Additional Name List

	Name Code/#	Name (Last, First, Middle)	Victim of Crime #	DOB	Age	Race	Sex
1)	*WI 1*	*PENROSE, ELELCE ROSHAWN*		[redacted]	*24*	*B*	*F*
	Address	[redacted]		**H:**	[redacted]		
	Empl/Addr	[redacted]		**B:**	[redacted]		
				Mobile #:	*231- -*		
2)	*WI 2*	*MATHIS, REYNA AMOR*		[redacted]	*33*	*W*	*F*
	Address	[redacted]		**H:**	[redacted]		
	Empl/Addr	[redacted]		**B:**	[redacted]		
				Mobile #:	*231- -*		
3)	*WI 3*	*MARTINEZ, ADRIANNA KAYLIE*		[redacted]	*08*	*W*	*F*
	Address	[redacted]		**H:**	[redacted]		
	Empl/Addr	[redacted]		**B:**	[redacted]		
				Mobile #:	*231- -*		
4)	*WI 4*	*MARTINEZ, MARCELINA DESIRE*		[redacted]	*14*	*W*	*F*
	Address	[redacted]		**H:**	[redacted]		
	Empl/Addr			**B:**	- -		
				Mobile #:	- -		

INCIDENT/INVESTIGATION REPORT

Muskegon Police Department

Case # *2011-06325*

Status Codes 1 = None 2 = Burned 3 = Counterfeit / Forged 4 = Damaged / Vandalized 5 = Recovered 6 = Seized 7 = Stolen 8 = Unknown

	IBR	Status	Quantity	Type Measure	Suspected Type	
DRUGS						

Assisting Officers

Suspect Hate / Bias Motivated:

INCIDENT/INVESTIGATION REPORT

Narr. (cont.) OCA: 2011-06325 *Muskegon Police Department*

NARRATIVE

SUMMARY:
I was dispatched to the residence for a larceny report. I arrived and met with Shonair Bass.

INTERVIEW BASS:
Bass stated she was at the bar with friends. Lisa Hahn was at the bar and started talking with Bass. As the bar was getting ready to close, Lisa asked Bass if she wanted to go with her to an after hours party. Bass agreed to go and rode with Lisa, Lisa`s Cousin (unknown name), Sonja (unknown last name), Jaquetta Spencer (or poss last name of Rankin with unsure spelling of first name) and Bass` friend Elelce Penrose. They all went to 1959 Hoyt. Once at the residence, Bass found out that she knew the female that was having the party, Reyna Mathis (Arizola). Also present was Reyna`s children Amani and Maisha.
While at the residence, Bass was seated at the table and Spencer grabbed her breast. Bass stated that Spencer is a lesbian. A argument started between Bass and Spencer. Bass stated they moved into the kitchen where Spencer started grabbing at Bass. Spencer grabbed Bass` purse from her arm and pulled it off her wrist (purse had a strap that was around Bass` wrist). Spencer tossed the purse into the dining area which is next to the kitchen. Bass stated she started yelling for her purse because she did not want to loose the money. Bass then saw Sonja run out the rear door of the residence which is located off the kitchen Bass was in. Bass did not see if Sonja had anything in her hand as her attention was still toward Spencer. Bass went into the dining room and found her purse was missing. Sonja walked back into the residence through the front door and stated she did not have a purse. Bass stated that Sonja, Lisa and Jaquetta denied any involvement in taking the purse and let Bass search them and their vehicle for the purse. No purse was found but Bass believes they hid the purse outside and retrieved it later. Bass told Lisa not to leave as she was calling the police. Lisa stated she was leaving due to having warrants. Lisa, Sonja and Jaquetta left the area. Bass stated further that Lisa did see her in the bar with the $2000. Bass believes Lisa planned the entire incident while Jaquetta started the fight to draw her attention and throw the purse so Sonja could take it. Bass added that her cell phone came up missing and was told that Sonja had taken the phone. Bass did attempt to call her phone but someone answered and hung up. I asked Bass why she had so much money with her. Bass stated she just got her taxes back.

