

# Madison Police Department PSIA Report

## Incident Details

Date Received 09/03/2023  
 Entered By SGT Clarice Gloede - [REDACTED]  
 Date/Time of Occurrence 08/31/2023 16:51  
 Date/Time Entered 09/03/2023 18:24  
 Record ID Number 10443  
 Case # 23-379414  
 Tracking # 2023PSIA-0115  
 Madison PD SGT Joseph Engler - [REDACTED]  
 BlueTeam 6 Assigned Investigator  
 IPro Assigned Investigator Sgt Ryan Gibson

## Incident Location

Location of Occurrence Central District  
 101 Mifflin Street  
 Madison, WI, 53703

## Incident Summary

Please see attached memo.

From Sergeant Ryan Gibson (12-14-23). I was unsure if the address in LERMS and DOT for [REDACTED] was accurate so I contacted her via cell phone. She thanked me for calling and informed me she was in a meeting, and asked me to leave her a voicemail with the information I had for her reference her complaint. I did call her back approximately one minute after we hung up, and also provided her with my office work number.

## Reporting/Involved Citizen

[REDACTED]

Date of Birth

[REDACTED]

Gender

Female

Race	Black or African American	Ethnicity	—
Role	—		
Address	[None Entered]	Phone Numbers	[REDACTED]

### Involved Employees

Officer Andrew Sitko - [REDACTED]

Assignment at time of incident [REDACTED]

Role —




Linked Allegations SOP - Emergency Vehicle Operation Guidelines ( Sustained - 11/06/2023 )

- Letter of Reprimand - 12/11/2023

### Attachments

Date Attached	Attachment Description	Attachment Type
09/06/2023	2023PSIA-0115 Initial Complaint Sitko	pdf
09/06/2023	2023PSIA-0115 Case Reports	pdf
09/25/2023	SME Memo for PSIA	docx

### Assignment History

- 09/06/2023 11:52  Sgt R Gibson Field status changed in IAPro from In chain to Released
- 09/06/2023 11:52  Sgt R Gibson Released back to IAPro
- 09/11/2023 10:34  Sgt R Gibson Field status changed in IAPro from Released to Field assigned

09/11/2023  
10:34



Sgt R Gibson  
IAPro assigned

09/27/2023  
10:07



Sgt R Gibson  
Field status changed in IAPro from Completed - review pending to Released

### Chain of Command History

09/03/2023  
18:28



[Snapshot Title Unavailable] Clarice Gloede » PSIA  
Attached is a complaint I received. Let me know if you need additional information.

09/27/2023  
10:07



Sgt. Gloede  
PSIA  
Routing was NOT completed in BlueTeam. The incident was moved into IAPro by IAPro user Sgt Ryan Gibson

Signature line \_\_\_\_\_

09/11/2023  
10:34



[Snapshot Title Unavailable] Ryan Gibson » [Snapshot Title Unavailable] Joseph Engler ( [Snapshot Title Unavailable] Nicholas Pine Officer Dao Xiong [Snapshot Title Unavailable] Michael Ott )  
Hi Joe, Nick, Mike and Dao,  
Tthere is no pursuit number with this becasue it is not a pursuit. Could you please review and do a memo with your expert opinions as you would if it was a pursuit. Please contact me if you have any questions.

Thank you all,  
Ryan G

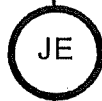
09/25/2023  
11:41



[Snapshot Title Unavailable] Joseph Engler  
Completion notes: Please see SME Memo for Sitko

Signature line \_\_\_\_\_

09/25/2023  
11:41



[Snapshot Title Unavailable] Joseph Engler » PSIA  
Please see attached SME Memo for Sitko

09/27/2023  
10:07




PSIA  
Routing was NOT completed in BlueTeam. The incident was moved into IAPro by IAPro user Sgt Ryan Gibson

Signature line \_\_\_\_\_

**Assigned Investigator Signature Line**

---

SGT Joseph Engler - 



CITY OF MADISON POLICE DEPARTMENT



INTER-DEPARTMENTAL CORRESPONDENCE

DATE: 09/03/2023

TO: PSIA  
FROM: Sergeant Gloede  
SUBJECT: **Complaint against Officer Andrew Sitko**

**Complaint**

On 09/03/23 I was dispatched to a phone call reference a complaint (case number 23-3838570). I made contact with the complainant via phone at [REDACTED]. The complainant was verbally identified as [REDACTED].

