

Civil Service Charges

Date: September 10th, 2020

Name of Employee: Police Officer Katirae Smith
Address: 713 Morgan Road, Binghamton, NY 13903

Officer Smith:

In accordance with the provisions of Section 75 of the Civil Service Law, you are hereby notified that the following charges are preferred against you:

CHARGES

CHARGE: You have violated Vestal Police Department rules and regulations **section 140.12 subsection 21, Rules of Conduct**. Any Officer involved in a motor vehicle accident and found to be negligent will receive a two day suspension without pay. If there are extenuating circumstances this penalty may be increased at the discretion of the Chief of Police.

Specification: On September 2nd, 2020 you admitted to being involved in a one car motor vehicle accident that was not immediately reported to a supervisor while operating Patrol Vehicle 306. Patrol Vehicle 306 sustained damage to the hood as a result of this accident.

You are allowed until September 18th, 2020, within which you may make and file your answer in writing to these charges. Such answer should reach the office of the undersigned at 605 Vestal Parkway West at or before 11:00 pm on said date.

You are entitled to a hearing on the above charges and to be represented at such hearing by an attorney. You should be prepared at such hearing to present such witnesses and other proof as you may have in your defense against these charges.

If you are found guilty of any of the above charges the proposed penalty is three days off without pay.

All further notices and communications addressed to you in connection with these charges will be delivered to you.

Receipt of the aforesaid charges.



Officer Katirae Smith

Sincerely,



Sgt. Vincent Stavola

cc: HR Representative
Town Supervisor
Town Attorney

**Town of Vestal
County of Broome
State Of New York**

Officer Katirae Smith being duly sworn, deposes and says:

1. That he or she is a police officer employed by the Town of Vestal Police Department.
2. That charges and specifications have been made against him or her for a violation of Vestal Police Department Rules and Regulations Section 140.12: Rules of Conduct. Said charges made by Sgt. Vincent Stavola of the Vestal Police Department and a copy of said charges and specifications were served upon Officer Smith on September 10th, 2020.
3. That the deponent fully understands that in accordance with Article 75 of the Civil Service Law of the State of New York that he or she is entitled to submit an answer to said charges, to obtain counsel to represent him or her in any proceeding that may result from said charges and that no disciplinary action may be taken against him or her without first having a right to a hearing on said charges.
4. That the deponent hereby makes an admission of guilt to said charges and hereby waives his or her right to answer said charges, to be represented by an attorney, his or her right to a hearing and any and all other rights which he or she may have in regards to said charges and any disciplinary action in connection therewith.
5. The deponent waives all rights in regards to the aforementioned charges and desires that any disciplinary action in connection therewith be made by John Butler, Chief of Police of the Vestal Police Department. The following disciplinary action is agreed to by all parties involved:
3 Days off without pay.
6. The deponent has read this affidavit and fully understands that by execution thereof, he or she waives the rights set forth herein, and accepts the punishment hereto set forth.



Officer Katirae Smith

Subscribed and sworn to before me this
11 day of September, 2020



Notary Public

MARSHA E. FROST
Notary Public, State Of New York
No. 01FR6054495
Residing In Broome County
My Commission Expires February 5, 2023


I, John Butler, Chief of Police, have read the above agreement and hereby approve of the terms and conditions set forth.



John Butler
Chief of Police

Subscribed and sworn to before me this

11 day of September, 2020



Notary Public

MARSHA E. FROST
Notary Public, State Of New York
No. 01FR6054495
Residing In Broome County
My Commission Expires February 5, 20 23

Vestal Police Department
Affidavit of Service



To: Chief Butler
From: Sgt. Vincent Stavola
Subject: Service of Departmental Charges
Date: September 10th, 2020

On September 10th, 2020, I, Sgt. Stavola preferred departmental charges against Officer Katirae Smith relating to violating section 140.12 sub 21 of the rules and regulations.

On this date, September 10th, 2020 at 11:30 P.M., I personally served Officer Smith with a copy of the aforesaid charges preferred against her.

Sgt. Vincent Stavola 172 9/10/20

Sgt. Vincent Stavola

Vestal Police Department
Memorandum



To: Officer Smith
From: Sgt. Stavola
Date: 09/10/2020
Subject: Time off agreement re: Motor Vehicle Collision

On this date at approximately 11:30PM, you and I agreed that the discipline for your Motor Vehicle Collision, would be 3 days off without pay.