INTERVIEW REYNA:
Reyna stated she is the owner of the house. Reyna did have a small after hours party at her house. Lisa did come to the party with Bass. Reyna was in the other room when she heard commotion going on in the living room/kitchen area. Reyna came into the room and noticed Jaquetta was trying to start a fight with Bass. Reyna did see Jaquetta tear the purse off Bass` arm and toss it into the dining room. Reyna stated she did not see anyone take the purse though. Reyna advised she too believes Bass was set up and the intent of the fight was to get the purse from Bass.

INTERVIEW PENROSE:
Elelce stated she was a guest at the party. Elelce did see Jaquetta grab Bass` breast. A argument started and eventually a scuffle in kitchen. Elelce was in the dining room at this time and did witness Sonja take the red purse that was thrown under the kitchen table. Sonja took the purse and went into the kitchen and through the rear door of the residence. Sonja then came back through the front door of the residence and denied taking the purse.

INTERVIEW AMANI MARTINEZ:
Amani stated he is the Son of Reyna. Amani was in the dining room when the incident took place and did witness Sonja take the red purse and go into the kitchen with it.

INTERVIEW MAISHA MARTINEZ:
Maisha stated she initially witnessed Sonja take Bass` cell phone that was sitting on a table next to the kitchen table. This was just prior to the fight. Maisha then witnessed Sonja take the red purse from under the table and go into the kitchen with it. Maisha was in the living room when she witnessed this.

THE INFORMATION BELOW IS CONFIDENTIAL - FOR USE BY AUTHORIZED PERSONNEL ONLY

STOLEN PROPERTY:
Small leather red purse/handbag. Contained $2000 and a new bottle of perfume. One Boost Mobile cell phone p ink in color. The number is [redacted]

OFFICERS ACTIONS:
I was unable to find Jaquetta Rankin or Jaquetta Spencer on MOBLAN. No last name is known for Sonja at this time. Lisa Hahn was found and will need to be interviewed. I advised Bass to contact me if she came up with more information on the suspects.

FURTHER:
I was given follow up information by Officer Nader. Officer Nader made contact with Bass who stated Jaquetta Rankin is actually Marquida Lee. I did find Marquida Lee in MOBLAN and added her to contacts.

I cleared.
C Anderson 41

Incident Report Suspect List

Muskegon Police Department

OCA: *2011-06325*

1

Name (Last, First, Middle)	Also Known As	Home Address
LEE, MARQUIDA QUEON		[redacted]
Business Address [redacted]		

DOB	Age	Race	Sex	Eth	Hgt	Wgt	Hair	Eye	Skin	Driver's License / State
[redacted]	*26*	*B*	*F*		*509*	*200*	*BLK*	*BRO*	*DRK*	[redacted] *MI*

Scars, Marks, Tattoos, or other distinguishing features

[redacted]

Reported Suspect Detail	Suspect Age	Race	Sex	Eth	Height	Weight	SSN

Weapon, Type	Feature	Make	Model	Color	Caliber	Dir of Travel Mode of Travel

VehYr/Make/Model	Drs	Style	Color	Lic/St	VIN

Notes

Physical Char

[redacted]

2

Name (Last, First, Middle)	Also Known As	Home Address
HAHN, LISA RENEE		[redacted]
Business Address [redacted]		

DOB	Age	Race	Sex	Eth	Hgt	Wgt	Hair	Eye	Skin	Driver's License / State
[redacted]7	*34*	*W*	*F*		*505*	*140*	*BLN*	*BRO*	*LGT*	[redacted] *MI*

Scars, Marks, Tattoos, or other distinguishing features

Reported Suspect Detail	Suspect Age	Race	Sex	Eth	Height	Weight	SSN

Weapon, Type	Feature	Make	Model	Color	Caliber	Dir of Travel Mode of Travel

VehYr/Make/Model	Drs	Style	Color	Lic/St	VIN

Notes

Physical Char

Incident Report Suspect List

Muskegon Police Department

OCA: *2011-06325*

3	Name (Last, First, Middle)	Also Known As	Home Address
	HOLMES, SONIA JO		[redacted]
	Business Address [redacted]		

DOB	Age	Race	Sex	Eth	Hgt	Wgt	Hair	Eye	Skin	Driver's License / State
[redacted]	*38*	*W*	*F*		*409*	*150*	*BLK*	*BRO*		[redacted] *MI*

Scars, Marks, Tattoos, or other distinguishing features

[redacted]