[REDACTED] stated she was in the area of the YWCA, as she was just arriving for a block party on around 4:40 pm on 08/31/23. [REDACTED] described the area of occurrence as being W. Mifflin St. just off the square being blocked off with road barriers almost directly in front of the YWCA located at 101 E. Mifflin St. [REDACTED] stated a white police vehicle drove through the traffic barriers "recklessly" where children and adults had just been in the roadway. [REDACTED] stated she was upset by what she had witnessed, and wanted to know what was going to be the consequence/process of correction for the officer. I explained my investigation process, and that the information would be formally passed on to PSIA for review. [REDACTED] requested a disposition at the end of the investigation.

I was able to locate a call in the general area of the YWCA reference case number 23-379414. I reviewed squad video related to this incident, and located video tagged on 08/31/23 4:51:15 PM tagged by PDAJS3 (Andrew Sitko) for "Arrest/Transport." I reviewed the video, and located a sequence of events that was consistent with what [REDACTED] had reported to me.

**Review of Video (snap shot of areas of concerns, not all encompassing):**

4:50:45 – Video begins, "lightbar" is activated, but I do not hear sirens in the video.

4:51:06 – Sitko is traveling inbound on W. Washington Ave. going through Fairchild on a red light with "lightbar" activated, but no siren heard. The "break" is activated, and it does appear there is an attempt to clear the intersection before moving through the red. Once Sitko goes through the red light, he turns his lights off.

4:52:22 – Had been pulled over asking passersby's if they had seen the subject. Gets back into squad and returns to roadway with "lightbar" activated but no siren.

4:52:34 – Driving northbound on Main St. approaching the MLK intersection with only lightbar activated driving in the bus lane, approaching a red light, when he activates his siren behind a bicyclist, nearly striking them as he passes on the right.

4:53:42 – Traveling inbound on N. Hamilton at E. Mifflin St. goes through a red light quickly, with numerous pedestrians in the immediate area making a left turn towards E. Mifflin, which is blocked off with "road closed" signs. Sitko partial goes over a curb, and strikes the plastic road way barrier with the front of his squad, pushing it forward.

4:54:04 – located the suspect in the area.

**Email Contact with Sergeant Amanda Poli**

██████████ told me that she had attempted to report her concerns the day of the incident but was unable to call back Sgt. Poli at the time. I confirmed with Sgt. Poli that she was assigned the complaint call, and that she had been the one to leave a voicemail. I asked Sgt. Poli if PO Sitko had reported to her that he had stuck the traffic barriers as he was attempted to locate the suspect in this case. Sgt. Poli advised me that he had not.

**Review of Police Report completed by Andrew Sitko**

I reviewed the police reported completed by PO Sitko reference this incident. In the report he states in the second paragraph under "Initial Involvement" "While driving around the second ring of roads around the Square, more appropriately W Doty St onto Webster, I observed the individual walking down Mifflin St from Webster. I then wrapped my squad up and around crashing through one barricade that had been obstructing Mifflin St and again maintained eyes on the suspect at Mifflin and Webster."

**Areas of Concern**

## Vehicle Operation:

Employee shall operate city vehicles with due regard for safety.

## Traffic/Parking Enforcement and Crash Investigation:

Failure to notify on-duty supervisor of crash.

Respectfully,

Sergeant Clare Gloede



CITY OF MADISON POLICE DEPARTMENT



INTRA-DEPARTMENTAL CORRESPONDENCE

DATE: November 3, 2023

TO: Shon F. Barnes, Chief of Police  
FROM: Sergeant Ryan Gibson  
SUBJECT: 2023PSIA-0115

**Initial Complaint**

The following are excerpts from Sergeant Clarice Gloede's memo reference the citizen complaint about a squad going through a barricade.

*On 09/03/23 I was dispatched to a phone call reference a complaint (case number 23-3838570). I made contact with the complainant via phone at [REDACTED] The complainant was verbally identified as [REDACTED]*

*[REDACTED] stated she was in the area of the YWCA, as she was just arriving for a block party on around 4:40 pm on 08/31/23. [REDACTED] described the area of occurrence as being W. Mifflin St. just off the square being blocked off with road barriers almost directly in front of the YWCA located at 101 E. Mifflin St. [REDACTED] stated a white police vehicle drove through the traffic barriers "recklessly" where children and adults had just been in the roadway. [REDACTED] stated she was upset by what she had witnessed, and wanted to know what was going to be the consequence/process of correction for the officer. I explained my investigation process, and that the information would be formally passed on to PSIA for review. [REDACTED] requested a disposition at the end of the investigation.*

