PRIVILEGED & CONFIDENTIAL- ATTORNEY WORK PRODUCT

MURRAY INVESTIGATIVE SERVICES LLC

&

JVI & ASSOCIATES

Report to

SAVANNAH CITY ATTORNEY

RE: Savannah Fire & Emergency Services complaints of hostile work environment.

October 21, 2016

PRIVILEGED & CONFIDENTIAL-ATTORNEY WORK PRODUCT

Evaluation of Employee Complaints Against The City of Savannah Department of Fire and Emergency Services

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I. Executive Summary

Murray Investigative Services LLC and JVI & Associates were hired by the Savannah City Attorney upon direction of the City Manager to conduct an investigation of a series of written complaints by several command level officers of Savannah Fire & Emergency Services. The complaints alleged a hostile work environment caused by Chief Charles Middleton. The complaints are primarily by Battalion Chiefs John Thad Dixon, Ken Rentiers, Kelly McDaniel and former Fire Marshal Craig Landolt in verbal and written form, which have been presented over a period of time to the management of the City. The complaints include issues with promotions, education standards/ certification requirements, salary and pay scales, unfair discipline, diminishment of Battalion Chief authority, illegal manipulation of budgets, and personal leadership skills of the Chief.

The investigation includes the interviews of all the individuals presenting complaints; all Battalion Chiefs of the department, the Chief and his Assistant Chiefs, many current and former department employees, plus individuals outside the department with knowledge of the department function. Our focus was on issues that rise to criminal, or civil liability, or to a level that adversely impacts the safety and protection of employees of the fire service or citizens of Savannah.

Investigation reveals that Middleton is a strong-minded manager and leader and can be caustic in dealing with employees he has tasked with assignments. Middleton's stated mission to improve the department's education and skill levels while seeking national accreditation for the department has caused many complaints of stress.

Many of the allegations raised are based on false or exaggerated information. This investigation has not substantiated any illegalities, acts of moral turpitude or gross excesses of authority by the Chief or any of his subordinates.

II. Investigation Method

On July 20, 2016, the City of Savannah City Attorney engaged the services of Murray Investigative Services, LLC and JVI and Associates, Inc., both of Marietta, Georgia, to determine the validity of numerous employee complaints concerning an allegedly hostile work environment in the SFES. The investigation began on July 27, 2016 and included the interview of more than 50 individuals, to began on Battalion Chiefs; review of pertinent documents; and consultation with include all Battalion Chiefs; review of pertinent documents; and consultation with subject matter experts associated or formerly associated with City or SFES subject matter experts associated (one of the most vocal critics of department management. Captain Jeff Croslen (one of the most vocal critics of department operations) declined through his attorney to be interviewed.

This report will cover complaints and issues identified during the investigation. The report focuses on the time from July 2006 when Charles G. Middleton was selected to be Chief of SFES. Chief Middleton (hereinafter

referred to as the Chief) is a native of Savannah, but prior to 2006 had served as a firefighter and fire department manager in Virginia and Florida for 30 years. His competition for the job included a former chief of SFES who wished to come out of retirement and re-assume his former position. Most of the complaints precipitating this investigation are directed at the Chief.

III. Issues and Findings

A. Hostile Work Environment

issue

This issue is closely related to nearly all those which follow. Interviewees were given an opportunity to rate departmental morale on a 1 to 10 scale. The average rating was 2.6. Battalion Chiefs Dixon, Landolt, Rentiers and McDaniel, and Dan Stowers, the former Emergency Management Director, reported that the Chief "talks down" to people, does not include subordinates in the decision making process, speaks harshly and disrespectfully to staff members in front of their subordinates, is on occasion a stern disciplinarian and is verbally abusive. In addition, a University of Georgia mediator who met with the dissidents reported that there was a belief that those who disagreed with the Chief would be retaliated against. One interviewee, former Assistant Chief Cedric Scott, accused the Chief of being a tyrant. Battalion Chief Rentiers stated he believes the Chief is "bipolar."

Landolt complained that the Chief did not show proper respect for him in verbal communication, did not allow him to apply for a firefighter tag, and of several other minor personal issues.

Battalion Chiefs Dixon and Captain Brantley raised the issue of suicide by 4 members of the department as evidence of the hostile work environment.

Battalion Chiefs Rentiers, Mc Daniel and the former Fire Marshal all stated that they were stressed by the work environment in the department and sought relief under the Employee Assistance Program (EAP). Under the rules of the EAP they were granted stress leave. When they returned from leave, they were assigned light duty work.

Assistant Chiefs Wallace and Albert and others stated that the Chief has been on a mission since his arrival to improve the department. He issues directives and holds people strictly accountable for timely completion of tasks. When there is a failure to comply with a directive in a timely fashion, the Chief wallace and Alberts, supported by Battalion Chiefs McCutcheon and others, reported that members of the dissident core, including the four Battalion Chiefs, routinely project animosity and disrespect to the Chief in front of subordinates.

They also discuss their complaints with the rank and file firefighters, thus fueling unrest and further damaging morale.

Finding

The complaints about the Chief's personality, management style, and being bipolar are opinions and perceptions, not evidence of a hostile work environment. This complaint and the minor issues complained of by Landolt are not sustained.

The City contract psychologist, John Capachione stated that the number of suicides is significant, but does not indicate an alarming trend. Further, he cannot attribute any of these suicides to a stressful work environment at SFES.

Capachione stated that the fire officers who were placed on stress leave claimed they were suffering from work related stress caused by being overloaded with work and being overwhelmed. They were allowed to return to work when they felt up to it. Upon their return to the work force, they were placed on light duty.

Capachione advised that in response to complaints of stress and other factors occurring in the fire department, he has provided training to all fire department personnel concerning the Employee Assistance Program (EAP).

The investigation did not provide evidence to sustain allegations that suicide or the use of EAP stress leave are a direct result of actions by Chief Middleton. The complaints are not sustained.

B. Leadership

Issues

Battalion Chiefs Dixon, Rentiers, McDaniel and former Fire Marshall Craig Landolt contend that the Chief possesses very poor leadership skills. They state that he speaks disrespectfully to subordinates, sometimes humiliating them in front of others; establishes policies and then disregards those policies at his own whim; fails to seek input from subordinates in the decision making process; blames subordinates for failures; runs abusive meetings; is dictatorial, refusing to entertain different viewpoints; gives the impression he cares more about himself than the department; sets standards and requirements for the department, but then exempts himself; is a micro-manager; has failed to sell the program changes he has demanded, thus limiting buy-in by employees; has issued threats of punishment if orders are not followed and sometimes displays a temper. They complain that he has stripped authority from Battalion Chiefs and rarely visits firehouses where he could become familiar with lower ranking firefighters and hear their concerns.

<u>Findings</u>

All of these individuals acknowledged they want the Chief terminated. Statements by other officers of the fire department confirm that the Chief is a strict manager, but do not describe him as abusive. Further, many of the fire officers interviewed support the Chief and his objectives for the department. The complaints are found to be opinions and perception, not criminal in nature, and not evidence of a hostile workplace.

<u>Issue</u>

Captain Pat Howard complained that the Chief medically retired Battalion Chief Todd Heil, just prior to his passing, thus delaying the pension payout to the widow.

Finding

Beth Robinson, the former Director of Human Resources, stated that in the case of Battalion Chief Heil, he was very ill and on sick leave. The City had received information from Heil's doctors that he would be unable to return to work. The City policy is that when it is determined an employee will never be able to return to work for medical reasons; he/she is to be placed on medical retirement. Robinson was very aware of the case in question and supportive of the decision to medically retire the Battalion Chief.

C. <u>Interpersonal Skills</u>

Issue

Battalion Chiefs Dixon, Rentiers, McDaniel and former Fire Marshal Landolt alleged that the Chief has poor interpersonal skills and that this creates problems not only within the department, but deleteriously affects relationships with the union and other agencies.

Finding

This complaint is opinion based on perception. The complaints are not sustained.

D. Promotion System

<u>Issues</u>

This complaint is multi-faceted and was mentioned by nearly every interviewee as a major source of friction in the department. Among the complaints are the following:

- 1. While there is a promotion policy, the Chief ignores it and promotes whomever he pleases regardless of whether they meet the requirements.
- 2. Two individuals were demoted, placed on probation and then promoted within 6 months, although rules require a one year waiting time.
- 3. Two individuals were promoted to Assistant Chief without satisfying a 4 year degree requirement.
- 4. Two individuals were promoted to Assistant Chief without satisfying the requirement that they have 3 years as Battalion Chief.
- 5. One individual was promoted to Captain without serving the required time as a Master Firefighter.
- 6. Individuals have been promoted after they submitted falsified qualification documentation.

Findings

- The City of Savannah operates under civil service rules regarding promotions through the rank of captain. The SFES also operates under these rules. An individual can be promoted to a "non-exempt position" if that employee has qualified to be placed on the list of approved employees. The Chief has discretionary authority to promote any individual from that list that he feels capable of doing the job.
- 2. Regarding the individuals on probation, it was determined that one was demoted for 6 months (not a year), after which he was eligible for promotion to his previous rank provided he complied with certain requirements. The second individual was placed on probation for 6 months, but never demoted. Additionally, one of these situations occurred years before the Chief's arrival and the other shortly after his arrival.
- 3. Regarding the two Assistant Chiefs whom Dixon claimed had insufficient educational background, one has a bachelor's degree, but it is unclear whether the other individual (now retired) had a 4-year degree. In any event, the policy makes clear that the Chief can waive the degree

requirement in the event he deems the person to possess other educational or experience qualifications.

- 4. Joy Wilkinson, Acting Director of Human Resources, advised that the position of Assistant Chief is both "unclassified" and "exempt" and that the Chief has wide discretion in his selection of individuals for these top-tier jobs. He has the authority to waive the three-year requirement if he finds that an individual has equivalent educational and management experience. She recalled being contacted by at least one Battalion Chief regarding this issue. She stated that she explained the rules to the Battalion Chief.
- 5. In the matter of the Captain promoted without serving the required amount of time as a Master Firefighter, this was determined to be a technical matter having to do with an individual who received credit for time spent as a Master Fire Fighter (MFF) before being temporarily demoted to Firefighter. He was subsequently re-promoted to MFF. No wrongdoing was found and the individual lodging this complaint later withdrew it.
- 6. The complaint of promotions involving falsified documentation concerns a lawsuit brought by four firefighters alleging that some other firefighters had been wrongly promoted after submitting bogus education certifications. The suit was settled in 2013 with no admission by the city that there had been any wrongdoing by the city or the SFES.

One complaint was made, in spite of being answered earlier by Savannah Human Resources official. One was settled by a lawsuit and the others are based on inaccurate information. None of the complaints are sustained.

E. Education Requirements

Issue

The Chief has put in place educational requirements to hold positions in the department. These requirements apply to promotions. Battalion Chiefs Dixon and Lloyd and others in the department state that the education requirements are unnecessary and counterproductive.

Finding

In 2010, the Chief instituted new educational requirements for certain positions. The implementation was phased in over three years to allow the accumulation of the required number of credits. Reimbursement for the education expenses was provided. Many SFES employees have taken advantage of the opportunity. This program has been important in the meeting accreditation and ISO standards.

The fact that the Chief mandated educational requirements is correct. This action is within his authority and does not contribute to a hostile work environment. The complaints are not sustained

F. Certifications

Issue

Battalion Chiefs Dixon, Rentiers, and others interviewed complained that the Chief has pushed department employees to obtain additional certifications in his drive to have the SFES receive accreditation. They claim that all of these certifications have been unnecessary and the process has placed too great a burden on the employees.

Battalion Chiefs Dixon, Rentiers and Vickers allege the two Assistant Chiefs have tested for certifications without taking the relevant training courses. Additionally, the Chief has exempted himself from the requirement to obtain certifications and may not even have the certifications required of a Fire Chief.

The Chief mandated that SFES would train to National Professional Qualification standards. Dixon and Rentiers contend this training is unnecessary.

Findings

Gordon Henderson, Director of the Georgia Firefighter Standards and Training Council (GFSTC), confirmed that the education and certification based on national standards is appropriate because they exceed Georgia standards. The national standards are more relevant to full-time professional departments; as opposed to volunteer fire departments. This initiative has resulted in the recent awarding of International Accredited Agency Status, making SFES the fifth department in Georgia to be so recognized and one of only 235 departments worldwide to have this distinction. Further, in 2014 SFES was awarded ISO Class 1 status and now becomes only the 31st department to share these two awards.

According to the GFSTC Director, there is no Georgia requirement for a fire chief to hold any firefighting certifications. The investigation determined that, despite the allegation and the absence of a requirement, the Chief does hold a Chief Fire Officer certification issued by the Commission on Fire Accreditation International, the SFES' accrediting agency. GFSTC recognizes the authority of a Chief to substitute experience, education and other training. Records show that the two current Assistant Chiefs have successfully passed tests, earning National Professional Qualification certifications in all required disciplines.

The certification complaints are not sustained.

G. <u>Diversion of Departmental Assets</u>

<u>Issue</u>

Special Operations Chief Vickers advised that an Assistant Chief attempted to move some equipment from the fireboat to a fire engine so that funding for new equipment for the truck could be used for another purpose.

Vickers stated that some assets budgeted for the HAZMAT program have been diverted to other uses over the past 10 years.

Finding

Regarding the first allegation, Vickers stated that the Fleet Manager and Assistant Chief Wallace first mentioned the idea of moving equipment from the boat to a truck to him. Others suggested this equipment move to him from time to time. On each occasion, he advised against this action. He believed the moves could be viewed as "supplanting of funds". To Vickers's knowledge, there was no further attempt to move the equipment. His agreed that his advice was followed.

Regarding the second allegation, Assistant Chief Curtis Wallace advised that he has control over the HAZMAT program, but not the overall departmental budget. He has it within his authority to move assets within the HAZMAT program in the interests of effectiveness and efficiency, but that anything having to do with other budget matters must go through the City Research and Budget Office.

No evidence of improper budget or asset diversion activity was discovered and this complaint is not sustained.

H. Communication

Issue

Battalion Chief Dixon and others complained that communication up and down the line is poor and this causes many problems.