Reported Suspect Detail	Suspect Age	Race	Sex	Eth	Height	Weight	SSN

Weapon, Type	Feature	Make	Model	Color	Caliber	Dir of Travel Mode of Travel

VehYr/Make/Model	Drs	Style	Color	Lic/St	VIN

Notes

Physical Char

[redacted]

Incident Report Related Property List

Muskegon Police Department

OCA: *2011-06325*

1

Property Description	Make	Model	Caliber
MONEY/CASH			

Color	Serial No.	Value	Qty	Unit	Jurisdiction
		$2, 000.00	***1.000***		***Locally***

Status	Date	NIC #	State #	Local #	OAN
Stolen	***04/17/2011***				

Name (Last, First, Middle)	DOB	Age	Race	Sex
**** No name ****				

Notes

2

Property Description	Make	Model	Caliber
PURSE / HANDBAG	***VICTORIA SECRET***		

Color	Serial No.	Value	Qty	Unit	Jurisdiction
Red		***$10.00***	***1.000***		***Locally***

Status	Date	NIC #	State #	Local #	OAN
Stolen	***04/17/2011***				

Name (Last, First, Middle)	DOB	Age	Race	Sex
**** No name ****				

Notes

red leather hand bag/purse. contained the $2000 and a bottle of perfume.

3

Property Description	Make	Model	Caliber
CELL PHONE	***BOOST***		

Color	Serial No.	Value	Qty	Unit	Jurisdiction
Pink		***$100.00***	***1.000***		***Locally***

Status	Date	NIC #	State #	Local #	OAN
Stolen	***04/17/2011***				

Name (Last, First, Middle)	DOB	Age	Race	Sex
**** No name ****				

Notes

[redacted]

Muskegon Police Department OCA: ***201106325***

THE INFORMATION BELOW IS CONFIDENTIAL - FOR USE BY AUTHORIZED PERSONNEL ONLY

Case Status: *WARR/ISSUED* **Case Mng Status:** *CLOSED* **Occurred:** *04/17/2011*

Offense: *LARCENY: OTHER*

Investigator: *NADER, C. J. (MUPDCJN1)* **Date / Time:** *04/17/2011 11:36:57, Sunday*

Supervisor: *BRIDE, S. C. (MUPDSCB1)* **Supervisor Review Date / Time:** *04/17/2011 13:57:19, Sunday*

Contact: **Reference:** *Supplement*

4-23-2011/1123hrs

INFORMATION:
CPD requested that I contact a Shonair Bass regarding a follow up. Shonair made a police report last night with Officer C. Anderson, involving a larceny or assault complaint. She wanted to give the police additional information and a suspect name.

SHONAIR BASS:
I called the phone number that CPD had listed for Shonair Bass [redacted] and [redacted]. A female on the other end answered and identified herself as Shonair. Shonair briefly advised me of the report she made with Officer C. Anderson. She was apparently told to contact this department or Officer C. Anderson if she could provide information on a named suspect. She advised me that one of the suspects names is a Marquida Lee. Shonair described Marquida as a "thicker" black female about 26 or 27yrs old and around 5`7. She knows Marquida from a previous dating relationship with her (Marquida`s) family member.

I advised Shonair that this information would be passed on to Officer C. Anderson.

DISPOSITION:
I checked OSSI/PISTOL but could not find an original report. Unknown if the report has not been written or submitted as of yet.

Forward to Officer C. Anderson for his information.

NADER 6.

Investigator Signature Supervisor Signature

Muskegon Police Department OCA: ***201106325***

THE INFORMATION BELOW IS CONFIDENTIAL - FOR USE BY AUTHORIZED PERSONNEL ONLY

Case Status: *WARR/ISSUED* **Case Mng Status:** *CLOSED* **Occurred:** *04/17/2011*

Offense: *LARCENY: OTHER*

Investigator: *NASH, T. T. (MUPDTTN1)* **Date / Time:** *05/15/2011 16:22:08, Sunday*

Supervisor: *ZIEGLER, G. T. (MUPDGTZ1)* **Supervisor Review Date / Time:** *08/15/2011 11:05:14, Monday*

Contact: **Reference:** *Supplement*

FOLLOW UP
DATE:5/15/11
TIME:1625 HOURS
LOCATION:1959 HOYT

INFORMATION:
I spoke with the victim Shonair Bass regarding this incident. Bass stated that she found out that the other person that was involved is Sonia Holmes.