OKS 189
Officer Smith

Sgt. Stavola 172
Sgt. Stavola

Vestal Police Department
Affidavit of Service



To: Chief Butler

From: Sgt. Jon R. Atkinson

Subject: Service of Departmental Charges

Date: February 07, 2020

On February 7th 2020, I, Sgt. Atkinson preferred departmental charges against Officer Katirae Smith relating to violating section 140.12 sub 21 of the rules and regulations of the Vestal Police Department.

On this date, February 7th 2020, at 4:00 a.m., I personally served Officer Smith with a copy of the aforesaid charges preferred against her.

Sgt. Jon R. Atkinson

Sgt. Jon R. Atkinson

Civil Service Charges

Date: February 07, 2020

Name of Employee: Police Officer Katirae Smith
Address: 713 Morgan Rd Binghamton NY 13903

Officer Smith:

In accordance with the provisions of Section 75 of the Civil Service Law, you are hereby notified that the following charges are preferred against you:

CHARGES

CHARGE: You have violated Vestal Police Department rules and regulations **section 140.12 subsection 21, Rules of Conduct**. Any Officer involved in a motor vehicle accident and found to be negligent will receive a two day suspension without pay. If there are extenuating circumstances this penalty may be increased at the discretion of the Chief of Police.

Specification: On January 30th 2020 while attempting to investigate a suspicious vehicle in the parking lot of a car dealership, you operated patrol unit 306 in an unsafe manner. Your actions caused your patrol vehicle to collide with a light pole causing damage to the patrol vehicle.


You are allowed until February 17th, 2020, within which you may make and file your answer in writing to these charges. Such answer should reach the office of the undersigned at 605 Vestal Parkway West at or before 12:00 pm on said date.

You are entitled to a hearing on the above charges and to be represented at such hearing by an attorney. You should be prepared at such hearing to present such witnesses and other proof as you may have in your defense against these charges.

If you are found guilty of any of the above charges the proposed penalty is two days off without pay.

All further notices and communications addressed to you in connection with these charges will be delivered to you.

Receipt of the aforesaid charges.



Officer Katirae Smith

Sincerely,
Sgt. Jon R. Atkinson

cc: HR Representative
Town Supervisor
Town Attorney

Vestal Police Department
Memorandum



To: Officer Smith
From: Sgt. Atkinson
Date: 2/7/2020
Subject: Time off agreement re: Motor Vehicle Collision

On this date at approximately 4:00am, you and I agreed that the discipline for your Motor Vehicle Collision on January 30th, 2020, would be two days of unpaid leave. The dates for your unpaid leave were determined to be the loss of two vacation days. We also agreed that all documents pertaining to this incident will be expunged from your personnel file after 24 months if no other incidents of this nature take place.

A handwritten signature in cursive script, appearing to read "Off. K. J.", written over a horizontal line.

Officer Smith

A handwritten signature in cursive script, appearing to read "Sgt. J. R. Atkinson", written over a horizontal line.

Sgt. Atkinson

Town of Vestal
County of Broome
State Of New York

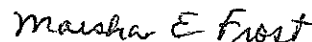
Officer Katirae Smith being duly sworn, deposes and says:

1. That she is a police officer employed by the Town of Vestal Police Department.
2. That charges and specifications have been made against her for a violation of Vestal Police Department Rules and Regulations Section 140.12: Rules of Conduct. Said charges made by Sgt. Jon R. Atkinson of the Vestal Police Department and a copy of said charges and specifications were served upon Officer Smith on February 7, 2020.
3. That the deponent fully understands that in accordance with Article 75 of the Civil Service Law of the State of New York that she is entitled to submit an answer to said charges, to obtain counsel to represent her in any proceeding that may result from said charges and that no disciplinary action may be taken against her without first having a right to a hearing on said charges.
4. That the deponent hereby makes an admission of guilt to said charges and hereby waives her right to answer said charges, to be represented by an attorney, her right to a hearing and any and all other rights which she may have in regards to said charges and any disciplinary action in connection therewith.
5. The deponent waives all rights in regards to the aforementioned charges and desires that any disciplinary action in connection therewith be made by John Butler, Chief of Police of the Vestal Police Department. The following disciplinary action is agreed to by all parties involved:
Two days off without pay (loss of 2 Vacation days).
6. The deponent has read this affidavit and fully understands that by execution thereof, she waives the rights set forth herein, and accepts the punishment hereto set forth.