<u>Finding</u>

Chief Middleton acknowledged that communication problems have been a stumbling block, particularly in getting out his message about the need for more education. The Chief advised that he has regular staff meetings and since the 2015 mediation session has set aside time after each meeting for Battalion Chiefs to sit down with him to share ideas or concerns. The Chief advised that unfortunately there have only been rare instances where the Battalion Chiefs have taken advantage of this opportunity.

This complaint is not sustained as a cause of hostility in the department.

I. Pay Scale

Issue

Nearly every interviewee identified pay as one of the irritants for SFES employees. Specifically, Captains pointed out that they are paid less than some Master Firefighters and Battalion Chiefs complained that they are paid less than some Captains. Some Battalion Chiefs claim to be paid less than other Battalion Chiefs far junior to them in tenure. Some interviewees faulted the Chief for not being a more forceful advocate for equitable changes. Additionally, there is no provision in SFES for incentive pay to encourage employees to learn new skills or assume additional responsibility.

Finding

Problems exist in the compensation of City employees. A civil action filed by 50 Captains has been pending for 2.5 years. The former Director of Human Resources, Beth Robinson, advised that although the city commissioned a study conducted by a contractor ("Evergreen"), the recommended adjustments have not alleviated many of the problems. She advised that this is both a citywide issue and a SFES issue. She attributed much of the problem to a succession of City Managers who have had differing viewpoints on pay matters.

The Chief pointed out that during his tenure there has been a significant enhancement of pay for the fire department employees, but that many problems remain to be solved. With respect to incentive pay the Chief argues that it could encourage employees to learn new skills. His concern regarding incentive pay is the creation of specialized categories of people who are viewed as more favored than those performing basic firefighting tasks.

The compensation complaints are sustained, but are outside the authority of the Chief.

J. Discipline

Issue

Several interviewees accused the Chief of meting out harsh and arbitrary discipline. Two cases, in particular, were mentioned. The first involved the termination of the former SFES Training Director, who was allegedly forced to resign for some minor matter but, nonetheless, left in good standing.

The second involved Captain Glenn Brantley who became embroiled in a heated confrontation with the Chief's Administrative Assistant, Keysha Wilson, over a pair of boots and was subsequently suspended without pay for two days.

A third issue was the termination of 2 new firefighters who were late for work.

Finding

With regard to the Training Director issue, a January 23, 2007 letter from the Chief advised the individual that his employment was terminated immediately due to numerous violations of city policy concerning use of departmental resources in a private endeavor. The former Director of Human Resources advised that she was aware of this termination and that the employee was in direct violation of city policies. He did not leave in good standing. There is no evidence that the termination was improper.

With regard to the second case, witnesses advised that Captain Brantley aggressively verbally accosted the Chief's Administrative Assistant Keysha Wilson regarding a pair of boots he had ordered. The boots had not yet arrived due to a problem with the boot manufacturer. Battalion Chief Ed Harris, who witnessed the incident, believed Brantley's behavior to be inappropriate. Harris issued a written reprimand. Captain Brantley exercised his right to appeal the reprimand to the Chief. The Chief increased the penalty to two day's suspension without pay. This action was clearly within the discretionary authority of the Chief.

The new firefighters were dismissed for being late for work. One of them was under investigation by Savannah Chatham Metropolitan Police Department and was later charged criminally. This action violates no laws or rules of the City.

None of these complaints are sustained by the investigation.

K. Professional Standards

Issue

Battalion Chiefs Dixon, Rentiers and Vickers complained the Chief's decision to adopt national standards rather than Georgia standards for training and readiness was unnecessary and a burden to employees.

Finding

The decision to train to a more stringent national standard was clearly within the proper exercise of the Chief's authority. The Director of the GFSTC

concurred in this opinion and explained that GFSTC is moving toward adopting the national standards.

This complaint is not sustained.

L. Workload

issue

Battalion Chiefs Dixon and Captain Coppola advised that Battalion Chiefs have a heavy administrative workload and this limits their time "on the floor" with the firefighters. Interviews of other Battalion Chiefs, Captains and Assistant Chiefs do not support a complaint of excessive workload.

Finding

Workload is an issue that is within the authority of the Chief. This complaint is a personal perception and opinion with no evidence supporting that this as a factor in a hostile work environment.

This complaint is not sustained.

M. Procurement Improprieties

<u>Issue</u>

Battalion Chief Dixon advised that there is the possibility that bid rigging by the department fleet manager may have occurred in the procurement of fire equipment. Dixon furnished the names of two sales representatives of firms which lost in the bidding process. He contended they would be willing to furnish more information.

Dixon also reported that he believes a trailer provided to the department from FEMA is missing and may have been taken to salvage.

Findings

One sales representative declined to be interviewed. The other said that while he has heard rumors of inappropriate procurement practices, most of these rumors were shared with him by Dixon. The sales representative stated he has no independent knowledge of any wrongdoing by any city or industry employee.

An Assistant Chief advised that the City Purchasing Office handles bids for SFES equipment. Once a need for equipment is determined, a request is made to the City and then the Purchasing Office manages the process. The fleet

manager has never been in a sufficient level of authority to control the procurement process.

Fire Investigator Fred Anderson filed a report with Savannah Chatham County Police to ensure the missing trailer was reported in the National Crime Information Center. Anderson determined the trailer was surplus and not usable because of formaldehyde contamination. His investigation did not find evidence of a theft.

These complaints were not sustained. The complaints are not supported by evidence of criminal actions or violations of policy.

N. Vestment of Authority

Issue

This issue concerns the amount of authority exercised by the Chief's former Administrative Assistant, Keysha Wilson. Battalion Chief Dixon, former Fire Marshal Landolt and Captain Glenn Brantley alleged that she was a major problem and the source of much resentment in the department. Wilson stated that she resigned as the Chief's Administrative Assistant. Her resignation was caused by the constant complaints directed at her.

Finding

The primary issue raised by Captain Brantley's dispute with Wilson was minor, and his Battalion Chief, Ed Harris, initiated the discipline of Brantley for inappropriate behavior.

This complaint was not sustained.

Prior to the start of this investigation, the City received specific complaints against Landolt alleging code of conduct violations. These matters were investigated by the City's regular outside investigator and ultimately sustained. In the course of that process, Landolt reported that he submitted a counter-complaint, which, upon investigation, was determined to be factually unsupported.

His complaints are not sustained by our investigation.

O. False Documentation

Issue

In 2014, Battalion Chief Dixon reported he filed a complaint with the City Employee Development Coordinator (EDC) alleging that an Assistant Chief had ordered a Captain to manufacture documentation, which would be sufficient grounds to support an employee's termination.

Finding

To date, the documents supporting this complaint have not been located. Interview of the Captain determined that he was never instructed by the Assistant Chief to manufacture false documentation of any kind. Rather, he was instructed to closely monitor the performance of a marginally performing employee and to document failures to meet standards. The EDC employee resigned from her position in May 2016. She was contacted regarding this matter but refused to be interviewed.

This complaint is false. It was not sustained.

P. Stripped Authority

Issue

Battalion Chief Dixon complained that the Chief has stripped most authority from Battalion Chiefs. An example is inclement weather single unit response. The decision to go to single unit response was formerly in the purview of the Battalion Chiefs, but now it is required to have an Assistant Chief's approval.

Finding

Chief Middleton and Assistant Chief Albert stated that the Chief has the responsibility for making decisions that affect efficient service to the entire jurisdiction. Battalion Chiefs have a more localized viewpoint, correctly focusing on conditions affecting service provided by their companies. Where, in the Chief's judgment, a decision has impact on the entire city, he believes it appropriate that he or one of his two Assistant Chiefs make the decision.

This complaint is found to be a personal opinion and is not sustained.

Q. <u>Disrespect for Fallen Firefigh</u>ters

Issue

Captain Sam Coppola complained that the Chief does not respect fallen firefighters because he does not attend the annual fallen firefighters' memorial service.

Finding

The Chief advised that for the first eight years of his tenure he attended this service but that for the last two years he has been busy with other matters. However, he makes a firehouse available for the service and ensures a good turnout by SFES. This is not a SFES sponsored event, but is sponsored by the Chatham County Fire Chiefs' Association.

This complaint was not sustained as a cause of a hostile work environment.

R. Disrespect of Battalion Chief

<u>Issue</u>

The Chief appointed Battalion Chief Dixon to head up a task force, which was to take necessary steps for the department to obtain ISO Class 1 designation. In this role the Battalion Chief worked closely with an ISO representative. Dixon claimed that when it seemed that the ISO Class 1 designation was within reach an Assistant Chief decided to move some trucks to different stations. For ISO this was a deal breaker. In the dispute that followed, an Assistant Chief overruled Dixon and Dixon was removed from the task force.

Finding

The Assistant Chief certainly had the authority to decide where the trucks in question would be located. The ISO standard was reached.

This complaint is not sustained.

S. Refusal to Reimburse

<u>Issue</u>

Battalion Chief Kelly McDaniel complained that in 2010 she ran a summer camp program designed to encourage young females to seek a firefighting career. She expended \$ 348 of personal funds on supplies and the Chief refused to reimburse her for this out of pocket expense.

Finding

Investigation determined that McDaniel did not have prior authorization to expend personal funds, the expenditure receipts were comingled with personal expenditure receipts and by not using city funds for the purchases she incurred sales tax. Additionally, a city credit card was available for her use. If she had used the credit card, there would have been no need for reimbursement.

This complaint is not sustained.

T. Racial Bias

Issue

Former Assistant Chief Cedric Scott stated he believes the Chief may be racially biased. Scott heard the Chief make a racially insensitive remark about an African American firefighter who was wearing a piece of clothing the Chief found inappropriate.

Battalion Chief Lloyd stated that in 1995 SFES had 180 employees, of which 55 were African American. By 2012, the department was up to 300 employees, but still had only 55 African Americans.

Finding

Both of these statements are opinion and perception. The totality of evidence gathered in this investigation does not support the contention that racial bias exists.

These complaints are not sustained.

U. Misleading of City Council

Issue

Battalion Chief Dixon complained that the Chief and three of his assistants misled City Council regarding ISO staffing requirements.

Finding

At a November 2013 City Council workshop, the Chief and his Assistants informed Council that in July 2014 ISO was expected to adopt National Fire Protection Association (NFPA) standards requiring a minimum of four firefighters on each piece of equipment. In fact, while ISO has recognized and adopted most NFPA standards and assigns points for fire department staffing, they do not

specify the number of firefighters on each truck. While this may have been an honest miscommunication, since this is a somewhat complex issue, it was in line with the Chief's efforts to bring SFES into line with national standards.

This complaint is not sustained by evidence.

V. Falsified Task Books

Issue

Special Operations Chief Vickers advised that an Assistant Chief had provided information to firefighters for their use in preparing "task books" for their submission to be eligible to test for a certification. He alleged that this was intended to be a "cut and paste" operation. According to this interviewee, once the issue came to light everyone was required to re-submit task books but nobody was disciplined.

Finding

Vickers would not confirm this allegation and did not return calls for more details.

This complaint is not sustained.

IV. Conclusion

None of the original complaints, or complaints raised during interviews and follow up investigation have been found to be valid, or supported by evidence. Some of the complaints were found to be false, many were exaggerated. None of the complaints were sustained

Obviously, this investigation reveals substantial morale problems emanating from certain disgruntled employees concerning perceived inequities in pay. These are matters that appear to be beyond the scope of the Chief's authority, and appropriately resolved at the city management level. The Savannah Fire and Emergency Service is well staffed and equipped to safeguard the citizens of the city. The Chief is a competent, strong manager. During his ten-year tenure with much hard work by his firefighters and fire officers, they have significantly enhanced the department's technical and educational qualifications. The ISO Class 1 rating and the accreditation of SFES are a testament to the excellent work performed under the leadership of Chief Middleton.

PRIVILEGED & CONFIDENTIAL-ATTORNEY WORK PRODUCT

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1. COMPLAINTS



<<<<<<Delivered/Received Receipt >>>>>>>>

JUN 3 0 2016

CITY MANAGER'S OFFICE

This form is to certify that 1-File Box containing 20 separate files, each containing multiple documents was received in the Office of the City Manager.

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| List an | y persons who witnessed delive | ered/received/transaction |
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CITY OF SAVANNAH Workplace Conflict Statement Form

Employee's Name; John T. Dixon

Department: 5140/Fire Operations

- 1. Date, time and location the event or discussion took place: <u>July 31, 2013. Please note that when pulling up files which I and others were harassed. I noticed a line in an E-Mail from Operations Chief Morse to myself that indicated what I believe to be a cover up of good performance. I just found this line about 1 week prior to this date of 6/7/2014.</u>
- 2. Give a brief statement of your workplace conflict including names of all parties involved and any persons who witnessed the conflict: (Stick to the facts)

 On July 31, 2013 I was corresponding with Operations Chief Ben Morse regarding Firefighter Natasha Brackett, I was letting Chief Morse know that she was a good employee and an asset to the Bureau. I took both verbal and E-Mail berating concerning my suggestions to keep FF Brackett. I was not going to think any more about how I was treated during that time as it was the norm for me, however.

 When pulling up the history of my continuous hostile work environment I noticed something that I missed before. It was what appeared to be the intent to hide the fact that FF Brackett was a good employee in order to terminate her from employment with the City of Savannah, (see Brackett File). Attachment-A). Now that I have found this it is my duty and responsibility to inform higher authorities. I only wish that I would have noticed it at the time of the E-Mail so that FF Brackett may have had a chance to stay on with the city of Savannah at that time.
- 3. State what you feel is a fair and just solution to this conflict:

 I do not feel that it is my place to recommend the solution for this issue. Due to its severity of the accusation it must be investigated and a ruling made from above my level.

| I. Are you willing to mediate this conflict through a City certifie | d media | ator? |
|---|---------|-------|
|---|---------|-------|

| YES | NO X, I believe that this is beyond mediation. |
|-----|--|
| | |

Please complete and return to the Human Resources Employee Relations Coordinator.