CONTACT WITH LISA RENEE HAHN:
I made contact with Lisa Renee Hahn at her residence [redacted] I asked Hahn what happened at 1959 Hoyt at the time of this incident. Hahn stated that they were all at the party on Hoyt. She said that she made a statement that she had to go to work. Hahn said that out of no where Bass said something about her purse missing after a disturbance that had occurred inside the residence. She told me that she allowed Bass to search her vehicle but she did not find her purse. I asked Hahn if she knew that Bass had a lot of money in her purse and she said that she did not. It should be noted that later during the interview Hahn made a statement that she did know about the money that Bass had.

Hahn stated that after Bass searched the vehicle she left with Sonia Holmes and Marquida Lee. I asked her if anyone mentioned anything about the money or the purse on the way home. Hahn said that no one mentioned anything about the purse or the money. I asked her if she had anything to do with this larceny and she said no. I asked Hahn if she took the money or the purse and she stated no. I asked her if she had any knowledge about what happened to the money or the purse and she stated that she did not. It should be noted that I gave Hahn several opportunities to change her statement but she insisted that she was telling the truth.

CONTACT WITH MARQUIDA QUEON LEE:
I spoke with Lee by tx regarding this incident. I asked her to give me a statement regarding what took place at the party during this larceny. Lee stated that while they were at the party at 1959 Hoyt Bass tried to pull up her shirt and she thought they were just playing. She said that the situation between her and Bass got serious so the man of the house asked her to step outside,which she did. Lee stated that she went and sat in Hahn`s vehicle. She told me that Bass came to the vehicle where she was sitting and started accusing her of taking her purse and money. Lee said that Bass searched Hahn`s vehicle but she did not find her purse or money.

I asked Lee the same questions about the purse and money. I asked her if she ever touched the purse or money and she stated that she did not. I also asked her if she knew anything about the purse or money and she stated that she did not.

CONTACT WITH SONIA JO HOLMES:

Investigator Signature Supervisor Signature

Muskegon Police Department OCA: ***201106325***

THE INFORMATION BELOW IS CONFIDENTIAL - FOR USE BY AUTHORIZED PERSONNEL ONLY

Case Status: *WARR/ISSUED* **Case Mng Status:** *CLOSED* **Occurred:** *04/17/2011*

Offense: *LARCENY: OTHER*

Investigator: *NASH, T. T. (MUPDTTN1)* **Date / Time:** *05/15/2011 16:22:08, Sunday*

Supervisor: *ZIEGLER, G. T. (MUPDGTZ1)* **Supervisor Review Date / Time:** *08/15/2011 11:05:14, Monday*

Contact: **Reference:** *Supplement*

I spoke with Sonia Jo Holmes regarding this incident. I asked her what happened. At first Holmes told me that she did not know what happened to the purse or money and she said that she had nothing to do with it. I confronted Holmes and told her that I knew she was not telling me everything. Holmes said that Hahn is her best friend and she did not want her to get in trouble. She said that she knew everything about the purse and money and she would tell me. Holmes stated that she was at the Clover Bar with Hahn and Lee. She said that while they were there Hahn saw that Bass had a large amount of cash in her purse. Holmes stated that Hahn and Lee were talking and she asked them what they were talking about. She said that Hahn stated "that girl (Bass) has a wad of money in that purse. Holmes that that both Hahn and Lee said "we should get it."

Holmes stated that she, Hahn, Lee, Bass and Penrose left the bar together in Hahn`s vehicle. She said that they arrived at Reyna`s at about 0500 hours. Holmes told me that while they were at Reyna`s, Hahns told Lee "we need to go." To which Lee replied "oh no I`m to this."(getting the purse with the money). Holmes stated that there was a argument between Bass and Lee and while they were arguing Lee was yanking on Bass` arm that she had the purse around. Holmes said that she thought Lee was going to pull Bass` arm out of the socket because she was pulling it so hard.