Officer Katirae Smith

Subscribed and sworn to before me this
7th day of February, 2020



Notary Public

MARSHA E. FROST
Notary Public, State Of New York
No. 01FR8054495
Residing In Broome County
My Commission Expires February 5, 20 23

I, John Butler, Chief of Police, have read the above agreement and hereby approve of the terms and conditions set forth.

John Butler
Chief of Police

Subscribed and sworn to before me this

_____ day of _____, _____

Notary Public

Vestal Police Department
Affidavit of Service



To: Chief Butler

From: Sgt. Telfer

Subject: Service of Departmental Charges

Date: May 6, 2021

On May 6th, 2021, I, Sgt. Telfer, preferred departmental charges against Officer Colin White relating to violating section 140.12 subsection 21 of the rules and regulations of the Vestal Police Department.

On this date, May 6th, 2021, at 6:30 a.m., I personally served Officer White with a copy of the aforesaid charges preferred against him.

Sgt. Kyle M. Telfer

Sergeant Kyle M. Telfer

Vestal Police Department
Memorandum



To: PO. White
From: Sgt. Telfer
Date: 5/12/2021
Subject: Time off agreement re: motor vehicle accident

On this date at approximately 6:30 am, you and I agreed that the discipline for your motor vehicle accident in vehicle 305 on April 24th, 2021, would be forfeiture of one vacation day.

PO. [Signature] 183

PO. White

Sgt. [Signature] 121

Sgt. Telfer

05/06/2021

Date

Police Officer Colin White
Vestal Police Department

Officer White

This letter is to inform you that this department is conducting an investigation regarding a motor vehicle accident involving patrol vehicle 305 on April 24th, 2021 and that as part of this investigation it will be necessary to conduct an interview with you. You are further advised that anything that you say during this interview can not be used against you in a criminal proceeding and that your refusal to answer questions relative to this investigation may result in departmental charges for insubordination.

Under New York State Civil Service Law you are entitled to have representation from the P.B.A. present during this interview. Please indicate your decision below.

I will speak to you without PBA representation

P.O. Colin White 183
Signature

5/6/2021
Date

6:50
Time

I wish to have a PBA representative with me during my interview

Signature

Date

Time

Sgt. [Signature]
Witness

Witness

Civil Service Charges

Date: May 6, 2021

Name of Employee: Officer Colin J. White
Address: 208 Elizabeth Street, Vestal NY 13850

Officer White:

In accordance with the provisions of Section 75 of the Civil Service Law, you are hereby notified that the following charges are preferred against you:

CHARGES

CHARGE: You have violated Vestal Police Department rules and regulations **section 140.12 subsection 21, Rules of Conduct**. Any Officer involved in a motor vehicle accident and found to be negligent will receive a two day suspension without pay. If there are extenuating circumstances this penalty may be increased at the discretion of the Chief of Police.

Specification: On April 24th 2021 while turning around at Middendorf Park to respond to a call for a Burglary in progress you struck the end of a guard rail with your assigned marked patrol vehicle. This caused damage to the passenger side running board.

The General Orders for the department state that officers shall exercise judgment and care with due regard for life and property when responding to an emergency call or when in pursuit of a suspected or actual violator of the law. Officers shall stop, or be able to stop, for all traffic control devices.

See attached General Orders regarding specific violations.

- General Order Number 213, Section 3-N, subsection 1 – Use of caution in response.

You are allowed until May 20th, 2021, within which you may make and file your answer in writing to these charges. Such answer should reach the office of the undersigned at 605 Vestal Parkway West at or before 6:30 am on said date.

You are entitled to a hearing on the above charges and to be represented at such hearing by an attorney. You should be prepared at such hearing to present such witnesses and other proof as you may have in your defense against these charges.

If you are found guilty of any of the above charges the proposed penalty is one day off without pay.

Any Further notices and communications addressed to you in connection with these charges will be delivered to you.

Receipt of the aforesaid charges.

P.O. Colin White 183
PO. Colin White

Sincerely,

Sgt. Kyle Telfer 171
Sgt. Kyle Telfer

cc: HR Representative
Town Supervisor
Town Attorney

Town of Vestal: County of Broome: State Of New York

PO. Colin White being duly sworn, deposes and says:

1. That he is a police officer employed by the Town of Vestal Police Department.
2. That charges and specifications have been made against him for a violation of Vestal Police Department Rules and Regulations Section 140.12: Rules of Conduct. Said charges made by Sgt. Kyle Telfer of the Vestal Police Department and a copy of said charges and specifications were served upon PO. White on May 6th, 2021.
3. That the deponent fully understands that in accordance with Article 75 of the Civil Service Law of the State of New York that he is entitled to submit an answer to said charges, to obtain counsel to represent him in any proceeding that may result from said charges and that no disciplinary action may be taken against him without first having a right to a hearing on said charges.
4. That the deponent hereby makes an admission of guilt to said charges and hereby waives his right to answer said charges, to be represented by an attorney, his right to a hearing and any and all other rights which he may have in regards to said charges and any disciplinary action in connection therewith.
5. The deponent waives all rights in regards to the aforementioned charges and desires that any disciplinary action in connection therewith be made by John Butler, Chief of Police of the Vestal Police Department. The following disciplinary action is agreed to by all parties involved:

One vacation day returned to the Town in lieu off one day off without pay.
6. The deponent has read this affidavit and fully understands that by execution thereof, he waives the rights set forth herein, and accepts the punishment hereto set forth.

P.O. Colin White 183
PO. Colin White

MARSHA E. FROST
Notary Public, State Of New York
No. 01FR6054495
Residing In Broome County
My Commission Expires February 5, 20 23

Subscribed and sworn to before me this
12 day of May, 2021

Marsha E Frost
Notary Public

I, John Butler, Chief of Police, have read the above agreement and hereby approve of the terms and conditions set forth.

John Butler
Chief of Police

Subscribed and sworn to before me this
_____ day of _____, _____

Notary Public

Vestal Police Department
Memorandum



To: Officer Kyle Post
From: Sgt. D. Burch
Date: 05/14/2021
Subject: Time off agreement re: Motor Vehicle Collision (306)

On this date at approximately 6:00 PM, you and I agreed that the discipline for your motor vehicle collision in patrol vehicle 306 on May 7th, 2021, will be three days of unpaid leave. In lieu of unpaid leave you have agreed to the forfeiture of three vacation days.

A handwritten signature in black ink, appearing to be "K. Post", written over a horizontal line.

Officer K. Post

A handwritten signature in black ink, appearing to be "D. Burch", written over a horizontal line.

Sgt. D. Burch

05/14/2021

Date

Police Officer Kyle Post
Vestal Police Department

Officer Post,

This letter is to inform you that this department is conducting an investigation regarding a motor vehicle accident involving patrol vehicle 306 which occurred on May 7th, 2021 and that as part of this investigation it will be necessary to conduct an interview with you. You are further advised that anything that you say during this interview can not be used against you in a criminal proceeding and that your refusal to answer questions relative to this investigation may result in departmental charges for insubordination.

Under New York State Civil Service Law you are entitled to have representation from the P.B.A. present during this interview. Please indicate your decision below.

I will speak to you without PBA representation


Signature

5/14/21
Date

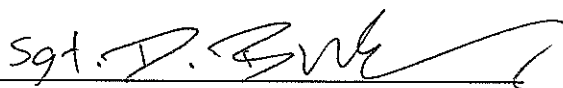
16:48
Time

I wish to have a PBA representative with me during my interview

Signature

Date

Time


Witness D. Busch

Witness

Vestal Police Department
Affidavit of Service



To: Chief John Butler

From: Sgt. D. Burch

Subject: Service of Departmental Charges Upon Officer Kyle Post

Date: May 14th, 2021

On May 14th, 2021, I Sgt. D. Burch, preferred departmental charges against Officer Kyle Post relating to a violation of section 140.12 subsection 21 of the rules and regulations of the Vestal Police Department.

On this date, May 14th, 2021, at 6:00 PM I personally served Officer Kyle Post with a copy of the aforesaid charges preferred against him.



Sergeant Daniel J. Burch

Civil Service Charges

Date: May 14th, 2021

Name of Employee: Police Officer Kyle Post
Address: 413 Prentice Road Vestal, NY 13850

Officer Post:

In accordance with the provisions of Section 75 of the Civil Service Law, you are hereby notified that the following charges are preferred against you:

CHARGES

CHARGE: You have violated Vestal Police Department rules and regulations **section 140.12 subsection 21, Rules of Conduct**. Negligence in the operation of an emergency vehicle.

Specification: On May 7th, 2021 while on routine patrol on Vestal Road in the area of Pinecrest Road, you operated patrol unit 306 in an unsafe manner when you looked away from the roadway briefly, and failed to recognize that traffic in front of you had stopped. Your actions caused your patrol vehicle to collide with the rear end of another vehicle, causing damage to both vehicles involved.