Revised 5/06

14.1 Resolution authorizing the City Manager to execute capital improvement plan adjustments for the SPLOST IV and SPLOST V Funding Source. The City of Savannah received sales tax revenue and interest earnings related to the special purpose local option sales tax known as SPLOST IV AND SPLOST V. An annual review of existing project budgets has been conducted in accordance with the Capital Improvement Planning process. This review determined that some project budgets need to be reallocated in order to best utilize SPLOST resources. The reallocation is detailed below which results in \$1,281,689 in funding being reallocated to the Waters Avenue Corridor Improvements Projects for Streetscapes Phase II – Anderson to Wheaton Street.

| <u>Project</u> | <u>Description</u> | Amount | <u>Adjustment</u> |
|---|---|---------------|---|
| PD0102 -Midtown St. Improvements | Created to fund improvements to the tree lawn along 37th St. from East Broad to Waters Ave. No longer feasible due to potential damage to heavy Live Oak tree root systems. | (\$180,337) | (SPLOST IV) Funding Reallocation |
| PD0401-Wheaton Streetscape Design | Planning/streetscape improvements to Wheaton, in connection with improvements to northern end of Waters Ave. | (\$1,101,352) | (SPLOST V) Funding Reallocation |
| PD0309 -Waters Ave. Corridor Improvements | Sidewalks and other pedestrian and streetscape improvements along Waters Avenue Corridor. | \$1,281,689 | Total Funding Increase to Waters Ave. Corridor Improvements |

It is recommended that City Council authorize the City Manager to execute the capital improvement plan adjustments related to the SPLOST IV and SPLOST V funding source as outlined above. Recommend approval.

| File #1 | "Ethics Group" | Formed by the unnamed fire employees to improve the environment and SFES and provide counsel on |
|----------|---------------------------------|--|
| | • | ethics |
| File # 2 | "Correspondence> Group | a) J. Dixon email to Renee, 2/17/15 seeking meeting with all re SFES stress and suicides |
| | To/From CM ^o | b) J. Dixon email to/from CM - 3/23 through 3/26/15 re: Tiller Ladder Truck & wearing uniforms while on |
| | | sick leave. |
| Ī | | c) J. Dixon email to Renee 3/30/15 sending .ppt w/.ppt complaints - generalized complaints w/no examples |
| | | d) J. Dixon email to CM 4/1/15 re: recent Chief action & CM response re: mediation |
| İ | | e) J. Dixon email to CM 4/13/15 re: meeeting participants |
| | İ | f) Group letter to CM 11/2/15 re: ongoing "hostile work environment" |
| | | g) Group letter to CM 12/7/15 re: "hostile work environment: |
| | | h) Group letter to CM 5/31/16 re: SFES issues & request for meeting w/Council |
| File #3 | "Minimum Qualifications | |
| | ignored Ass.t Chief Possition's | a.) J. Dixon Itr re Promotion of Chief Wallace in conflict w/services requirements - minimum qualification - |
| | <u>-</u> | as specifed in 2011 HR posting [ignores disjunctive provisions] |
| | | b) J. Dixon "additional Information" 6/29/16 - promotions not meeting 3 year minimum [ignores disjuctive |
| | | provisions] |
| | | c) Assistant Fire Chief posing |
| 1 | | d) 5/25/11 IB re: Battallan Chief Promotions |
| File # 4 | "Belittling Attitude toward | a) "Examples of belittling", "The New Model" & "Accountability" page |
| | Employees" | |
| | | b) "The new model" |
| | | c)"Accountability" plan. |
| File # 5 | "By-passing Chain of Comand | a) Workplace Comflict Statement Form - J. Dixon 5/7/14 re 2013 Cpt Coppola forced to creat documents to |
| | and Coercing an Officer to | terminate an employee |
| į | Assist in Unlawful | |
| | Termination" | |
| | | b)Coppola letter to J. Dixon re 5/31/14 hostile work condition inquiry and objectionable employment |
| | | practices. |
| File # 6 | "Termination Fire Fighter | a) Workplace Conflict Statement Form - J. Dixon 5/7/14 re: evidence of good performance hidden to |
| | Brackett" | terminate FF Brackett and related 7/31/13 emails. |
| File # 7 | "Termination of Fire fighter | a) 10/6/15 K. Rentiers letter to Chief Kitchen re: Bazemore repeated tardys and request for EAP |
| | Bazemore" | |

| File # 16 | "Battalion Chiers are Denied to Make Operational Decisions" | a) 6/29/16 Stmt of diminished authority by J. Dixon |
|----------------------|--|--|
| File #17 File #18 | "SFES Turnover at H.Q Esample of High Volume Turnover: "Mis-Statement of Reason - | b) J. Alberts email 5/29/16 c) 6/29/16 request to stand up additional fire comand denied - J. Dixon a) " Turnover Sheet b) Employee Separation Sheet a)"Mis-statement of reason for my absents" J. Dixon 6/30/16 |
| | Not reading Message/Talking Down to" | |
| File # 19 | "Complaints Concerning Chief | b) Discipling Action Record J. Dixon 12/16/16 C. Landolt letter to CM 6/28/16 - The Chief is mean and sirespectful. |
| File # 20 | | a) Narrative |
| | to Work During a Medical Emergency ⁿ | b) Fields Statement . |

| • | | |
|-----------|---------------------------------|--|
| | | b) K. Renters email to Elzie Kitchen 10/8/15 re: request for Chief Middleton review and re termination of |
| | | Bazmore Control of the
| File #8 | "I.S.O. File" | a) Workplace Conflict Statement Form - J. Dixon 6/10/14 J. Dixon re: Complex HWE & cover-up w/5 pp |
| İ | | letter - complaints unclear w/ atts |
| File # 9 | "Illegal Promotional Practice - | a) 7/5/11 LB - interview announcement w/related CM> |
| | Personnel chosen for | |
| İ | Promotion before Process is | |
| | Complete" | |
| File # 10 | "Admin. Assistant to the Chief" | a) Letter for M. Vandercook to J. Dixon 7/30/15 re: directive not to contact K. Wilson. |
| File # 11 | "Witness/Target Statements" | a) Kelly McDaniel letter of 6/19/16, 2/23/11, 12/16/11, 7/9 15. |
| | | b) K. Penties 6/22/14 Stmt, |
| | | 6/22/16 |
| İ | | 6/22/16 |
| į | | 6/22/16 |
| | | c) T. Yearwood f/k/a Manual 6/24/16 Stmt. |
| | | d) J. Croslen 6/27/16 Stmt, et al. |
| | | e) G. Brantley 6/21/16 Stmt. |
| File # 12 | "Harassment File - Nims" | a) Workplace Conflict Statement Form. J. Dixon 5/7/14 [10/3/12 incident] unreasonable orders. |
| File # 13 | "Rehire Discrimination" | Bob Milie email to J. Dixon 6/2/14 subjective process |
| File # 14 | "Chief Heil" | a) Middleton Itr to Schaitberger re death of Heil (circumstances) |
| • | | b) Schaitberger letter to Middleton 9/26/14 re occupational disease |
| | | c) IAFF emails re above & PR campaign. |
| File # 15 | "Constant Reassignments" | Personnel Order |
| | | 4/18/16 8/20/15 |
| i | | 4/18/16 9/3/15 |
| | | 2/27/15 9/10/15 |
| | | 4/28/15 10/8/15 |
| | | 4/13/15 12/4/15 |
| | | 5/11/15 12/9/15 |
| | | 6/17/15 12/10/15 |
| | | 12/22/15 12/2//15 |

| _ | |
|----------|----------|
| 12/30/15 | 12/31/15 |
| 1/7/14 | 1/9/14 |
| 1/24/14 | 2/20/14 |
| 3/9/14 | 4/28/14 |
| 4/28/14 | 4/29/14 |
| 5/1/14 | 7/11/14 |
| 7/10/14 | 7/31/14 |
| 9/3/14 | 11/19/14 |
| 11/24/14 | 12/4/14 |
| 12/17/14 | 12/18/14 |
| 11/24/14 | 11/25/14 |
| 1/16/13 | 1/30/13 |
| 2/13/13 | 3/29/13 |
| 4/26/13 | 5/6/13 |
| 5/6/13 | 5/6/13 |
| 5/30/13 | 7/17/13 |
| 8/1/13 | 9/27/13 |
| 10/2/13 | 10/30/13 |
| 11/15/13 | 11/25/13 |
| 12/6/13 | 11/25/13 |
| 12/6/13 | 2/17/12 |
| 5/11/12 | 5/11/12 |
| 6/14/12 | 6/14/12 |
| 6/5/12 | 6/6/12 |
| 7/12/12 | 8/30/12 |
| 9/26/12 | 12/18/12 |
| 2/1710 | 3/17/10 |
| 4/9/10 | 4/29/10 |
| 5/17/19 | 6/21/19 |
| 12/29/19 | 3/11/11 |
| 5/26/11 | 6/24/11 |
| 714/11 | 8/2/11 |
| 9/11/11 | 12/16/11 |
| 5/3/2011 | |
| - | |



ETHICS GROUP

Based on the city manager's Anti-Harassment Policy Statement, as well as all city policies pertaining to harassment, hostile work environment, equal employment opportunity, discrimination, retaliation and ethical conduct; the Ethics Group was formed. A group of veteran fire officers realized that behavior contrary to the expectations of these policies was at the focal point of abuse and distrust within their organization. There exists a double standard in the application of these policies when it comes to certain positions. High level positions are not held to the same accountability as other positions within the fire bureau and possibly within the City of Savannah. In many cases, concerns of unethical and unlawful conduct are covered-up. City officials who have a public duty to mandate an impartial investigation into these matters, refuse to do so. Consequently, the employees and the community suffers. The community has to pay high legal fees for city officials who act unethically. Morale has deteriorated, employee retention has been affected, and there is no trust or confidence in the present administration. It is a simple task to develop ethical policies and put them on paper. However, these policies must be enforced to create a productive and ethically sound organization. This lack of action and continued harassment or bullying can also contribute to stress, mental anguish, emotional trauma, and suicides. The organizational culture in the fire bureau has become toxic and tragic. There must be more compassion for all employees in the City of Savannah.

Mission Statement: The Ethics Group has made a commitment to improving the work environment in the fire bureau and the City of Savannah. The Ethics Group advises the appropriate authority on ethics policy and concerns, as well as fostering awareness on ethical issues and promoting ethical behavior amongst individuals and organizations that work within the City of Savannah.

Minimum Qualifications established and posted for the position of Assistant Fire Chief

In January of 2011 the City of Savannah Human Resources Department posted an announcement for the position of Assistant Fire Chief for the Savannah Fire & Emergency Services.

This job posting defined essential job functions and Minimum Qualifications for those who would be considered for the position. One of the key points that I am highlighting is the requirement of a minimum of "at least three years as a Fire Battalion Chief or equivalent level OR an equivalent level of education and progressively responsible uniformed Fire Department experience including three years in an administrative/managerial position"

Several Battalion Chiefs met the qualifications, applied for the position and went through the vetting process to make sure that we met the minimum qualifications, we also went through interviews.

During this process two personnel were placed in the Assistant Fire Chief positions, Operation Chief Ben Morse (Formally and Battalion Chief with at least 3-years in that position) and Logistics Chief Cedric Scott (Prior Fire Chief for three separate fire departments in Georgia).

The rest of the applicants would become as "on the list" status. This has been done with every promotional process in all of my time with the City of Savannah (I have served since 1988).

Logistics Chief Cedric Scott stayed with Savannah Fire & Emergency Services for approximately one year but departed due to the hostile work environment (despite what departure papers may say). The position of the Logistics Chief was filled with temporary personnel for a brief period of time until it was announced that Battalion Chief Curtis Wallace was promoted to that position.

This promotion was done and the person promoted did not meet the minimum qualifications as specified by the City of Savannah Human Resources. Chief Wallace was promoted from Captain to Battalion Chief May 25, 2011, was moved into the position of Acting Chief of Logistics March 7, 2013 and was promoted to Logistics Chief around September-October of 2013. At this point Chief Wallace had 2-years and 4 to 5 months as a Battalion Chief.

Several Battalion Chiefs questioned this move to Human Resources. The HR Director stated that the Fire Chief can make the appointment because there is no requirement for the position. At that time we were not able to find any reference to the job posting. We have recently located a digital copy which is included in this folder.

Chief Middleton's blatant disregard for the criteria established for this position is one example of many. As for this position, myself and two other Battalion Chiefs (Chief Lloyd and Chief Rentiers) who are still with the City of Savannah never gave up contesting this promotion. This is the first time that we have located the documents that we were told did not exist.

Battalion Chief J.T. Dixon, June 29, 2016.

Minimum Qualifications established and posted for the position of Assistant Fire Chief Additional Information

After the departure of Operations Chief Ben Morse, Fire Chief Charles Middleton has placed two different personnel in the Operations Chief Position.

The first was Battalion Chief Elzie Kitchen who was placed as Interim Operations Chief with less than one year as a Battalion Chief.

The second is the current Interim Operations Chief Jeff Alberts. Chief Alberts spent approximately 11 weeks in the Battalion Chief Position after his promotion from Captain, and then he was reassigned as Chief of Training where he stayed for the past year until placed in his current position.

The point to be made here is that not only do these individuals not meet the three year minimum, they are being placed in a key decision making position with very little experience.

Battalion Chief J.T. Dixon, June 29, 2016.

Assistant Fire Chief (2 positions)

Subtitle

- Job Details
- Application View

Print

Print

This listing closes on 2/7/2011 at 11:59 PM Eastern Time (US & Canada).

Salary

\$71.559.00 - \$107,503.00 Annually

Location 121 East Oglethorpe Avenue, Savannah, GA Savannah, GA

Job Type

Full-Time Permanent

Department

Fire Administration

Job Number

3764 FD/2-01

Closing date and time

2/7/2011 at 11:59 PM Eastern Time (US & Canada)

CITY OF SAVANNAH HUMAN RESOURCES DEPARTMENT INVITES APPLICATIONS FOR:



Assistant Fire Chief (2 positions)

An Equal Opportunity Employer

SALARY RANGE (approximate)

\$34.40 - \$51.68 Hour \$5,963.25 - \$8,958.58 Monthly \$71,559.00 - \$107,503.00 Annually

This posting is for the City of Savannah Fire Administration; vacancy location is 121 East Oglethorpe Avenue, Savannah.

POSITION INFORMATION

This position is responsible for assisting in the management of the overall operations of the Fire Department.

Two Assistant Chief positions will be filled. One position will be assigned to the Administration division and the other will be assigned to the Operations division.

Essential Job Functions: Administers the day-to-day operations of the Fire Department. Manages and directs fire operations, fire logistics, fire inspections, fire Investigations, fire communications, fire support staff, and training.