Holmes stated that Bass accused Lee of taking the purse that had her money in it. She said that Hahn allowed Bass to check her vehicle for the purse but she did not find it. Holmes said that she left the residence with Hahn and Lee. She told me that Lee pulled Bass` purse from under the seat and said "we got away with it"(stealing the money.) Holmes stated that Lee gave Hahn $700 and she kept $1000. Holmes said that after she confronted both of them about knowing everything, Hahn gave her $100. She said that she threw the purse in a green trash container near Hahn`s residence. Holmes said that they sat on the money for 2 days and all of them went to the casino between Grand Rapids and Kalamazoo (Gun Lake) to gamble and exchange the money for $20s because of serial numbers.

Holmes expressed to me that she was concerned about Hahn and Lee because they have been calling her and threatening her since I made contact with them.

CONTACT WITH BASS:
I made contact with the victim, Bass, and advised her of my findings. Bass stated that she did not want to seek charges at this time. She stated that she would attempt to get the money returned to her and she would contact me if she decided to seek charges.

STATUS:
No further action taken at this time.
Closed.

Nash #10

Investigator Signature Supervisor Signature

Muskegon Police Department OCA: ***201106325***

THE INFORMATION BELOW IS CONFIDENTIAL - FOR USE BY AUTHORIZED PERSONNEL ONLY

Case Status: *WARR/ISSUED* **Case Mng Status:** *CLOSED* **Occurred:** *04/17/2011*

Offense: *LARCENY: OTHER*

Investigator: *NASH, T. T. (MUPDTTN1)* **Date / Time:** *12/01/2011 11:53:24, Thursday*

Supervisor: *ZIEGLER, G. T. (MUPDGTZ1)* **Supervisor Review Date / Time:** *12/01/2011 12:25:10, Thursday*

Contact: **Reference:** *Supplement*

FOLLOW UP
DATE:12/1/11
TIME:1154 HOURS
LOCATION:1959 HOYT

INFORMATION:
I spoke with Shonair Bass today by tx. Bass told me that she has not been able to work anything out with the suspects regarding this incident. Bass stated that she wanted to pursue charges at this point. I spoke with APA Joe Bader and explained the circumstances of the case. Bader advised me to complete the prosecutor paperwork and have it evaluated for unarmed robbery and or larceny from a person.

PAPERWORK:
I completed prosecutor paperwork for Marquida Lee,Sonia Holmes and Lisa Hahn for unarmed robbery/larceny from a person,along with a CCH.

Nash #10

Investigator Signature Supervisor Signature

Muskegon Police Department OCA: ***201106325***

THE INFORMATION BELOW IS CONFIDENTIAL - FOR USE BY AUTHORIZED PERSONNEL ONLY

Case Status: *WARR/ISSUED* **Case Mng Status:** *CLOSED* **Occurred:** *04/17/2011*

Offense: *LARCENY: OTHER*

Investigator: *NASH, T. T. (MUPDTTN1)* **Date / Time:** *05/31/2012 10:11:03, Thursday*

Supervisor: *BRIDE, S. C. (MUPDSCB1)* **Supervisor Review Date / Time:** *06/01/2012 18:41:28, Friday*

Contact: **Reference:** *Supplement*

FOLLOW UP
DATE:5/31/12
TIME:1011 HOURS
LOCATION:1949 HOYT

INFORMATION:
I was able to re-interview Elelce Penrose regarding this incident. Penrose did not provide any new information. I also made numerous attempts to contact Mathis and both of the Martinez. Each time that I went to the residence [redacted] no one would come to the door. I was not able to make contact.

I also spoke with Sonia Holmes. Holmes said that she would attempt to get some post from facebook regarding this incident. She notified me that she was not able to obtain them.

As of right now there is no new information.

Nash #10

Investigator Signature Supervisor Signature

Appendix F.5) Incident_201221345

INCIDENT/INVESTIGATION REPORT

Agency Name	Muskegon Police Department
ORI	MI 6160300
Case#	2012-21345
Date / Time Reported	11/24/2012 05:22 Sat
Last Known Secure	11/24/2012 05:22 Sat
At Found	11/24/2012 05:22 Sat

INCIDENT DATA

Location of Incident	Premise Type	Beat/Agency
1581 Division St, Muskegon MI 49441-	Residence/home	1DW, MUPD

	Crime Incident(s)		Weapon / Tools			Activity
#1	Civil & Family Disputes 98006	(Com)	Entry	Exit	Security	
#2	Crime Incident	( )	Weapon / Tools			Activity
			Entry	Exit	Security	
#3	Crime Incident	( )	Weapon / Tools			Activity
			Entry	Exit	Security	