*I was able to locate a call in the general area of the YWCA reference case number 23-379414. I reviewed squad video related to this incident, and located video tagged on 08/31/23 4:51:15 PM tagged by PDAJS3 (Andrew Sitko) for "Arrest/Transport." I reviewed the video, and located a sequence of events that was consistent with what [REDACTED] had reported to me.*

**Brief Summary Of The Call**

This call (MPD case number 23-379414), was dispatched with a weapons alert tone. The initial information that was dispatched was that a male had pulled a knife on another male. Below are the actual dispatch call notes:

CALLER SAYS MAN IN LIBRARY NOW PULLED A KNIFE ON CALLER OUTSIDE OF THE LIBRARY AND TRIED TO KILL HIM, CALLER BY THE SILVER DOLLAR

SUSP IS TC

SUSP NOW COMING TWDS THE CALLER AND IS NO LONGER AT THE LIBRARY

TAC 10

CALLER IS YELLING AT SUS

SUSP IS M/B, WHT TSHIRT

WALKING TWD THE SQUARE

PUT KNIFE IN HIS POCKET

SUSP IS 63YO, BALD,

CALLER SAYS PD JUST WENT BY HIM

SUSP IS 6'3" THN BLD

CALLER W/OFFICER NOW

3D4 SEES HIM ON WEBSTER WALKING

SUBJECT STOPPED

W/3D4, WITH SUSPECT

3D4 - ONE DETAINED @ 1655

**PO Sitko's Arbitrator**

	TO/FR/ID	EVIDENCE	TIME	DATE	TIME	OFFICER
In Car	mja01198 2	Arrest/	23-379414	8/31/2023	00:10:19	pdajs3
	0230831215	Transport		4:51:15		
	115e0(10)	Evidence		PM		

**4:50:45:** PO Sitko activates his visual emergency equipment, and not his audio emergency equipment.

**4:51:01:** As he is approaching a red light, he applies his brakes as a pedestrian is walking across the street. He goes through the red light at approximately 13 mph.

**4:51:15:** PO Sitko activates his audio emergency equipment. At this point he is near the Capital. An officer (Not PO Sitko) announces that the officer on Pinckney, that he (the suspect) is heading towards Pinckney.

**4:51:34:** PO Sitko stops his squad, and speaks with a Capital PD Officer reference the suspect he is looking for. His arbitrator shows he is in front of the Park Hotel, which is located at 22 S. Carroll St.

**4:52:20:** PO Sitko begins to drive his squad again. At this point his visual emergency equipment lights are activated, (no audio) and his speeds are appropriate.

**4:52:34:** As he approaches an intersection with a red light, he activates his siren. In front of him is a bicyclist who starts to veer in PO Sitko's path. The bicyclist more than likely heard the siren, as he (bicyclist) starts to turn his head and sees the officer. PO Sitko proceeds through the intersection at approximately 15 mph.

**4:52:45:** With his emergency equipment still activated, he goes through another red light with due regard and slow speeds. He makes the left turn at approximately 16 mph.

**4:52:59:** He turns right at a green light at approximately 14 mph.

**4:53:00:** Speeds are still reasonable and slow as he is driving through the area.

**4:53:07:** He turns left at a green light at approximately 21 mph. He continues to drive slowly with speeds ranging between 24 mph and 30 mph.

**4:53:16:** [REDACTED] announces via radio a description of the suspect and states this is new information. He then states the suspect is heading towards the YWCA/Mifflin St area.



**4:53:36:** PO Sitko announces via radio that he has "eyes on" the suspect. Dispatch then advises him to go ahead with his radio traffic.

**4:53:44:** PO Sitko sates to himself, "Well this sucks." There are traffic barricades blocking off the street (E. Mifflin St) PO Sitko wants to drive though. PO Sitko uses the front of his squad to push the barricade out of his way. At the time he is using his squad to push the barricade, he is traveling at approximately four mph. this is right in front of the YWCA and there appears to be a cookout on the sidewalk area. As he drives through the area directly in front of the YWCA, he travels between one mph to seven mph.

**4:53:54:** Once he clears that area directly by the YWCA, he drives reasonably reaching a top speed of 22 mph.

**4:53:56:** Due to limited space, it appears his drivers' side of the squad drives over the curb. He was traveling approximately 17 mph at that time.