Manages and oversees Bureau infrastructure repairs.

Supervises, directs, and evaluates assigned staff; handles employee concerns and problems; directs work; counsels and disciplines staff; completes employee performance appraisals; recruits, appoints, and trains staff.

Plans, programs, directs, and evaluates the operation of assigned areas of responsibility.

Directs the preparation and maintenance of records; manages the purchasing process and provides budget oversight; prepares regular reports as required.

Oversees, reviews, monitors, and finalizes reports involving pre-fire plans, fire and life safety surveys, home fire safety checks, and training programs.

Assists the Fire Chief in the development and implementation of departmental policy.

Assists in the preparation of the budget.

Implements, documents, and monitors federal, state, local, and private grants.

Directs the development of short- and long-range plans.

Provides customer service; investigates complaints and allegations.

Assists in the preparation of specifications for facilities and related equipment purchases.

Exercises command of major events, emergencies, or disasters.

Performs the duties of the Fire Chief in his or her absence.

Represents the bureau on various committees and councils.

Reviews maintenance, service, and repair needs of all in-service and reserve apparatus and equipment, and the procurement of replacements and additions.

Oversees, reviews, and monitors the department's field incident reporting.

Participates in the amendment of laws and ordinances related to fire safety; makes public addresses and meets with the media.

Assists in the administration and monitoring of inter-governmental agreements.

Performs other related duties as assigned.

MINIMUM QUALIFICATIONS

Bachelor's Degree in Fire Science, Public Administration, Business Administration, or a related field (Master's Degree preferred); with at least three years as a Fire Battalion Chief or equivalent level OR an equivalent level of education and progressively responsible uniformed Fire Department experience including three years in an administrative/managerial position. Must possess a valid driver's license. Fire Officer I,II, and III Certifications preferred.

Assistant Fire Chief (2 positions) Supplemental Questionnaire

1. Do you have a Bachelor's degree in Fire Science, Public Administration, Business Administration, or a related field?

Yes

No

2. Do you have a Master's degree in Fire Science, Public Administration, Business Administration, or a related field?

Yes

No

3. Do you have at least three years as a Fire Battalion Chief or equivalent level OR seven years of progressively responsible uniformed Fire Department experience including three years in an administrative/managerial position? This experience must be listed in the work history section of your application.

Yes

No

4. Do you have a valid driver's license?

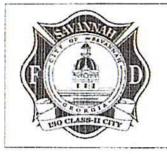
Yes

No

5. Have you obtained Fire Officer I, II, III certifications?

6. If not, what certifications do you have?





SAVANNAH FIRE & EMERGENCY SERVICES INFORMATIONAL BULLETIN

Issued By: Charles G. Middleton, Fire Chief

Approved By: Charles G. Middleton, Fire Chief

GUM

Number: 11.034

Date: 05-25-2011

SUBJECT: Battalion Chief Promotions

Please join me in extending congratulations to our newest Battalion Chiefs:

Battalion Chief William Handy

Battalion Chief Edward Harris

Battalion Chief Forest Heil

Battalion Chief Kelly McDaniel

Battalion Curtis Wallace

It is a pleasure to promote people who bring new ideas and enthusiasm into our organization. We should all recognize and be proud of them for their achievement.

From: JDixon@Savannahga.Gov To: RHiggins@Savannahga.Gov Subject: CM Open Door Policy

Date: Tue, 17 Feb 2015 17:57:42 +0000

Good Morning Renee,

The absolute last thing on my list to do is to be sending request such as this and going to appeal meetings while on vacation.

On behalf of several of my co-workers and myself I am asking for a meeting with the City Manager. I wanted to get my appeal meeting concluded before making such a request but circumstances dictate that waiting is not an option.

I was just with a friend who is a fellow chief level officer on the Savannah Fire Department. He is at a point where he can no longer take the stress and harassment which is dished out in this bureau on a daily basis. While talking to him, he broke down and started crying. I have known this man for over 25 years and have never seen him like this. I have seen other within the Fire Bureau who are stressed to a point where we need bureau wide intervention before another tragedy takes place. The employee in question is seeking help from EAP as we speak.

What do I mean by tragedy? Prior to the current administration the Savannah Fire Department did not have an active duty Savannah Firefighter commit suicide since the early 1970's. Under our current administration, there have been three suicides and at least two attempted suicides (that I know about). The people on this bureau are pushed, harassed and punished to their breaking points. Despite the fact that I am on vacation, my wife's birthday is this week, I have a funeral to attend and my appeal meeting is this week, I cannot wait for the perfect time to send this request as it may be too late for another person.

There are many other issues that need to be discussed but the issues addressed above dictate that we need to restore the health and wellbeing of our employees as a first priority.

Requesting the meeting with the City Manager is on behalf of several personnel. There are approximately 12 personnel which include senior chief level officers and senior captains. These

officers are willing and want to talk directly to the City Manager and would prefer no presence of the Fire Chief or Assistant Fire Chiefs. Everyone understands that whatever is said may eventually be sworn testimony with these top officers present, but would like to have a first and uninhibited meeting with Ms. Cutter.

Thank You for any and all assistance in this matter,

Respectfully....

Battalion Chief J. T. Dixon

Savannah Fire & Emergency Services

(912) 210-6740

john dixon@sayannahga.gov

From:

John Dixon

Sent:

Monday, March 23, 2015 11:46 AM

To:

Stephanie Cutter

Subject:

RE: Tomorrows Meeting at 3:30 pm

Thank You Ms. Cutter,

Have a Nice Day and we will see You tomorrow.



Battalion Chief J. T. Dixon Savannah Fire & Emergency Services (912) 210-6740

From: Stephanie Cutter

Sent: Monday, March 23, 2015 11:37 AM

To: John Dixon

Subject: Re: Tomorrows Meeting at 3:30 pm

Battalion Chief Dixon .

Staff is scheduled to meet with me to discuss City workplace issues. I see no violation with being in uniform,

S. Cutter

On Mar 23, 2015, at 10:58 AM, John Dixon < JDixon@Savannahga.Gov> wrote:

Good Morning Ms. Cutter,

Tomorrow the group of nine senior Savannah Fire Officers are scheduled to meet with you as per your meeting invitation.

I have asked all of our personnel to wear their Class-B uniform as we are a group of professionals making our presentation of concerns to the Office of the City Manager. We believe that your office deserves our highest level of respect and professionalism.

The reason for this E-Mail is that a few of the personnel in attendance are off on stress related sick leave. They believe that the Fire Administration will punish them for wearing the uniform to your office while off duty or on leave status. Under any other normal circumstance our personnel are expected to wear the uniform on or off duty when attending any meeting. This is the level of fear which exist within our bureau today.



FW: Tiller-3
chiefdixon@msn.com
3/26/2015Kenneth Rentiers (Redacte @Redacte.com)
Good Afternoon All,

FYI,,, I just sent this E-Mail to Stephanie Cutter from my city E-Mail.

Also,,, stand by for a text message.

Thanks..... Thad

From: JDixon@Savannahga.Gov To: SCutter@Savannahga.Gov

Subject: FW: Tiller-3

Date: Thu, 26 Mar 2015 19:46:55 +0000

Good Afternoon Ms. Cutter,

During our Tuesday meeting we discussed the sale of the historic tiller ladder truck which Savannah Fire Personnel are preparing to restore. I was not sure of the city vehicle number at the meeting, the vehicle number is **824**.

I have attached a photo of the truck which is stored at Savannah Fire Station No. 13, 11 McKenna Drive at the Airport.

In addition our group will meet tomorrow to update the PowerPoint in which we gave your office a copy on Tuesday. Our updates will be delivered to your office on Monday March 30th.

Please call me at (912) 210-6740 if you have any questions.

Thank You and Have a Nice Day

Battalion Chief J. T. Dixon

Savannah Fire & Emergency Services

(912) 210-6740

Outlook Mail

Search Mail and People

O New 1

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Inbox

PowerPoint for Ms. Cutter Updated 3/30/3025

chiefdixon@msn.com

3/30/2015

rhiggins@savanruhga.gov

1200

Documents

SFES Stephanie Cutter P...

Download Save to OneDrive - Personal

Good Afternoon Renee,

Please see the attached PowerPoint file for Ms. Cutter.

Please call is you have any questions.

Thanks....

Battalion Chief J.T. Dixon Savannah Fire & Emergency Services (912) 210-6740

E-MAIL WERE REMOVED.

BC-DIXON JID



Savannah

Fire & Emergency Services

A Bureau of the City of Savannah Municipal Government 121 East Oglethorpe Avenue Savannah, Georgia 31401 Office: (912) 651-6755 Fax: (912) 651-3195 www.savannahfire.org

March 24, 2015



Savannan Fire & Emergency Services

A flureau of the City of Savannah Municipal Government 121 East Oglethorpe Avenue Savannah, Georgia 31401 Office: (912) 651-6755 Fax: (912) 651-3195 www.savannahfire.org

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|----------------|-----------------|--|
| Thad Dixon | Battalion Chief | 26+ years |
| Michael Lloyd | Battalion Chief | 25+ years |
| Kenny Rentiers | Battalion Chief | 19+ years |
| Kelly McDaniel | Battalion Chief | 17+ years |
| Craig Landolt | Fire Marshal | 20+ years |
| Jeff Croslen | Fire Captain | 31+ years |
| Sam Coppola | Fire Captain | 15+ years |
| Glenn Brantley | Fire Captain | 26+ years |
| Pat Howard | Fire Captain | 17+ years |
| | | |

OVER 196 YEARS

of dedicated service to City of Savannah

Bad Things Happen When Good People Do Nothing

WHY ARE WE HERE?

- Current Climate Issues
- Review of Specific Concerns

Process – Policy – People ...Change is necessary

CURRENT CLIMATE

Harassment / Intimidation / Retaliation

- Fire Chief
- Lack of Due Process
- Retention Issues
 - > List of turnover in Admin Staff
- List of turnover of Firefighting Personnel
- Circumvention of "Chain of Command"
- Improper Personnel Actions (Promotions/Demotions/Terminations/Hiring)

CURRENT CLIMATE

Advancement Standards

- Promotion of non-qualified candidates
 - IB components: Written interviews (3 questions)
 - Issued 11.039 on July 5th, 2011
 - July 8, 2011 deadline at 5 PM
 - Chief Ben Morse email on July 7, 2011 at 11:26 AM
 - Inequity of process for response opportunities
- Double standard for NPQ requirements
 - Personnel written up outside the bounds of policy

CURRENT CLIMATE

Application of City Policy

- Employee Standards
- Code of Ethics
- Leadership Principles

SFES Employees Not Valued

- Failure to recognize personnel achievements and accomplishments
- Outside Recognition and Accommodation
- Outside Achievement
- Station conditions

CURRENT CLIMATE

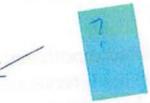
Appeal Process Under Review

Job Responsibilities

- IB Calendar Issues
- Logistical confusion
- No-Win scenario for Battalion Chiefs
- Cell phone mandates / No exceptions

Flex Time

No set policy for time accrued / Usage



CURRENT CLIMATE

Special Projects

- Time Management Concerns
 - Core job responsibility / Main focus?
 - SFES priority changes / Inconsistencies
- On-duty vs. Off-duty expectations by SFES
- · Team Degradation / No Camaraderie / No Mentoring
- Insufficient Rest/Physical and Mental Health Issues

SPECIFIC CONCERNS

ISO Concerns

- ISO misrepresentation to City Council as reported by SFES Upper Management
 - NFPA 1710 requires funding for 25 more personnel to meet ISO requirements *(Not accurate)
 - Clause: 4 personnel on scene for meeting standard benchmarks
 - Warning for Fire Chiefs NOT to take a stance counter to the requirement intentions
- · Risk of ISO Point Deduction

SOLUTIONS

- Review and revise objectives that are not aligned with City policies
- Suspend non-mission essential projects until the work load issues that caused the extended leave of Senior Staff have been addressed
- Improve morale initiatives that develop and encourage relations between Management and Personnel
- Review unjust punishments and make recommendations to City Manager for corrective action
- Deny appeal process under review

IN CLOSING

- Administrative changes in Upper Management needed
- Qualified personnel ready to fulfill positions (interim or otherwise)
- As City of Savannah and Savannah Fire Department employees, we have a right and expectation that we will be treated and managed in a manner that is consistent with City Employment Standards, Code of Conduct, Code of Ethics and Leadership Principles
- · Without change, conditions will continue to deteriorate

Please help us make these changes

From:

John Dixon

Sent:

Wednesday, April 01, 2015 12:55 PM

To:

Stephanie Cutter

Subject:

Status update

Good Afternoon Ms. Cutter,

I am sorry for the constant bombardment of negative news but I feel a need to keep you updated on various situations which occur at SFES.

Between March 20th and today (as of 2:00pm) we will have lost 3 more employees. The latest termination (or separation as they now call it) will occur with one of my young firefighters. I have asked for a chance to work with this firefighter as he is in the third month of his probation period. I was just notified to bring him to Fire HQ at 2:00pm where he will be "separated".

Also I was one of the targets of an interrogation style investigation last week. It is clear to me that the Fire Chief is looking for anything that he can find in order to discredit me with all that is going on. It is a shame that it if affecting the life of this young firefighter as it is.

If you want further details I am available to talk at any time. I am now having to leave for this 2 O'clock separation meeting, which I am taking the firefighter along with all of his issued gear and uniforms.

I am sorry for always having to contact you with bad news and would love to have the opportunity for initiating contact with good news.

Sincerely......



Battalion Chief J. T. Dixon Savannah Fire & Emergency Services (912) 210-6740

From:

John Dixon

Sent:

Wednesday, April 01, 2015 9:05 PM

To: Subject: Stephanie Cutter Re: Status update

Will do

Thank You Ms Cutter.

Sent from my iPhone

Battalion Chief J. T. Dixon
Savannah Fire & Emergency Services
(912) 210-6740

On Apr 1, 2015, at 8:47 PM, "Stephanie Cutter" < SCutter@Savannahga.Gov > wrote:

Battalion Chief Dixon

It is my desire to have mediation begin within two weeks. Please hang in there while we work through this difficult time.