MO

VICTIM

# of Victims: 0 Type: Injury:

	Victim/Business Name (Last, First, Middle)	Victim of Crime #	DOB / Age	Race	Sex	Relationship To Offender	Resident Status	Military Branch/Status
V1								

Home Address	Home Phone

Employer Name/Address	Business Phone	Mobile Phone

VYR	Make	Model	Style	Color	Lic/Lis	VIN

OTHERS INVOLVED

CODES: V- Victim (Denote V2, V3) O = Owner (if other than victim) R = Reporting Person (if other than victim)

Type: INDIVIDUAL/ NOT LAW ENFORCEMENT Injury:

Code	Name (Last, First, Middle)	Victim of Crime #	DOB / Age	Race	Sex	Relationship To Offender	Resident Status	Military Branch/Status
RP	MATHIS, REYNA AMOR		[redacted] Age 35	W	F			

Home Address	Home Phone
[redacted]	[redacted]

Employer Name/Address	Business Phone	Mobile Phone
[redacted]	[redacted]	231- -

Type: INDIVIDUAL/ NOT LAW ENFORCEMENT Injury:

Code	Name (Last, First, Middle)	Victim of Crime #	DOB / Age	Race	Sex	Relationship To Offender	Resident Status	Military Branch/Status
IO	MATHIS, ROBERT ANTONIO		[redacted] Age 46	B	M		Resident	

Home Address	Home Phone
[redacted]	[redacted]

Employer Name/Address	Business Phone	Mobile Phone
	[redacted]	231- -

PROPERTY

1 = None 2 = Burned 3 = Counterfeit / Forged 4 = Damaged / Vandalized 5 = Recovered 6 = Seized 7 = Stolen 8 = Unknown
("OJ" = Recovered for Other Jurisdiction)

VI #	Code	Status Frm/To	Value	OJ	QTY	Property Description	Make/Model	Serial Number

Officer/ID# ANDERSON, C. C. (MUPDCCA1)

Invest ID# (0) Supervisor FINE, T. W. (MUPDTWF1)

Status: Complainant Signature | Case Status: Closed 11/24/2012 | Case Disposition:

INCIDENT/INVESTIGATION REPORT

Muskegon Police Department

Case # *2012-21345*

Status Codes 1 = None 2 = Burned 3 = Counterfeit / Forged 4 = Damaged / Vandalized 5 = Recovered 6 = Seized 7 = Stolen 8 = Unknown

	IBR	Status	Quantity	Type Measure	Suspected Type	
DRUGS						

Assisting Officers

WOODARD, C.I. (MUPDCIW1), MARTINEZ, C. (MUPDCM01)

Suspect Hate / Bias Motivated:

INCIDENT/INVESTIGATION REPORT

Narr. (cont.) OCA: 2012-21345 *Muskegon Police Department*

NARRATIVE

SUMMARY:
Officers were dispatched to the residence for a domestic. I arrived and met with Rayna and Robert Mathis.

INTERVIEW REYNA:
Reyna stated she was drinking with some friends at the residence. Rayna left with her friends to get something to eat. Reyna returned home and got into a argument with Robert who was mad because she left, Reyna stated she was leaving for the night and Robert continued cussing at her. Reyna called 911 because she was afraid things were starting to get out of hand. No assault took place.

INTERVIEW ROBERT:
Robert gave no statement.

OFFICERS ACTIONS:
I waited for Reyna to get her things and cleared as Reyna left the residence.

C Anderson 41

Appendix F.6) Incident_201424464

INCIDENT/INVESTIGATION REPORT

Agency Name	Muskegon Police Department
ORI	MI 6160300
Case#	2014-24464
Date / Time Reported	12/05/2014 22:07 Fri
Last Known Secure	12/05/2014 22:07 Fri
At Found	12/05/2014 22:07 Fri

INCIDENT DATA

Location of Incident	Premise Type	Beat/Agency
213 Washington Av, Muskegon MI 49441-	Residence/home	1S. MUPD

	Crime Incident(s)		Weapon / Tools			Activity
#1	Assist Other Agency 99010	(Com)	Entry	Exit	Security	
#2	Crime Incident	( )	Weapon / Tools			Activity
			Entry	Exit	Security	
#3	Crime Incident	( )	Weapon / Tools			Activity
			Entry	Exit	Security	