**4:54:08:** PO Sitko announces for the suspect to stop.

**4:54:14:** He stops his squad at a driveway into a parking ramp to cut the suspect off. PO Sitko exits his squad and draws his handgun at the suspect due to him having a knife (a knife was located on him). PO Sitko gives the suspect verbal commands and the suspect was taken into custody, and charged with disorderly conduct while armed.

**Excerpts From [REDACTED] Report**

The following are excerpts from [REDACTED] Report. The following is from the header, "**Initial Information:**"

*On 08/31/2023, at 4:47 p.m., I was dressed in full, military-style police uniform, acting in my official capacity as a City of Madison Police officer. I was operating under the call sign [REDACTED] driving marked squad C207, and working the hours of 3:00 to 11:00 p.m. On the above date and time, other officers and I were dispatched to the Madison Public Library, located at 201 W. Mifflin Street in the city of Madison for a weapons offense.*

*Dispatch call notes indicated:*

*"CALLER SAYS MAN IN LIBRARY NOW PULLED A KNIFE ON CALLER OUTSIDE OF THE LIBRARY AND TRIED TO KILL HIM, CALLER BY THE SILVER DOLLAR*

*SUSP IS TC*

*SUSP NOW COMING TWDS THE CALLER AND IS NO LONGER AT THE LIBRARY...*

*CALLER IS YELLING AT SUSP*

*SUSP IS M/B, WHT TSHIRT*

*WALKING TWD THE SQUARE*

*PUT KNIFE IN HIS POCKET*

*SUSP IS 63YO, BALD,"*

The following are excerpts from the header, "**Arrival On Scene:**"

*Based on an active disturbance involving a weapon, being a knife, I decided to activate my emergency lights and siren and proceeded to drive in emergency mode, with due regard, to the area of the Madison Public Library, located at 201 W. Mifflin Street in the city of Madison. As I began to drive toward the scene, updated information provided by Dane County Public Safety Communications advised that the suspect, who was later identified with Wisconsin ID card as [REDACTED] was walking toward the Square on W. Mifflin Street, near S. Carroll Street; therefore, I decided to drive toward the area of Carroll Street and W. Mifflin Street.*

*When I arrived on scene, I observed a subject who was later identified with Wisconsin ID card as [REDACTED] flagging down other officers and me. [REDACTED] explained to me that [REDACTED] had continued walking down W. Mifflin Street toward the YWCA and [REDACTED] no longer saw him in sight. [REDACTED] also explained to me that [REDACTED] was a black male, about 63 years old, bald, and wearing a white T-shirt, blue jeans, and a black hat. I provided that information for other officers, who were able to get in contact with [REDACTED] shortly thereafter. Please see Police Officer Sitko's supplemental report regarding his contact with [REDACTED]*

#### **Excerpts From PO Andrew Sitko's Report.**

The following are excerpts from PO Sitko's report. The following is from the header, "**Initial Involvement:**"

*At approximately 4:45pm on 8/31/2023, at the Madison Public Library at 201 W Mifflin St in the City of Madison, County of Dane, State of WI, a weapons offense was toned out for an individual who pulled a knife on another man. Given that I was headed back to Central, I broke myself from my current call and began to make my way towards the library.*

*At that point information came out that the subject was on his move and may be at State St or beyond. I then moved up onto the Capitol Square at which point I heard the suspect was moving down Wisconsin Ave and past that towards the YWCA, which is located on E Mifflin St just off the Square. While driving around the second ring of roads around the Square, more appropriately W Doty St onto Webster, I observed the individual walking down Mifflin St from Webster. I then wrapped my squad up and around crashing through one barricade that had been obstructing Mifflin St and again maintained eyes on the suspect at Mifflin and Webster.*

*A more accurate description was given to me of a male in blue jeans, white T-shirt with a black baseball cap which perfectly matched the description of the individual I was following. The suspect would later be ID'd as one [REDACTED]*

The following is from the header, "**Initial Contact.**"

*At that point I then followed [REDACTED] until I heard other officers rapidly approaching at which point I drove my squad up on the sidewalk cutting off [REDACTED] exiting my squad car and holding [REDACTED] at gunpoint as it was reported that he had a knife and I could not see his waistband or his pockets. [REDACTED] kept his hands in the air at which point I was able to give him verbal commands to prone out on the ground. At this point, other officers on scene secured [REDACTED] and put him in cuffs. A folding knife was recovered in [REDACTED] front right pocket. Again, see other officers' reports for their actions on scene.*

#### **Driving Review By The Emergency Vehicle Operations Subject Matter Experts**

The following is from their memo:

#### **PURPOSE**

To review Blue Team entry as it pertains to emergency driving of PO Andrew Sitko on 8/31/2023.