Best Regards, Stephanie Cutter

On Apr 1, 2015, at 12:55 PM, John Dixon < <u>IDixon@Savannahga.Gov</u>> wrote:

Good Afternoon Ms. Cutter,

I am sorry for the constant bombardment of negative news but I feel a need to keep you updated on various situations which occur at SFES.

Between March 20th and today (as of 2:00pm) we will have lost 3 more employees. The latest termination (or separation as they now call it) will occur with one of my young firefighters. I have asked for a chance to work with this firefighter as he is in the third month of his probation period. I was just notified to bring him to Fire HQ at 2:00pm where he will be "separated".

Also, I was one of the targets of an interrogation style investigation last week. It is clear to me that the Fire Chief is looking for anything that he can find in order to discredit me with all that is going on. It is a shame that it if affecting the life of this young firefighter as it is.

If you want further details I am available to talk at any time. I am now having to leave for this 2 O'clock separation meeting, which I am taking the firefighter along with all of his issued gear and uniforms.

From:

John Dixon

Sent:

Monday, April 13, 2015 1:17 PM

To:

Renee Higgins

Subject:

Personnel attending meeting

Good Afternoon Renee,

Here is the list of personnel including rank/title who will be attending the meeting.....

Battalion Chief John Dixon
Battalion Chief Michael Lloyd
Battalion Chief Kenneth Rentiers
Battalion Chief Kelly McDaniel
Principle Fire Marshall Craig Landolt
Captain Jeffrey Crosfen
Captain Glenn Brantley
Captain Marion Howard
Captain Sam Coppola

Thank You and please call if you have ay questions.....



Battalion Chief J. T. Dixon Savannah Fire & Emergency Services (912) 210-6740

From:

John Dixon

Sent: To:

Subject:

Monday, April 13, 2015 3:09 PM

Renee Higgins

Accepted: Meeting - Chief John Dixon

3401 EDWIN STREET

APRIL 20, 2015 8-5

MEDIATION

To: Savannah City Manager Stephanie Cutter

From: Battalion Chief J. T. Dixon, Savannah Fire & Emergency Services

RE: Bureau Wide Hostile Work Environment

Date: Monday November 2, 2015.

Ms. Cutter,

It is with much regret that I am in an environment which dictates that I write a letter of this nature. This letter is on behalf of me and other senior personnel of Savannah Fire & Emergency Services which you met with on several occasions in 2014 and early 2015.

During prior meetings, we as a group stated that the many problems in the Savannah Fire & Emergency Services were at a point where immediate action was needed. This included a request for an investigation for misconduct on many levels. The subject of the misconduct was laid out in a PowerPoint which was provided to your office.

Instead of the investigation which we all stated was warranted, we were sent into mediation. Although our group agreed that we were beyond mediation, we decided to give it a chance in hope that the fire administration would turn around and they would be held accountable. Unfortunately this was not the case.

The first problem with the mediation was that about half of the charges that we filed against the Fire Chief and his administration were taken off the table by the mediator. This means that unless the illegal actions were stopped there would not be any resolution. The actions were not stopped and continue to this day. The only thing that has changed after the mediation is the tactics which are used by the fire administration. In addition there was never any follow-up to see if changes had taken place.

This letter is serving as notice that a Hostile Work Environment still exist within Savannah Fire & Emergency Services. Most of the hostile work environment is the same which has been in existence for a long time, some is new and we feel is attempted retaliation for events leading up to the last mediation.

We are not filing this as a workplace conflict resolution as the proper channels within the City of Savannah have been exhausted. Several of our senior personnel have gone through the proper channels in order to resolve the many issues to no avail.

At this time I am not mentioning specific actions which brought us to where we are today. A list of infractions, harassment, terminations and their occurrence will be fourth coming.

Where several personnel have already sought legal counsel, this letter serves as a last effort to prompt city management to intervene and take action. Action is needed on ALL of the issues brought fourth.

Page 1 of 2



There is nothing that this group of senior officers would like more than to have resolution to the hostile environment which we work in every day. The resolution to these problems will not be easy, simple mediation has already proven to be a failure.

Our group of senior officers will entertain another meeting. We will need to know what course of action the city manager's office will take such as a true investigation into our charges and what will be done about misconduct, mistreatment of employees, or any other of unlawful activities.

We will look forward to your response in this matter.

Thank You.....

Battalion Chief J.T. Dixon

Battalion Chief Michael Lloyd

Battalion Chief Kenneth Rentiers

Battalion Chief Kelly McDaniel

Captain Jeffrey Croslen

Captain Glenn Brantley

Captain Sam Coppola

Captain Marion Howard

To: Savannah City Manager Stephanie Cutter

From: Battalion Chief J.T. Dixon, Savannah Fire & Emergency Services

RE: Bureau Wide Hostile Work Environment and call for Investigation

Date: Monday December 7, 2015

Ms. Cutter,

Our group senior officers of Savannah Fire & Emergency Services organized our efforts and came to you last year due to the actions and misconduct of our senior administration. After years of tolerating the hostile work environment we individually started reaching out to the Savannah EAP and filed separate charges in recent history. We began to pull together to support one another as the system was not working to correct the actions of senior management which was how our group eventually came to you for help.

Conditions have continued to deteriorate to the point where we have reached a state of irreconcilable differences with our senior administration.

This letter is meant to serve as notice that a bureau wide state of hostile work environment exist. At this time we are preparing individual statements which will collaborate these charges. We are also requesting that a full scale investigation be launched on ALL charges of misconduct, mistreatment, illegal promotional practice, EEOC violations, violations of rules, regulations, laws, and all related matters as specified in individual statements.



PS; I see where your office attempted to contact me on Friday December 4th in reply to my November 2nd request for a meeting on this matter. I will be in touch today in order to schedule that meeting.

Note: In a few days you will receive a signature sheet titled the undersigned. This is due to a growing list of senior offices that are appealing for help and requesting action.

Thank you and please, assistance in this matter is imperative.

Battalion Chief J.T. Dixon, Savannah Fire & Emergency Services

To: Savannah City Manager Stephanie Cutter

From: Battalion Chief J.T. Dixon, Savannah Fire & Emergency Services (On behalf of myself & other senior officers of the Fire Bureau).

RE: Request for a meeting with Savannah City Council

Date: Tuesday May 31, 2016

Ms. Cutter.

Our Group of senior officers of Savannah Fire & Emergency Services, who have met with you and/or corresponded with you on numerous occasions, is sending this letter in reply to comments made in the Sunday Edition of the Savannah Morning News on May 29, 2016.

The comments made of the group of senior officers who filed charges and ultimately went to mediation basically dismissed all of the issues accept one, Accreditation. Your comments were that our group's issues with the fire chief were "caused by a rigorous accreditation process that has required an unprecedented level of improvement and accountability".

When meeting with you concerns were expressed with the way that the accreditation process was being administered but it was not the only issue nor was it at the top of the list of infractions.

Other issues brought to you included but were not limited to....

- > Hostile work environment.
- ➤ Retaliation. ✓
- ➤ Mistreatment of employees ✓
- > Suicide rate of Savannah Firefighters under this administration.
- > Employee intimidation and a highly stressful environment.
- ightharpoonup Employees who we felt were wrongfully terminated. ightharpoonup
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- > Mid-level manager being coerced to fabricate false evidence to fire an employee. *
- ➤ Mid-level supervisors were being left out of the disciplinary process.
- > Illegal promotional practice.
- > Extremely low morale.
- > Employee's confidential EAP information getting to the senior officials of the Fire Bureau.
- > High turnover rate.
- > EEOC violations.
- > Misconduct of senior level officers.
- > Violation of rules, regulations, SOP's and laws.
- ➤ Falsifying documents.:/
- > Misleading city council on NFPA standards.
- > Prioritizing items in an overscheduled calendar and leaving gaps in fire protection.

Page 1 of 2

The above list was not all of the items brought fourth but are some of the more serious, none of which have ever been resolved. During the mediation most of these items were pulled off of the table meaning that the mediation had no way to succeed.

In addition comments in the Savannah Morning News leads one to believe that bi-weekly meeting were created to increase communication between the fire chief and battalion chiefs. These bi-weekly meetings have been going on for many years. The only difference is that the fire chief stays after the general staff meeting, and sits in the battalion chiefs meetings and asks if there are any issues. He has simply been allowed to police himself.

We as a group feel as we have been dismissed and that the comments in the news paper show either the lack of concern or the complete disbelief of the charges which we have brought to you.

It was stated in the fail of last year that we feel that all avenues within the conflict resolution system and EAP have failed. Over and beyond that system we gave the mediation a chance and it also failed.

We as a group are formally requesting to meet with the Savannah City Council. This is not an unprecedented request as it was done in 2000 to address multiple charges against the fire chief and the fleet director. The meeting was held at the Johnny Mercer Theatre and was an open mic forum employees who had an unresolved conflict.

With Regards,

Battalion Chief Thad Dixon.

Battalion Chief Mike Lloyd,

Battalion Chief Kenny Rentiers,

Battalion Chief Kelly McDaniel,

Principle Fire Marshall Craig Landolt,

Captain Jeff Croslen,

Captain Glenn Brantley,

Captain Pat Howard,

Savannah Fire & Emergency Services

Examples of belittling attitude toward the employees

The new model was hung up in all of the fire stations until it was ordered down by the City Manager following complaints of harassment by our group.

The **Accountability** page was handed out to all of us at a senior staff meeting a few months ago. This was after the new model was taken down.

بر. بريان جي

The new model – as long as you keep your knowledge, skills and contributions at a world class level, you will always be wanted and needed here-Is replacing the old contract of - as long as you are loyal and diligent, you will always have a job here

We guarantee employability - not employment; we provide resources for a continuous learning process, but you are fundamentally responsible for your own career progression – we are just one of the resources you might tap

Accountability

noun the state of being accountable, liable, or answerable.

CITY OF SAVANNAH Workplace Conflict Statement Form

Employee's Name; John T. Dixon

الرواد و ا

Department; 5140/Fire Operations

- 1. Date, time and location the event or discussion took place: <u>July 31, 2013. Please note that when pulling up files which I and others were harassed. I noticed a line in an E-Mall from Operations Chief Morse to myself that indicated what I believe to be a cover up of good performance. I just found this line about 1 week prior to this date of 6/7/2014.</u>
- 2. Give a brief statement of your workplace conflict including names of all parties involved and any persons who witnessed the conflict: (Stick to the facts)

 On July 31, 2013 I was corresponding with Operations Chief Ben Morse regarding Firefighter Natasha Brackett, I was letting Chief Morse know that she was a good employee and an asset to the Bureau. I took both verbal and E-Mall berating concerning my suggestions to keep FF Brackett. I was not going to think any more about how I was treated during that time as it was the norm for me, however.

 When pulling up the history of my continuous hostile work environment I noticed something that I missed before. It was what appeared to be the intent to hide the fact that FF Brackett was a good employee in order to terminate her from employment with the City of Savannah, (see Brackett File: Attachment-A). Now that I have found this it is my duty and responsibility to inform higher authorities. I only wish that I would have noticed it at the time of the E-Mail so that FF Brackett may have had a chance to stay on with the city of Savannah at that time.
- 3. State what you feel is a fair and just solution to this conflict:

 I do not feel that it is my place to recommend the solution for this issue. Due to its severity of the accusation it must be investigated and a ruling made from above my level.

| i, Are you willing to mediate this conflict through a City certified medi | HOL | |
|---|-----|--|
|---|-----|--|

YES _____ NO X, I believe that this is beyond mediation.

Please complete and return to the Human Resources Employee Relations Coordinator.

Revised 5/06

BRACKETT FILE, ATTACHMENT - AT

John Dixon

From: John Dixon

Sent: Wednesday, July 31, 2013 8:03 AM

To: Ben Morse

Cc: Kenneth Rentiers

Subject: FF Brackett

Chief Morse,

After extensive research I have found that no documentation was ever made on the tardy incident which I talked with you about yesterday.

Discussing this matter with Captain Tomko, he nor MFF Bartek have any recollection of the incident. Initially Captain Tomko stated that MFF Bartek remembered something about it but then had no memory about it as we searched for information.

Here is what I remember: It was somewhere in the May time frame. I was notified that FF Brackett was late (only within 10 minutes).

I notified Captain Tomko (which he does not remember) to council FF Brackett as to the proper reporting time and didn't think anything else about it as this was a first offence from a firefighter which otherwise was a model employee.

In talking to Captain Tomko yesterday I told him that I remember this incident although I can not remember the exact time. I stated that from this point on that there will be no exception, if someone is counseled that it will be documented and I will receive a copy of the said counseling when it occurs.

The other issue was the employee folder. Captain Tomko stated that he gave the employee folder to FF Brackett when she was reassigned from Station-2 to Station-10.

I would like to make a request if it is in line. When FF Brackett was in my Battalion she was a model employee. Her only struggle was the Haz-Mat Technician Test but otherwise I got nothing but good reports both in station and on the fire scene. I understand that FF Brackett is on probation but if it is possible I believe that we can salvage a potential long term employee with assistance from EAP.

RESPONSE FROM CHIEF MORSE ON MEXT PAGE.

Sorry about the confusion but I assure that this type of occurrence due to the lack of documentation will not happen again.

., Thank You....

Battalion Chief J. T. Dixon Savannah Fire & Emergency Services (912) 210-6740 john_dixon@savannahqa.gov

From:

John Dixon

Sent:

Wednesday, July 31, 2013 9:01 AM

To:

chiefdixon@msn.com

Subject:

FW: FF Brackett

Battalion Chief J.T. Dixon Savannah Fire & Emergency Services (912) 210-6740 john dixon@savannahqa.gov

From: Ben Morse

Sent: Wednesday, July 31, 2013 8:20 AM

To: John Dixon Cc: Kenneth Rentiers Subject: RE: FF Brackett

Chief;

I appreciate the email, however this is not what I asked you for. I directed you to submit a statement recounting the facts of the incident from you and the Captain involved. A statement doesn't include requests or recommendations. The email is great for informational purposes but it does not satisfy my directive. Certainly you can see that this could not become a part of the official record?

I need those two statements immediately.

Thanks, Benjamin Morse Assistant Chief, Operations

Office: 912-651-3047 Cell: 912-661-3278

From: John Dixon

Sent: Wednesday, July 31, 2013 8:03 AM

To: Ben Morse Cc: Kenneth Rentiers Subject: FF Brackett

Chief Morse,

After extensive research I have found that no documentation was ever made on the tardy incident which I talked with you about yesterday.

