

From: Gregg P Mclay
Sent: Wednesday, July 19, 2017 6:17 PM
To: Jeffrey J White; Curtis C Elsis; Gregg P Mclay
Subject: Excerpt

Chiefs

I wanted to give you a brief history of what has transpired with Engineer Granada and where we are as of today. Engineer Granada was promoted and sent to Station 10 about 5 months ago. During his initial couple months he referenced the Pulse incident quite frequently. Initially we entertained his comments and discussions, both pro and con, as to what he had seen on the call and what they did. Much was in a very informative lessons learned format. Over the past several weeks his overtones changed and a couple red flags have popped up where I felt he needed some counseling to allow him to talk freely with a professional. Josh agreed and willingly contacted the UCF restores program. To date, Josh has had several sessions with one of their program counselors and in turn he has developed a comfortable relationship. One in which he calls "productive" discussions. This morning, Engineer Granada expressed to me his desire to participate in a 3 week program that is being put on by UCF, specifically for first responder's and military personnel. His counselor feels this program would benefit him a great deal in conjunction with his continued progress he has had with this counselor. I can tell you that getting to know Josh he is a very private person. One that is not easy to open up, nor is he comfortable discussing things of this nature. Josh is in no way a danger to hurt himself or others. He is just requesting the opportunity with fellow responders and military personnel to learn some additional coping skills and this upcoming class is a perfect fit for him. I believe the class starts in early August. I am requesting that he be allowed to attend under the EAWP. It is my understanding the OPD has had officers already participate in this program.

This morning the first report in injury was completed under the mental awareness concerns. I also contacted EAP and provided the above information with the case representative. My contact at EAP is a Larry Lawn. 959-299-3831. Email is Lawrence.lawn@rfl.com. Sunpro and ESO reports have been completed under alarm number 35718.

Please feel free to contact me for further discussions.

Lieutenant Gregg McLay
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Engine Company 10 C-Shift
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EXHIBIT E

From: Gregg P Mclay
Sent: Thursday, August 17, 2017 2:09 PM
To: Joshua L Granada; Edward S Ivie
Subject: Fwd: Excerpt

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From: Gregg P Mclay
Sent: Thursday, August 17, 1:32 PM
Subject: Excerpt
To: Curtis C Elsis, Dawn R Sumter

I need to keep you both updated in regards to Josh Granada. As both of you know, Chief White has been involved, but keeps running into road blocks apparently with our admin following direction from City legal. Last week Chief White was directed to have Josh meet with Dr Portnoy, who apparently would make the recommendation of what should happen with Josh and his request to attend the 3 week seminar. So Josh met with Dr Portnoy this past Tuesday morning. The outcome was positive. Dr Portnoy agreed with the other health care professional that Josh would benefit from this seminar that we requested 2 months ago. For him to continue counseling. Chief White contacted me following Josh meeting with Dr Portnoy and stated he placed on Chief Fusell's desk the recommendation from Dr. Portnoy. That was Tuesday morning. This morning Josh sent off, on his own, the below email directly to Fusell. I have spoke with Josh this morning after reading this email and he feels that enough time as dragged on and he was going to get things going. I will be totally honest with both of you. Our department TDY's people all the time. If a person was to ask help for a substance abuse problem he is immediately taken off shift and offered help. In this case, Josh is seeking help and the licenced mental health professional that he is seeing is recommending a beautiful opportunity for him to be with fellow workers and military to share stores and coping skills. I would think his letter will come with ramifications and most likely a mandatory referral. Josh is prepared for that.

Gregg

EXHIBIT F