### **SME RECAP**

On the above date PO Sitko responded to a call at the Madison Central Library in which the caller was reportedly threatened by a male with a knife. [REDACTED] located the complainant and advised over the radio that the suspect had left and was walking eastbound on Mifflin St near Wisconsin Ave. PO Sitko continued to drive in the area in emergency mode or with his emergency lights on only around the Capitol square. He drove to the intersection of Mifflin and Webster and stopped briefly, presumably checking the area Mifflin St corridor. He drove to Dayton and Hamilton St and quickly drove toward Mifflin on Hamilton St. As he was driving up the hill, he reported over the radio that he had "eyes on" the suspect. He got to the Mifflin/Hamilton intersection, paused briefly, said "well this sucks" and drove his squad car through a wooden type 2 barricade that was blocking Mifflin St. There was an event occurring outside the YWCA, which is at this location. He then proceeded in emergency mode through the event. He detained the suspect in the 200 block of E. Mifflin St and the subject was ultimately arrested for 1 count of DC while armed.

### **CONCERNS**

We reviewed Arbitrator video and the police reports of [REDACTED] and PO Sitko for this case. This call was initially an emergency call but once [REDACTED] was on scene and determined that the suspect was walking away and the victim was not injured, any emergency quickly dissipated. There is no mention of the suspect behaving in a threatening or violent manner at the time that PO Sitko observed him and the suspect was complaint at the time of his detention. PO Sitko should not have driven through the barricade or the YWCA event in emergency mode.

MPD SOP authorizes the use of emergency lights and siren when responding to calls of a true emergency. A true emergency is defined as a situation in which there is a high probability of death or serious injury or significant property loss, and action by an emergency vehicle operator may reduce the seriousness of the situation.

This failure to alter his response from emergency mode to non-emergency mode, while driving down a closed street with numerous pedestrians present is also contrary to the principle of due regard. That is defined as the degree of care that a reasonably careful person, performing similar duties and acting under similar circumstances would show.

It is unknown if there was any damage sustained to the squad car or the barricade, which appeared to be owned by the City as well.

### **REPORT COMPLETE**

#### **My Interview With PO Sitko**

On 11-1-23 I interviewed PO Sitko I at the PSIA offices. This interview was recorded and transcribed. Also present were MPPOA representatives [REDACTED] and [REDACTED]

I first played his Arbitrator from the beginning until he stops his vehicle to make contact and detain the suspect with the knife. After doing so, we spoke about his Arbitrator we just viewed.

We first spoke about the slight delay he had from when he stopped his squad and spoke with a Capital Police Officer to turning his siren on again. He explained to me he turned it off so he could hear as he was speaking to the officer, and there was just a delay before he turned his siren back on.

We also spoke about him using his squad to push the barricade that was blocking E. Mifflin St by the YWCA. He informed me he had seen the suspect (which is heard on his Arbitrator), and he did not want to lose sight of the suspect.

I asked him if he thought there would have been a better way to handle the barricade, and he the following:

*"It could have been possible to stop, hop out, move the barricade, given the suspect was on foot and the direction he was walking. He could have, I could have lost him by doing that though. The time it would have taken to get out of the car, undo the seatbelt, move the barricade, put the barricade up, get in the car, u the seatbelt back on, drive again would take a decent amount of time."*

When I asked him, he did state that even staying in his squad to move the barricade, he could not see him the entire time, but thought it would have taken more time for him to move it.

We also spoke about once the suspect had left, did he still feel it was a "true "emergency" which I then read to him how that is defined in the SOP. PO Sitko stated that we did not know the situation. He stated it was unknown if the suspect was in an elevated state, or if he would pull a knife out on another person who looks at him wrong.

Also, as far as driving through the barricade, I read him the definition of, "due regard" as it is in our SOP. I asked him about that which he stated that he certainly tried to drive as slow as he could while still maintaining "that kind of eyes-on suspect so."

Also, if he continued straight, he would have been at the Capitol, and then PO Sitko would have had to have then gone all the way around the Capitol which would have certainly taken more time.



Also, PO Sitko is a Central Officer, and he knows that the downtown area has many pedestrians, bicyclist, etc, and before he even starts his shift, he knows that driving in emergency more downtown, speeds have to remain slow/reasonable. His Arbitrator does not show any concerning speeds nor do the Subject Matter Experts observe speeds as any concern.