From:

John Dixon

Sent:

Wednesday, July 31, 2013 8:29 AM

To:

Ben Morse

Subject:

FF Brackett > Statement from Capptain Tomko

Chief Morse,

This is the statement from Captain Tomko. He also talked with all listed individuals. If needed I will get MFF Bartek to write in if possible as he was not on duty yesterday and is not here now.

Please let me know and sorry for overstepping my boundaries.

Battalion Chief J.T. Dixon

Savannah Fire & Emergency Services

(912) 210-6740

john dixon@savannahga.gov

From: Kevin Tomko [fftomko@yahoo.com] Sent: Tuesday, July 30, 2013 6:20 PM

To: John Dixon

Subject: [This EMail May Be Spam i] FF Brackett

Chief Dixon,

Per our conversation, I am writing to give information about FF Brackett. I don't recall a time when she arrived to work late while I was in charge of the company. I spoke with MFF Bartek who also said he couldn't recall any instance when she was. I also contacted Captain Campbell and Capt.

Waterfelld, who I had swaps with this year ,and no instance for them either.

Let me know if you have any questions. Kevin Tomko 912-224-3891 Sent from my iPhone



121 East Oglethorpe Avenue Savannah, Georgia 31401 Office: (912) 525-2475 Fax: (912) 525-2073: TDD (912) 651-6702 www.savannahfire.org

To: Elzie Kitchen, Jr Interim Asst. Chief of Operations

06 October 2015

From: Battalion Chief Kenneth E. Rentiers, Sr.

Re: AFF Nicholas Bazemore

Chief Kitchen.

We had FF Bazemore show up late to work again today. I went over and spoke with him and Capt. Frazier about the severity of his being late. I asked him if he had any issues other than his alarm clock not working. I spoke candidly with him about the importance of being at work on time and told him this will not be tolerated. My suggestion would be a Verbal counseling and have him talk to John at EAP just to make sure we do not have something going on that he is not letting out. I specifically asked him if drugs or alcohol were a factor and he stated "no sir". I believe a talk with John would give him the opportunity to open up and it would also stress the importance of not being late. I have spoken with all three of his Captain's in his rotation and they all stress what a great worker and good firefighter he has been. I also would like to set up a meeting with you, him and Capt. Frazier so you can stress your feelings on tardiness and how it is not tolerated.

Let me know how you want to move forward with this situation, Respectfully, BC Rentiers

Kenneth E. Rentiers, Sr Battalion Chief Battalion 2 A-shift 912-210-6619 Cell 912-353-5838 Office

Kelly McDaniel

1.7 .

From:

Kenneth Rentiers

Sent:

Thursday, October 08, 2015 4:57 AM

To:

Elzie Kitchen

Subject:

FF Nicholas Bazemore

Chief Kitchen.

With all due respect, I am asking that you forward this email to Chief Middleton.

Chief Middleton,

With all due respect, I am asking for you to reconsider the Separation of FF Nicholas Bazemore. The decision to Separate FF Bazemore has not set well with me since Tuesday morning and I would be remiss if I did not express my opinion and sincere care for such a stellar young man. I do admit that being late Is and will not be tolerated at Savannah Fire but his stellar performance and excellent probationary reports warrant reconsideration to try and work with this young man.

I personally worked with him at E7A during his first four month rotation and he was a very good worker, firefighter and great individual to be stationed with! His work ethic and initiative around the station was better than most of the other young firefighters that are coming to us recently.

I have spoken with his three Captains(Croslen,Arnold and Frazier) and they all have expressed that FF Bazemore is a probationary firefighter that they would want back in their company when his probation is over! I concur and would agree that I would want this young man back in my battalion if given the chance.

Please note that this decision to write this email has been on my mind and caused me to wake up at 0430 due to not being able to sleep due to this situation and decision.

Chief, I truly believe that FF Nicholas Bazemore is worth giving another opportunity to right this wrong. The punishment does not fit the crime.

I recommended a Verbal Counseling and mandatory referral to EAP and still believe that with the right guidance and opportunity that FF Bazemore can and will make an outstanding employee, but even better a great FIREFIGHTER, for SFESI

In Tod Heil's words, "We don't need good people here, we need good Firefighters"! FF Bazemore is a good firefighter and should be reconsidered for re instatement!

Chief, I am available to discuss this matter in further detail today. I also would like to add that FF Bazemore is one of these new Millennials and they do not know what an alarm clock is! They rely on their cell phones and other electronic devices for everything, including waking them up for work!

I had a very stern and candid conversation the morning he was late! Myself and Capt. Frazier both expressed our concern for his tardiness and his well being but that being late to work will not be tolerated!

I believe that we could also place FF Bazemore on an extended 6 month probation if given the opportunity, and stress the fact of any other infractions of any sort, you will be separated with no more chances! I truly believe he is worth the investment that SFES has already invested and I personally will take on the responsibility to look after him and continue to assist with mentoring and building a better team for SFES!

Respectfully Submitted,

Batt. Chief Kenneth Rentiers, Sr

Batt. Chief Kenny Rentiers
Savannah Fire Dept.
Battalion 2 A- shift
912-210-6619
Engine Companies are THE backbone of the FDI

Kelly McDaniel

From:

Kenneth Rentiers

Sent:

Friday, November 20, 2015 2:27 PM

To:

John Dixon; Glenn Brantley; Marion Howard; Michael Lloyd; Kelly McDaniel; Sam

Coppola

Subject:

Email confidential

Attachments:

Bazemore Recommendation.docx; FF Nicholas Bazemore

Follow Up Flag:

Follow up

Flag Status:

Flagged

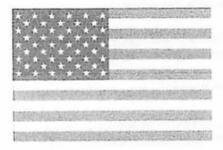
Categories:

Red Category

Guys and Gal, This is the email that I sent and have not received a response yet! I think Mrs. Cutter would appreciate this!

Kenneth E. Rentiers, Sr Battalion Chief Battalion 2 A-shift 912-210-6619 Cell 912-353-5838 Office

"Integrity First, Service before Self, Excellence in all We Do" United States Air Force Core Values



CITY OF SAVANNAH Workplace Conflict Statement Form

| Employee's Name; John T. Dixon Department; 5140/Fire Operations |
|---|
| 1. Date, time and location the event or discussion took place: 10/17/2013 to 5/27/2014 |
| 2. Give a brief statement of your workplace conflict including names of all parties involved and any persons who witnessed the conflict: (Stick to the facts) |
| Please accept my apology but this is so complex, and took place over the last seven months, that there is no way to be brief. This is a hostile work environment situation and a situation which I believe |
| involves cover up for bad decisions. Attached you will find a five page description of this situation. |
| |
| |
| |
| 3. State what you feel is a fair and just solution to this conflict: |
| It is not my place to recommend a solution for this situation. This must be reviewed by senior city officials due to the hostile work environment within Savannah Fire, and the postponement or possible loss of the opportunity to reduce insurance rates city wide. |
| 4. Are you willing to mediate this conflict through a City certified mediator? |
| YES NO X. This situation is beyond mediation. I talked to the Fire Chief with no results. |
| Employee's Signature: Date: June 10, 2014 |
| Please complete and return to the Human Resources Employee Relations Coordinator. |
| Revised 5/06 |

This explanation will give an overview of my involvement as chair the City of Savannah's ISO Committee/Taskforce from appointment until relieved of duties on May 27, 2014 and beyond.

I was appointed to head up the ISO Project by Chief Middleton and confirmed in E-Mail from Chief Morse in late 2011/early 2012, (I have a record of the exact date on file if needed). I put together a team of people except for two personnel whom I was told would be a part of the team (Captains Brigdon, and Leighty). The ISO Taskforce met, I stated to Chief Middleton that my goal was to reach the level of ISO Class-1. We got to work during the time to improve our classification. When the goals that we set were achieved I notified chief Middleton and the request for survey were sent to the ISO.

The survey was scheduled and took place in December of 2012. The survey went well but we found an two areas of deficiency which were costing points, (training facility use documentation and some inaccurate water system charts. I immediately corrected the two areas and held a follow up meeting with the ISO Field Inspector (Ralph Roberts) in Orange Park, FL. We were able to gain lost points back as a result of that meeting.

In 2013 the ISO was in preparation of changing over to a new Fire Suppression Rating Schedule. I received what is known as the community outreach packet which outlines criteria for points gained in the fire prevention and investigation area. In the spring/summer of 2013 I also took some personnel in the taskforce to an ISO Training Class in Winder, GA to learn more about the new Fire Suppression Rating Schedule.

Amongst the many ISO meetings, one was held in the Savannah Fire Conference Room in September of 2013. In this meeting I relayed a message from ISO to Chief Middleton. The City of Savannah was being given the choice to stay on the old ISO distribution model (where ISO tells us where every fire station and fire unit is to be located) or change over to the new NFPA 1710 model (this is where we determine station locations and the location of engine companies, ISO still determines location of ladder companies). In order to use NFPA 1710 the response time of fire equipment and personnel from the time of call to the time on scene are measured. ISO normally requires 3-years worth of data but stated that we could pick the NFPA 1710 standard as it is a new standard. Since Savannah Fire was not collecting the data by computer at this time Chief Middle chose the distribution model. I did offer to pull the numbers from the fire reports manually and create a spreadsheet, going back 1-year and we could go to the NFPA 1710 standard that way but the Fire Chief said that he did not want to go to NFPA 1710 until we could generate the report by computer.

We had another meeting (in the September/October 2013 timeframe) where Chief Morse stated that we were going to shut down Truck Company No. 16. Despite opposition from myself and several other Battalion Chiefs the decision was made to shut T-16 down. I had to update the shutdown to ISO. Calculations were done and the ISO Representative stated that he did not think that the shutdown of Truck-16 hurt us. Following the shutdown of T-16 there were disagreements about where to place its vehicle and other ladder truck movements.

Chief Middleton calls for a meeting of the ISO Committee. He ask in the meeting.... What can we do to gain the needed .83 to go to Class-1. I suggested moving the ladder companies back to regain lost points. This was protested by Chief Morse. He wanted me to look at other areas such as adding staffing to make up the difference. I told him that staffing would be the only other area where we could make up the difference at this time because other improvements would need 1 to 3 years of historical data from the time that the improvement was made so immediate improvements would not count in many areas.

After our last ISO Meeting I looked into many areas including staffing. We would be able to get the ISO Class-1 by adding 18 personnel which would bring us to 90.03. Other that personnel it kept coming back to moving the ladder companies back to previous fall 2013 locations. After running many scenarios with ISO we were given specific numbers on achieving the class-1 by moving the ladder companies as specified above. I learned of this in a phone meeting with ISO the evening before our March 19th Senior Staff Meeting. The next morning I announced that the criteria to achieve the ISO Class-1 had been reached.

Third and fourth hostile infraction in this hostile work environment report....Chief Morse sent me an E-Mail at 0417 hours March 20, 2014 This E-Mail was hostile in nature and accused of bypassing him and having something more to guide me than common courtesy, sec 1830 the Siment C.

On the morning of March 20, 2014 I was written a letter of counseling for reporting the ISO information at the senior staff meeting without first running it through him, see ISO Attribute to the senior staff meeting without first running it through him, see ISO Attribute to the senior staff meeting without first running it through him, see ISO Attribute to the senior staff meeting without first running it through him.

In this March 20 disciplinary action meeting I was singled out from all other Battalion Chiefs when ordered to now report ALL ISO project information directly to Chief Morse first. This is different from everyone else as project information has always been reported to the fire chief in staff meetings.

Next we had another ISO Meeting (end of March) to implement the items needed to obtain the ISO Class-1. I received the criteria needed from ISO to obtain the Class-1 and it would not cost the City of Savannah any additional money. We would only need to move the ladder trucks back to Stations 1 and 2, and modify the response to the west side areas. ISO stated that if they had a letter from Chief Middleton, on Savannah Fire Letterhead, and it stated that the ladder trucks were moved and the response criteria modified as specified, than the City of Savannah would have everything in place to receive the ISO Class-1. I even drafted the letter needed, E-Mailed it to Ralph Roberts to see if it was what ISO needed, (see ISO Attachments) and presented it to Chief Middleton at the meeting. There was strong opposition from Chief Morse to move the ladder companies back to their original locations in order to obtain the points. He also did not like the ISO ladder truck placement and response criteria. Chief Middleton stated that we would not do anything at this time and instructed me to schedule another ISO meeting with Ralph Roberts of ISO. Chiefs Middleton and Morse wanted questions answered as to why ISO used the ladder truck placement criteria in question.

I discussed the meeting results with Ralph Roberts and we scheduled the next meeting for May 9, 2014 after confirming with everyone that this was an agreeable date.

On April 30, 2014 Ralph Roberts called me and stated that he just got off of a long conference call with ISO Headquarters in New Jersey. Ralph stated that the conclusion was that Savannah could not go the ISO Class-1 without moving the ladder companies and modifying our ladder response to reported structure fires, (in the west side area). Ralph stated that unless Savannah was willing to make this move we would not change classifications (meaning that we would remain ISO Class-2) and that there was no reason for him to travel to Savannah and no reason to have a meeting on May 9th.

I told Ralph that I would get an answer for him and that I would get back to him shortly. I first sent a text to Chief Morse (to please call me as soon as possible as I had a time sensitive ISO question) as he was on vacation. Chief Morse called me within 10 minutes and I relayed Ralph's message to him. He was not able to give me an answer so I asked him if he wanted me to go ahead and ask Chief Middleton. Chief Morse told me to contact Chief Middleton so I did. I relayed the information to Chief Middleton and he said to go ahead with the tentative agreement to move the ladder trucks to their previous fall 2013 locations and that we would modify their response as specified by ISO. I called Ralph and notified him and followed up with an E-Mail which had the tentative agreement outlined, (see 15) Attachment I).