MO

VICTIM

# of Victims: 0 Type: Injury:

V1	Victim/Business Name (Last, First, Middle)	Victim of Crime #	DOB / Age	Race	Sex	Relationship To Offender	Resident Status	Military Branch/Status

Home Address	Home Phone

Employer Name/Address	Business Phone	Mobile Phone

VYR	Make	Model	Style	Color	Lic/Lis	VIN

OTHERS INVOLVED

CODES: V- Victim (Denote V2, V3) O = Owner (if other than victim) R = Reporting Person (if other than victim)

Type: INDIVIDUAL/ NOT LAW ENFORCEMENT Injury:

Code	Name (Last, First, Middle)	Victim of Crime #	DOB / Age	Race	Sex	Relationship To Offender	Resident Status	Military Branch/Status
IO	MARTINEZ, JANA ALLYN		[redacted] Age 36	W	F			

Home Address	Home Phone
[redacted]	[redacted]

Employer Name/Address	Business Phone	Mobile Phone
	231-578-7392	231- -

Type: INDIVIDUAL/ NOT LAW ENFORCEMENT Injury:

Code	Name (Last, First, Middle)	Victim of Crime #	DOB / Age	Race	Sex	Relationship To Offender	Resident Status	Military Branch/Status
IO	ARIZOLA, JESUS RIVERA		[redacted] Age 15	W	M		Resident	

Home Address	Home Phone
[redacted]	[redacted]

Employer Name/Address	Business Phone	Mobile Phone
		[redacted]

PROPERTY

1 = None 2 = Burned 3 = Counterfeit / Forged 4 = Damaged / Vandalized 5 = Recovered 6 = Seized 7 = Stolen 8 = Unknown
("OJ" = Recovered for Other Jurisdiction)

VI #	Code	Status Frm/To	Value	OJ	QTY	Property Description	Make/Model	Serial Number

Officer/ID# ANDERSON, C. C. (MUPDCCA1)

Invest ID# (0) Supervisor WALTZ, S. A. (MUPDSAW1)

Status Complainant Signature | Case Status Closed 12/05/2014 | Case Disposition:

Incident Report Additional Name List

Muskegon Police Department

OCA: *2014-24464*

Additional Name List

	Name Code/#	Name (Last, First, Middle)	Victim of Crime #	DOB	Age	Race	Sex
1)	*IO 3*	*MATHIS, REYNA AMOR*		[redacted]	*37*	*W*	*F*

Address [redacted]

Empl/Addr [redacted]

H: [redacted]

B: [redacted]

Mobile #: *231- -*

INCIDENT/INVESTIGATION REPORT

Muskegon Police Department

Case # *2014-24464*

Status Codes 1 = None 2 = Burned 3 = Counterfeit / Forged 4 = Damaged / Vandalized 5 = Recovered 6 = Seized 7 = Stolen 8 = Unknown

	IBR	Status	Quantity	Type Measure	Suspected Type	
DRUGS						

Assisting Officers:

BURNS, J.H. (MUPDJHB1)

Suspect Hate / Bias Motivated:

INCIDENT/INVESTIGATION REPORT

Narr. (cont.) OCA: 2014-24464 *Muskegon Police Department*

NARRATIVE

SUMMARY:
I was dispatched to the residence to assist Muskegon Township with a runaway. Jana Martinez was calling stating that the family of Jesus Martinez was at her door asking where Jesus was. Jana wants the family to leave.

INTERVIEW JANA:
Jana stated that Reyna Mathis came to her house stating Jesus was at her house. Jana stated she told officers earlier that Jesus was not at the house and she has no seen him.
NOTE: Myself and Officer Wypa was at the house earlier looking for Jesus who is in LEIN[redacted] Jana did state Jesus has not been at her house.

INTERVIEW REYNA:
Officer Burns had made contact with Reyna on Washington at 6th. Reyna advised as Jana opened the door that Jesus ran from the house using the rear door. Reyna does not know where Jesus ran to.

OFFICERS ACTIONS:
I advised Jana that if Jesus does show up that she must call 911. I advised Officer Wypa of the incident.

C Anderson 41