I also asked him if he checked his squad to see if there was any damage. He stated the following:

*"I didn't see if there was damage, no."*

I then asked him if that was because he felt that there just would not be any damage based on how slow he was traveling. He stated the following:

*"I had throughout the course of the day, you know, been walking around my squad a few times now and nothing stood out to me. So I, but I didn't yeah. Nothing stood out to me as damage."*

PO Sitko also stated that he has had an occasion to handle and move those barricades, and based on him handling the barricades, was a factor in him not checking his squad for damage.

On 11-3-23, I did physically view squad C1936 and did observe some minor damage (crack) to the front passenger side of the bumper. I then checked the electronic squad damage log and there is not anything from any officer reference squad C1936. This squad has certainly been used before and after 8-31-23, and no officer has noted that damage.

Also, before we started logging that information in the SharePoint system, there was a large binder that was kept in the OIC's office whenever an officer discovered damage when doing their squad checkout. I did check the OIC's office and the binder is not there anymore. I also asked if the damage that was noted in the binder was entered in the SharePoint system and I was informed that it was not.

#### **Relevant SOP/Code Of Conduct Sections**

The first relevant SOP is, ***Emergency Vehicle Operation Guidelines***, which defines due regard as follows:

*"The degree of care that a reasonably careful person, performing similar duties, and acting under similar circumstances would show."*

Here, there is a barricade blocking off E. Mifflin St in the direction he wants to go. When you push a barricade with a squad, he would not have full control as opposed to if he physically just moved the squad.

Also, *true emergency* is defined as follows:

*A situation in which there is a high probability of death or serious injury or significant property loss, and action by an emergency vehicle operator may reduce the seriousness of the situation.*

In this situation, there was still unknown information in regards to the suspect with the knife. You can also hear other squads with sirens on responding to the area. I think in the totality of the circumstances, this was reasonable enough.

The other relevant section is the SOP, Traffic/Parking Enforcement and Crash Investigation. The relevant section of this SOP is from the sub section, Madison Police Employee Involved Traffic Protocol which states the following:

*"Members of the MPD shall promptly report to any on-duty supervisor any traffic crash with, or damage to, any City-owned motor vehicle operated by them or in their charge.*

While I cannot say that the damage to the front passenger bumper area is from this incident, the proper thing to have done would have been to have specifically check during his shift to see if he noticed any damage. Anytime a squad makes contact with an object, it is best to check and see if the squad did or did not obtain any damage. That squad has been used many times before and after 8-31-23, and there is not a way to tell how or when the damage actually occurred.

**Preliminary Recommendation**

**MPD SOP: Emergency Vehicle Operation Guidelines (Due Regard)**

**Sustained**



**Sergeant Ryan Gibson**



CITY OF MADISON POLICE DEPARTMENT



INTRA-DEPARTMENTAL CORRESPONDENCE

DATE: December 12, 2023

TO: PO Andrew Sitko  
FROM: Shon F. Barnes, Chief of Police  
SUBJECT: Discipline Case Number 2023PSIA-0115

On 8-31-23, you were driving in emergency mode in reference to a weapons violation. As you were doing so, you came to a street that had a traffic barricade blocking that portion of the street. With pedestrians present, you drove through the barricade by using the front of your squad to push the barricade out of the way. There were citizen complains reference this and the incident was investigated. It was determined that you did not drive with due regard.

The purpose of this memo is to notify you of the discipline being imposed upon you for your violation of the MPD SOP:

- SOP – Emergency Vehicle Operation Guidelines

In determining the disposition to this case I considered the following factors:

- I believe that you could reasonably be expected to have knowledge of the consequences of your conduct.
- I believe that the policy you violated is a reasonable policy.
- I believe that a reasonable effort was made to discover whether you did in fact, violate policy.
- I believe that the investigation was both fair and objective.
- I believe that there is substantial evidence that you violated policy.
- I believe that I am applying this discipline to you fairly without discrimination.
- I believe that this discipline reasonably relates to the seriousness of this violation and to your service record with the department.

For this violation, I am issuing you the following:

- Letter of Reprimand

You are advised that any future violations will likely result in more significant discipline up to and including suspension. You are further advised that you are not eligible for promotion or any closed positions for one calendar year from the date of the incident, August 31<sup>st</sup>, 2023.

  
Shon F. Barnes, Chief of Police