On May 9, 2014 we had the ISO Meeting with Ralph Roberts. When the meeting started Chief Morse has a power point presentation set up and ready to go. This was odd as I was the ISO Chair and was supposed to be running the meeting. When the power point started, the first text read "We are not here to beat up on Ralph". I am not sure how Ralph felt at that point, the surprised look on his face said enough. I was embarrassed for the City of Savannah as Ralph is one of the most senior and respected ISO field representatives in the United States. The second frame text read "We are not here to accuse anyone on the ISO Committee of Anything". It didn't take long to find out where Chief Morse was going with frame two as the third frame text read "Our ISO group went to a class in Winder, GA. Upon their return we were under the impression that Savannah Fire was operating under NFPA 1710". This information was inaccurate and misleading. At no time was out senior staff ever led to believe that we were operating under the new standard. Remember on page-1 of this statement I told how we were given the option of which standard that we would operate under, Distribution Model or NFPA 1710. Chief Middleton chose the distribution model. There was absolutely no reason for this frame to have this information. It was misleading and completely untrue. I do not have a copy of the power point as it was on Chief Morse's personal thumb drive. As this power point went on Chief Morse stopped (around frame 7 or 8) and asked Ralph if he had any questions. Ralph replied, "Chief, I really don't need to see any of this".

The bottom line is that Ralph Roberts came to Savannah because of a tentative agreement to move the ladder companies and he was going to answer questions about the ISO Criteria. It was obvious that there was no intention for Savannah Fire to follow through with the tentative agreement. Our senior staff has requested that ISO consider the NFPA 1710 response data with only 6 months of recorded data, (remember that we needed a minimum of 1-year) and submitted additional training data to gain points in that area. It should also be noted that Chief Middleton dismissed my talking points reducing me to insignificants in the meeting. Also Captains Brigdon and Leighty had figures ready for Chief Morse which I had never seen. Between these figures and the power point there was definitely behind the scenes work going on with this issue.

I was so upset at the way that Ralph was treated with disrespect, the way that I was treated, the renege of the tentative agreement, that I felt ill. I had my blood pressure taken 3-hours after the meeting and it was high, it is never high, (see ISO Attachment 6). It was a direct result of the stress that was caused.

On May 27, 2014 I was relieved of my ISO duties by Chief Morse. I was removed as chair and replaced with Captain Brigdon. During our discussion Chief Morse stated that Chief Middleton wanted this done. He also stated that they would still use me for my knowledge about ISO.

On May 28, 2014 I asked Chief Middleton if I could speak with him. I asked him why I was removed from the ISO. Chief Middleton stated the following reasons...

- > It had become personal with me.
- I was trying only one thing to get the class-1, moving the ladder trucks.
- I was no longer effective, that I had done all that I could do.

I countered the accusations as follows...

- This entire situation has become personal with Chief Morse. I told Chief Middleton that I can show him E-Mails where I am being berated because Chief Morse is upset on various situations at different times. Also this ISO situation was set in place for a class-1 until Chief Morse rearranged the ladder companies in the first place.
- I looked at several different angles to obtain the class-1 but everything kept leading back to restoring ladder company locations as they were prior to the fall of 2013.
- I reminded Chief Middleton that I am effective. I also reminded him of my goal of reaching class-1 status. We did just that but the Fire Administration refused to accept ISO's criteria.

In this meeting Chief Middleton told me that it was Chief Morse's decision to remove me. I said that Chief Morse informed me the day earlier that he was instructed to do so by Chief Middleton. I also outlined my work environment under Chief Morse. Chief Middleton basically told me that Chief Morse operated the Operations Department and that he gives him the latitude to do so. We discussed the situation more before the meeting was over.

Although I was relieved of my position as chair of the ISO Project Chief Morse still calls me and E-Mails me for ISO information.

In addition to the attachments I have many supporting documents which can be seen if needed upon request.

Sincerely,

Battalion Chief J. T. Dixon - Savannah Fire & Emergency Services

150, ATTACHMENT - A

STATE STATE OF STATE

Hey Ben

Copere Chair Charles

PROVED TOTAL IN THE DIRECTORY HOLES

+ viewing/service here in Augusta on Wednesday earl the Juneral/burgs wit A viewing service herein Angus on Madhesday and the funeral/buriel will be on Saturday

Tuesday at the scionest

Sub will keep you posted

Thanks Ibad

OK Take care

LONG BY AN

Ben Morsc

Contra, 2013 C. 1149

Thad, have any further an angements been made?
You and Patty doing
Okay?

Oct 17, 2013, 11-25 AM

Can you call me about FD stuff? Sorry to have to bother you.

Oct. 17, 2013, 5:11 PM

We should not use the 75 Cuint in town because it is short on ground and after that the fadders. This is a LAC reduction in thoughts.

Leighty says the only

the application rate the 75 to the first property of and and area.

Show the street of and area. This is a big.

NOV 11, 2013, 10:37 AM

10/21/2016

Murray Investigative Services, LLC & JVI & Associates Repor

CITY000077IN

õhn Dixon

From:

Keysha Wilson

Sent:

Tuesday, October 15, 2013 9:18 AM

To:

xBureau_of_Fire_and_Emergency_Services; 'Elder Ferrell'; Father Robert Chaney

Subject:

Funeral Announcement: Ms. Linda Westendick, Mother In-Law of BC John T. Dixon B2A

Its with deepest sympathy to announce the passing of Ms. Linda Westendick, the Mother In-Law of Battalion Chief John T. Dixon. Funeral services will be handled by Beggs Funeral Home in Madison Florida. Services will begin this week Saturday 10/19/2013 in Florida.

Beggs Funeral Home

235 NW Orange Ave Madison, FL 32340 (850) 973-2258

Viewing:

Beggs Funeral Home Saturday 9:30am - 10:30am

Funeral:

St. Vincent's DePaul Catholic Church (directly across the street from the funeral home) Saturday 11:00am

Please keep BC Dixon, Patty Dixon, and family in your prayers during this difficult time.

Keyska J. Wilson

Sr. Administrative Asst. Fire Chiefs Office Savannah Fire & Emergency Services 121 East Oglethorpe Avenue Savannah, Georgia 31401 Office: (912) 651-6754

Fax: (912) 651-6757 www.savannahfire.org

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150, ATTACHMENT - C

-----Original Message-----

From: Ben Morse

Sent: Thursday, March 20, 2014 4:17 AM

To: John Dixon Subject: ISO

Chief:

I understand that you presented new information concerning ISO at the Senior Staff meeting yesterday that, if implemented, will directly impact the way the Operations Division is configured, and will directly impact the way we respond to fires. As the Operations Division Department Head I should have been informed about this prior to the SS meeting. Simple common courtesy should have led you to make me aware of this information prior to bypassing my office and taking this directly to the Senior Staff and the Fire Chief, but in this case you had more to guide you than common courtesy.

Not two weeks ago I directed you to keep me in the loop on all ISO communication. You chose not to do that. I also tasked you with investigating other improvements that might improve other areas of our Bureau, thereby finding those few points necessary to bring us to our mutual goal of becoming an ISO 1 Fire Department. Nothing in your report mentioned alternative methods to attaining ISO, but instead focused on relocating apparatus and responding additional apparatus to calls.

As you were previously directed, forward any communication that you have had with ISO to me immediately (by 0900).

Plan on meeting with me today at approximately 1100 hrs to discuss this new information and to handle your decision to violate my directive.

Thanks you.

Benjamin Morse

Asst Fire Chief, Operations Division

Sent from my iPhone

áhn Dixon

From:

John Dixon

Sent:

Thursday, March 20, 2014 7:37 AM

To:

Ben Morse

Subject:

RE: ISO

Chief Morse.

I did not violate your directive. You instructed me to cc you on any E-Mails between myself and ISO, I updated you on March 11th and that was the last information transfer via E-Mail between myself and ISO, in fact I did not hear anything from ISO until a phone conversation on the 13th where It was obvious that some of their information was incorrect in their NJ Office. I told you about that in a conversation and said that they were sending the information to Ralph for review. I did not hear from ralph until the evening before the staff meeting.

I did not look at the way that this information was presented as bypassing your office. I thought that this was wonderful news for Savannah Fire and the City of Savannah as a whole. This is something that we should all be proud of as it is a major and almost impossible achievement.

As for me only looking only at ladder placement to gain the points, that could not be further from the truth. I looked at everything and held phone conversations with the community outreach office several weeks prior. There was not any gain in any area that was instant except this one. Gaining points when you are this high on the ISO point scale is not easy to do. Points in other areas can be gained but must be implemented and evaluated over a 1 to 3 year period.

The directive from the chief was clear, do what was necessary for the ISO Class-1 now. After exploring options that is the only option given to me by ISO, I did not make this up.

I would also like to remind you that in the summer/fall time frame of 2013 I warned (strongly) against movement of the ladder companies in the first place and stated that it looked like we were going to receive a Class-1 back then. The decision was made anyway and my predictions came true just as I stated. The loss of the points was due to the movement of the truck companies and the type of truck that T-7 was in and nothing else. Savannah Fire had gained all of the points that we could gain from the current survey. Any other improvements will need to be started now for future evaluation.

I really hope that you have not taken this personally because I can assure you that I have only had the best interest of the City of Savannah in mind. When Chief Middleton appointed me to chair the ISO Taskforce I told him at the time that the taskforce has only 1 goal....ISO Class-1.

In closing I can only say that I hope that you share in being proud of this achievement. Savannah Fire will be number 61 out of 30,000 fire agencies to obtain the ISO Class-1 designation.

Thank You.... Thad

Battalion Chief J. T. Dixon Savannah Fire & Emergency Services (912) 210-6740

150, ATTACHMENT - D



Savannah Fire & Emergency Services

Record of Coaching / Oral Counseling

| Employee Name: J | ohn Dixon | Employ | ree No: |
|---|--|--------------------------------------|----------------------------|
| Supervisor's Name: | <u>Benjamin Mors</u> | e Date: | 3/20/14 |
| Reason for Counse | d: | | |
| Attendance | Performance | ☐Safety | ☐Violation of City Policy |
| ☑ I st Counsel | 2 nd Counsel | | |
| Specify details of the | incident(s) | | |
| on March 1 | 9,2014 New info | mation that a | livetly impacts |
| the Operation without | s Division was pount prior discussion | in with the | Department Head. (AC OPS) |
| Supervisor Comments | and Recommendations | | |
| All importo with OPS CHI Senior Staff | ent information m VEF prior to informations | ining the Fire C | ship discussed hiet or the |
| Employee | ature 2. Disk | Denjomin // Print Name John T. Dixon | 3-20-20 14 |
| // Sign | ature | Print Name | Date |

Signature is an acknowledgement that the oral counseling session has taken place.

SFES: 6/16/12

150, ATTACHMENT - E

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| J | u | | | | | u | |

| From: Sent: | Roberts, Ralph R. < RRo Tuesday, March 25, 201 | | | | | | |
|---|--|---------------|-----------|---------------|------------|--------------|---|
| To: | John Dixon | | | | | | |
| Cc: | Ben Morse | | | | | | |
| Subject: | RE: Savannah Fire Lette | er to ISO | | | | | |
| | | | | | | | |
| | Mark and a result was great | - | | 1 to C | 011 | THAT | WAS |
| That will work RALPH'S | CONFIRMATION TO REACH | THAT | THII | war | 1.110 | ,, | • ************************************* |
| NEEDED | TO REACH | Ciass | - 8 | CRITERI | A. | | |
| Original Message | | | | | | | |
| From: John Dixon [mailto:JDixon | @Savannahga.Gov] | | | | | | |
| Sent: Monday, March 24, 2014 2 | :58 PM | | | | | | |
| To: Roberts, Ralph R. | | | | | | | |
| Cc: Ben Morse | | | | | | | |
| Subject: Savannah Fire Letter to | SO | | | | | | |
| | | | | | | | |
| Good Afternoon Ralph, | | | | | | | |
| ded members | | | | | | | |
| We are having our meeting tomo | rrow regarding relocation | on of the la | dder co | mpanies in o | order to o | btain the IS | O Class-1. |
| . We are naving our meeting tome | mon regarding relocation | on or the in | 000.00 | | macr to c | otum the ib | 0 0.033 2. |
| At that time decisions will be ma will be located at Station 3 or 5. | de about relocating lado | der trucks to | Station | ns 1 & 2 and | weather | the other la | dder truck |
| Pending these changes I would w | ould like to show a sam | ple letter to | see if t | his is what I | SO is look | king for | |
| SAMPLE LETTER | | | | | | | |
| FD LETTERHEAD | | | | | | | |
| To: ISO | | | | | | | |
| From: Fire Chief Charles Middleto | on | | | | | | |
| RE: Relocation of ladder compani | es | | | | | | |
| | | | | | | | |
| Starting April 1, 2014 the Savani Stations 1, 2, and 5. All ladder tru dispatched to any reported struc | cks will be 100' ariels ar ture fire(s) within any pa | nd will be fu | ılly equi | pped. One o | f these la | dder compa | |
| | ********** | | | | | | |
| Again, the above is just a sample | letter for discussion ton | norrow. Ple | ase let r | ne know if a | nything r | needs to be | added. |
| Thanks Thad | | | | | | | |
| | | | | | | | |
| Sent from my iPhone | | | | | | | |
| Battalion Chief J. T. Dixon | | | | | | | |
| Savannah Fire & Emergency Servi | ces | | | | | | |

1

(912) 210-6740

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150, ATTACHMENT - F

John Dixon

From:

John Dixon

Sent:

Wednesday, April 30, 2014 6:17 PM

To:

Roberts, Ralph R. (RRoberts@verisk.com)

Cc:

Charles Middleton; Ben Morse; Keysha Wilson; Curtis Wallace; Ira Harper

Subject:

Savannah, GA - Proposed Ladder Company Placement & Operation for ISO Class-1

Good Afternoon Ralph,

As per our conversation I talked with Chief Middleton and he stated to go with the Ladder 1, 2, and 5 scenario.

The final decision to execute this move will be made by Chief Middleton following our May 9th meeting.

For the purpose of running the scenario in preparation of the May 9th meeting, These are the proposed truck company locations.

- Truck-1, located at Fire Station-1 (535 East Paulsen Street).......Credited by ISO
- Truck-5, located at Fire Station-5 (10 West 33rd Street)......Credited by ISO
- Truck-13, located at Fire Station-13 (11 McKenna Drive)......Not credited by ISO but needed operationally by Savannah Fire.

Under this scenario Trucks 1, 2, and 5 will be the ISO listed ladder trucks one of which will be dispatched on any reported structure fire within the Savannah, GA fire jurisdiction. We also understand that under this scenario that ALL ladder trucks will operate out of 100' ladder trucks. Each of these ladder trucks will have 100% of the equipment required by ISO.