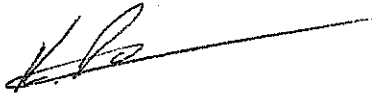
You are allowed until May 29th, 2021, within which you may make and file your answer in writing to these charges. Such answer should reach the office of the undersigned at 605 Vestal Parkway West at or before 6:00 PM on said date.

You are entitled to a hearing on the above charges and to be represented at such hearing by an attorney. You should be prepared at such hearing to present such witnesses and other proof as you may have in your defense against these charges.

If you are found guilty of any of the above charges, the proposed penalty is three days off without pay.

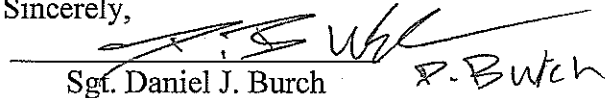
All further notices and communications addressed to you in connection with these charges will be delivered to you.

Receipt of the aforesaid charges.



Officer Kyle Post

Sincerely,


Sgt. Daniel J. Burch

cc: HR Representative
Town Supervisor
Town Attorney

Town of Vestal: County of Broome: State Of New York

Officer Kyle Post being duly sworn, deposes and says:

1. That he is a police officer employed by the Town of Vestal Police Department.
2. That charges and specifications have been made against him for a violation of Vestal Police Department Rules and Regulations Section 140.12: Rules of Conduct. Said charges made by Sgt. Daniel J. Burch of the Vestal Police Department and a copy of said charges and specifications were served upon Officer Kyle Post on May 14th, 2021.
3. That the deponent fully understands that in accordance with Article 75 of the Civil Service Law of the State of New York that he is entitled to submit an answer to said charges, to obtain counsel to represent him in any proceeding that may result from said charges and that no disciplinary action may be taken against him without first having a right to a hearing on said charges.
4. That the deponent hereby makes an admission of guilt to said charges and hereby waives his right to answer said charges, to be represented by an attorney, his right to a hearing, any and all other rights which he may have in regards to said charges, and any disciplinary action in connection therewith.
5. The deponent waives all rights in regards to the aforementioned charges and desires that any disciplinary action in connection therewith be made by John Butler, Chief of Police of the Vestal Police Department. The following disciplinary action is agreed to by all parties involved:
Three vacation days returned to the Town of Vestal in lieu off three days off without pay.
6. The deponent has read this affidavit and fully understands that by execution thereof, he waives the rights set forth herein, and accepts the punishment hereto set forth.

Kyle Post

Officer Kyle Post

MARSHA E. FROST
Notary Public, State Of New York
No. 01FR6054495
Residing In Broome County
My Commission Expires February 5, 20 23

Subscribed and sworn to before me this

18 day of May, 2021

Marsha E Frost

Notary Public

I, John Butler, Chief of Police, have read the above agreement and hereby approve of the terms and conditions set forth.

John Butler
Chief of Police

Subscribed and sworn to before me this

_____ day of _____, _____

Notary Public

FRANZ

Vestal Police Department
Memorandum



To: Officer Franz
From: Sgt. Stavola
Date: 7/15/2020
Subject: Time off agreement re: Motor Vehicle Collision

On this date at approximately 11:00PM, you and I agreed that the discipline for your Motor Vehicle Collision on July 10th, 2020, would be surrendering five vacation days.

PO R Franz 188

Officer Franz

Sgt Stavola 172

Sgt. Stavola

Civil Service Charges

Date: July 15th, 2020

Name of Employee: Police Officer Ryan Franz
Address: 633 Harvard Street, Vestal, NY 13850

Officer Franz:

In accordance with the provisions of Section 75 of the Civil Service Law, you are hereby notified that the following charges are preferred against you:

CHARGES

CHARGE: You have violated Vestal Police Department rules and regulations **section 140.12 subsection 21, Rules of Conduct**. Any Officer involved in a motor vehicle accident and found to be negligent will receive a two day suspension without pay. If there are extenuating circumstances this penalty may be increased at the discretion of the Chief of Police.

Specification: On July 10th, 2020 you were assigned to patrol vehicle 326 as the early car for the midnight shift. At approximately 10:49 PM you were involved in a motor vehicle accident on SR 434 east bound at the intersection of N. Meadowbrook Lane while in route to a priority one complaint. The accident resulted in physical injury to a civilian as well as yourself. Patrol vehicle 326 and a civilian vehicle were also both heavily damaged and totaled as a result of the motor vehicle accident.

The intersection in question is governed by a stop sign which you admittedly disregarded while entering traffic without the use of your emergency lights and sirens. It was also determined by your own admission that you were not wearing your seatbelt at the time of the incident.

The General Orders for the department state that Officers shall operate patrol vehicles during emergency situations or responses with emergency lights and sirens to incidents involving an imminent threat of death or serious injury and officer shall exercise judgement and care with due regard for life and property when responding to an emergency call. Officers shall stop, or be able to stop, for all traffic control devices, i.e stop signs. Officers are also required to wear seatbelts in department vehicles at all times.

See attached General Orders regarding specific violations.

- General Order Number 213, Section 3-D, Subsection 4 - Emergency Operation
- General Order Number 213 Section 3-J- Seat Belts
- General Order Number 213 Section 3-N, Subsection 1- Use of Caution in Response

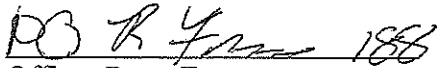
You are allowed until July 23rd, 2020, within which you may make and file your answer in writing to these charges. Such answer should reach the office of the undersigned at 605 Vestal Parkway West at or before 11:00 pm on said date.

You are entitled to a hearing on the above charges and to be represented at such hearing by an attorney. You should be prepared at such hearing to present such witnesses and other proof as you may have in your defense against these charges.

If you are found guilty of any of the above charges the proposed penalty is five days off without pay.

All further notices and communications addressed to you in connection with these charges will be delivered to you.

Receipt of the aforesaid charges.


Officer Ryan Franz

Sincerely,


Sgt. Vincent Stavola

cc: HR Representative
Town Supervisor
Town Attorney

WHITE

Town of Vestal
County of Broome
State Of New York

PO. Colin White being duly sworn, deposes and says:

1. That he is a police officer employed by the Town of Vestal Police Department.
2. That charges and specifications have been made against him for a violation of Vestal Police Department Rules and Regulations Section 140.12: Rules of Conduct. Said charges made by Sgt. Kyle Telfer of the Vestal Police Department and a copy of said charges and specifications were served upon PO. White on August 21st, 2020.
3. That the deponent fully understands that in accordance with Article 75 of the Civil Service Law of the State of New York that he is entitled to submit an answer to said charges, to obtain counsel to represent him in any proceeding that may result from said charges and that no disciplinary action may be taken against him without first having a right to a hearing on said charges.
4. That the deponent hereby makes an admission of guilt to said charges and hereby waives his right to answer said charges, to be represented by an attorney, his right to a hearing and any and all other rights which he may have in regards to said charges and any disciplinary action in connection therewith.
5. The deponent waives all rights in regards to the aforementioned charges and desires that any disciplinary action in connection therewith be made by John Butler, Chief of Police of the Vestal Police Department. The following disciplinary action is agreed to by all parties involved:
Two vacation days returned to the Town in lieu off two days off without pay.
6. The deponent has read this affidavit and fully understands that by execution thereof, he waives the rights set forth herein, and accepts the punishment hereto set forth.

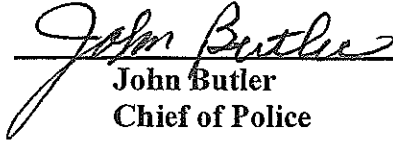
P.O. Colin White
PO. Colin White

Subscribed and sworn to before me this
25 day of August, 2020

Marsha E Frost
Notary Public

MARSHA E. FROST
Notary Public, State Of New York
No. 01FR6054495
Residing In Broome County
My Commission Expires February 5, 2023


I, John Butler, Chief of Police, have read the above agreement and hereby approve of the terms and conditions set forth.



John Butler
Chief of Police

Subscribed and sworn to before me this

25 day of August, 2020



Notary Public

MARSHA E. FROST
Notary Public, State Of New York
No. 01FR6054495
Residing In Broome County
My Commission Expires February 5, 2023

08/21/2020

Date

Police Officer Colin White
Vestal Police Department

Officer White

This letter is to inform you that this department is conducting an investigation regarding a motor vehicle accident involving patrol vehicle 307 on August 15th, 2020 and that as part of this investigation it will be necessary to conduct an interview with you. You are further advised that anything that you say during this interview can not be used against you in a criminal proceeding and that your refusal to answer questions relative to this investigation may result in departmental charges for insubordination.

Under New York State Civil Service Law you are entitled to have representation from the P.B.A. present during this interview. Please indicate your decision below.

I will speak to you without PBA representation

P.O. Colin White 183
Signature

8/21/2020
Date

23:20
Time

I wish to have a PBA representative with me during my interview

Signature

Date

Time

Witness

Witness