I will make sure that we have a list of all of our ladder trucks which will have the following information.....

- Type of ladder truck
- Height of the ladder
- City vehicle number
- Equipment carried

At the May 9th meeting we can give specifics on the exact vehicle which will be located at the above listed locations. This will give our Operations Chief and Fleet Coordinator time to make that determination between now and then.

To confirm the meeting time and location we will meet on Friday May 9th, 2014 at 1:00pm. Location... Savannah Fire HQ – 121 East Oglethorpe Avenue

Thank You and please let me know if I left anything out..... Thad



Battalion Chief J. T. Dixon
Savannah Fire & Emergency Services



150, ATTACHMENT - G

Savannah Fire & Emergency Services Blood Pressure Field Screening Sheet

Location: STATION 15 (Tire Station or Event)

(Last day of the month or If PFS Event, the date of the event)

| Race/ Gender Age | | | | ✓mark for | dical insurance "YES" or X f | e? 'or "NO" | BP | Blo | od Pressure Assessme Check one | rat | Pollem-t completed | ip form If high BP | Data | base Entry |
|---------------------|-----|----------|-------------------|-----------|---------------------------------|----------------|---------|-------------------------------|--|---------------------------|-----------------------|-----------------------|---------------------|----------------------------------|
| | Age | Zip Code | Doctor/ Citale | Medicald | Medicare | Private | Reading | Normal Less Then 120/80 | Pre-High EP Between 120/30- 139/89 | High 140/90 or more | Client Accepted? | Client Refused? | Legible Initials | Responsible CO/Shift/ Date |
| WF | 52 | 3/405 | Or Cot | X | X | / | 40/90 | × | Y | 1 | X | / | X | Capbother |
| 1/M | | | | | | | 148/82 | | | / | | | WRZ | 515A 5/9 |
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| Company Officer: (Printed Name) | (Legible Signature) |
|---------------------------------|---------------------|

DIRECTIONS: Race: White-W, Black-B, Hispanic-H, Asian-A, Native American-N, Other-O; Gender: Female-F Male-M. Doctor/Citals: Please list the name of the doctor or clinic if applicable, if not record N/A Follow-up/Referral form: Complete this form if the top number is 140 or greater or if the bottom number is 90 or greater. Return completed form to SFES Operations Department for further prevendag.

* Chief DIXON (1835 5/9/14)

John Dixon

From:

John Dixon

Sent:

Friday, May 30, 2014 10:25 AM

To:

Shannon Boggs

Subject:

FW: May 2014 monthly report.

Attachments:

ISO classification photo.jpg; Monthly Report Amended 05282014.doc

Good Morning Shannon,

My amended May 2014 monthly report is attached to this E-Mail.

Thanks.....



Battalion Chief J. T. Dixon Savannah Fire & Emergency Services (912) 210-6740

From: John Dixon

Sent: Friday, May 30, 2014 8:06 AM

.To: Shannon Boggs Cc: Ben Morse

Subject: RE: May 2014 monthly report.

Good Morning Shannon,

I am working on providing the additional details and will have the amended report to you shortly.

Thank You.....



Battalion Chief J. T. Dixon Savannah Fire & Emergency Services (912) 210-6740 From: Shannon Boggs

Sent: Thursday, May 29, 2014 12:09 PM

To: John Dixon Cc: Ben Morse

Subject: RE: May 2014 monthly report.

Chief Dixon,

Good afternoon. I reviewed your City Manager monthly report and the information you submitted was vague and lacked several details. Please keep in mind that this is not an in-house report and should include precise, detailed information for readers to understand without question.

Please review your report and provide additional informational that will provide readers the vision needed to understand your respective programs.

Please contact me should you have any questions

Thank you

Shannon Boggs

Administrative Asst., Assistant Chief of Operations Savannah Fire & Emergency Services 121. E. Oglethorpe Ave Savannah, GA 31401

Office: (912) 525-2475 Fax: (912) 651-3195 Email: shannon boggs@savannahga.gov

From: John Dixon

Sent: Wednesday, May 28, 2014 12:25 AM

To: Shannon Boggs

Subject: May 2014 monthly report.

Good Morning Shannon,

My May monthly report is attached to this E-Mail.

Thanks.....



Battalion Chief J. T. Dixon Savannah Fire & Emergency Services (912) 210-6740

Monthly Report for May 2014 Battalion Chief J. T. Dixon

➤ Objectives for the following month (June)

- ISO >>> I have been relieved of all iSO duties by Chief Morse...No further report for the following month.
- The automatic aid agreement is still on hold by the Pooler Fire Department and there has been no response from the 165th ANG Fire & Emergency Services. I will again attempt to get these fire departments to move forward with finalizing of the automatic aid agreements.

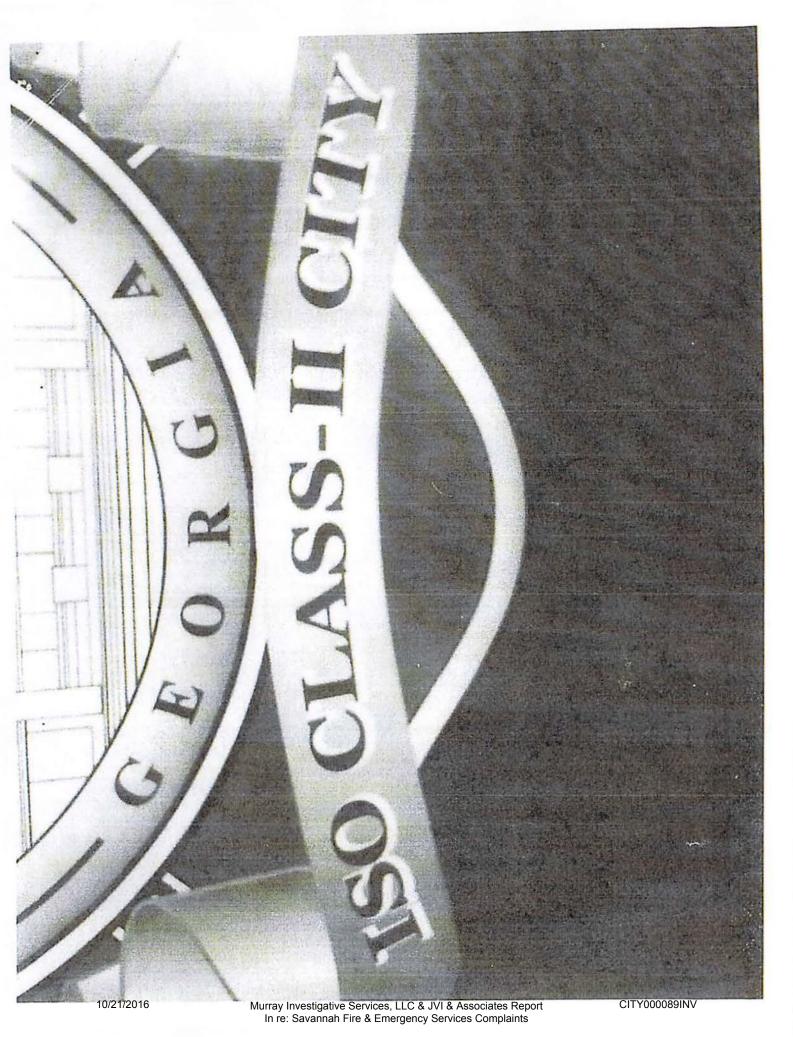
➤ Accomplishments of the current month (May)

- Achieved criteria for ISO Class-1 status (first presented in April by myself) and presented for the second time at a May 9th ISO Meeting with Ralph Roberts from ISO. Savannah Fire has passed on these criteria and wants to explore other avenues (NFPA 1710 and training) to make up the points. It should be noted in this report that many options to achieve a class-1 were explored. Options ranged from raising staffing numbers, apparatus locations, to the new community outreach program. Working with ISO and having their people look at all areas, ISO noted that the points to gain class-1 were found in the restoring of ladder company locations to previous fall 2013 positions.

➤ Specific Issues/Concerns

- I have specific concerns regarding the method which Savannah Fire is attempting to obtain the ISO Class-1.
- NFPA-1710..... This item normally requires 3-years' worth of data to use NFPA 1710 as the response standard. Since it is a new standard ISO told us in September of 2013 that we could go to the standard with 1-year worth of data. SFES did not start collecting the data until November 2013 and has requested that ISO use the data despite the fact that we are only 6-months into the NFPA 1710 data collection. IF ISO uses this data it will be a plus for the City of Savannah but they would be doing something different from what we were told last September.

Amended Report Submitted Friday May 30, 2014 @ 1023 hours



John Dixon

From:

John Dixon

Sent:

Friday, May 30, 2014 10:21 AM

To:

'Roberts, Ralph R.'

Cc:

Charles Middleton; Ben Morse

Subject:

RE: Savannah Update.

Good Morning Ralph,

I have been relieved of my ISO Duties. Chief Morse is your contact between the City of Savannah and ISO.

Thank You for all that you have done and I will still talk to you from time to time when dealing with GSFA, GAFC, or Chatham County Fire Chiefs ISO Issues.

Thanks..... Thad



Battalion Chief J. T. Dixon Savannah Fire & Emergency Services (912) 210-6740

From: Roberts, Ralph R. [mailto:RRoberts@verisk.com]

Sent: Friday, May 30, 2014 10:12 AM

To: John Dixon Cc: Charles Middleton Subject: Savannah Update.

Just checking in to see if the update on training had been completed? Once I get this back I should be able to update the current survey to see if a change in Class is applicable.

Thanks.

Ralph Roberts
Sr Field Rep - ISO Community Hazard Mitigation
ISO - Commercial Property
t 904-269-2632
c 904-616-4432
rroberts@iso.com
http://www.isomitigation.com/

Verisk Insurance Solutions • ISO | AIR Worldwide | Xactware

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Savannah Fire and Emergency Services

Battalion Chief Shift Summary



From: Battalion Chief J.T. Dixon

Battalion: 3 "B" Platoon

Date: May 27, 2014.

| | Activity Report |
|---|----------------------|
| 0 | Fires |
| 0 | Displaced Persons |
| 1 | False Alarms |
| 0 | Rescue Calls |
| 0 | Public Service Calls |
| 0 | Haz-Mat Calls |

| 0 | Personnel Injuries |
|---|------------------------|
|) | Citizen Injuries |
|) | SFES Crashes |
|) | Drug Tests |
|) | Post Incident Analysis |

| 0 | Press Releases |
|---|--------------------|
| 0 | Citizen Complaints |
| 0 | Fire Blitzes |
| 0 | Home Safety Checks |

| I | Battalion Activities Incidents, Meetings, Etc,. Note: Working on projects and personnel issues in the station. |
|----|---|
| 2 | Note: Company move ups during a structure fire off of Staley Avenue and other calls and activities., |
| 3 | Note: Inc# 1402633, 2155 Benton Blvd, Building-5 – System Malfunction. (Waverly Station Apartments). Fire Marshall Mason notified. |
| 4 | Note: Delivered my FMLA leave packet to my doctor's office to be filled out. |
| 5 | Note: I (BC Dixon) was relieved of all ISO duties today by Chief Morse. Captain Ross Brigdon replaced me as ISO Chair and Chief Morse will be the contact person between Savannah Fire and ISO. |
| 6 | Note: Completed my May monthly report and E-Mailed it to Shannon Boggs. |
| 7 | |
| 8 | |
| 9 | |
| 10 | |
| 11 | |
| 12 | |
| 13 | |
| 14 | |
| 15 | · |
| 16 | |
| 17 | |
| 18 | |

Staffing Information.....

Sick/Injury Leave Roster

| eave Report | | | Sichilijuly Lea | | 4810-4- | Total | Type |
|-------------|-----------|-----------------|-----------------|--------|----------------------------------|--------------------------|----------------|
| Batt 1 | Batt 2 | Batt 3 20 | Name | Assign | 1 st Date off-duty | Shifts Off To Date | (SL-IL- |
| | | | <u> </u> | | | | |
| 0 | | Overtime | | | | | - |
| 0 | Administ | rative Leave | | | | | |
| 0 | Comp Ti | me | | | | | |
| 0 | Extra Va | cation | | | | | <u> </u> |
| 0 | Injury Le | eave | | | | <u>'</u> | |
| 0 | Light Du | ty | | | | | |
| 0 | Leave w | o Pay | | | | | |
| 0 | Military | Leave | | | | | |
| 0 | School | | | | | | |
| 3 | Schedule | d Vacation | | | | | |
| 0 | Sick Lea | ve | | | | | |
| 0 | Sick-FM | ILA (SF) | | | | | |

Total Number of Personnel on Duty for Battalion-3 "B" 21

| Name Hired for OT | Hours | Reason | OT Assign | Reg Assign | Reason for OT Codes |
|-------------------|-------|--------|-----------|------------|---|
| Name Hired for OI | Hours | Keason | OI Assign | Reg Assign | AD-Administrative Leave CP-Comp Time Leave DP-Deployment (Dlsaster) EV-Extra Vacation IL-Injury Leave LD-Light Duty LP-Leave W/O Pay ML-Military Leave SA-Special Assignment SC-School SL-Sick leave SF-Sick-FMLA SP-Shifting of Personnel SV-Scheduled Vacation SHC-Shift Change (Due to Reassignment) |
| | | | | | EI-Emergency Incident RT-Rescue Tech |
| | | | | | HZT-Haz-Mat Tech |

John Dixon

From:

Ben Morse

Sent:

Friday, July 25, 2014 2:58 PM

To:

John Dixon

Subject:

RE: ISO Meeting

Chief;

All members of the ISO Committee have been invited to attend this meeting. Unfortunately, we don't have any information about the meeting, other than that Ralph Roberts has requested it.

Thanks,
Benjamin W. Morse
Assistant Fire Chief, Operations
Savannah Fire & Emergency Services
O: 912-651-3047

----Original Message----

From: John Dixon

C: 912-661-3278

Sent: Friday, July 25, 2014 2:28 PM

To: Ben Morse
Subject: ISO Meeting

Chief Morse,

October of 2013 there was a meeting with management and council to present Savannah Fire's fire protection plan. this meeting contained questions, answers, and comments about ISO. As the ISO Chair I was not included in that meeting.

Now that I have been removed from that position, I have received a meeting invitation from Chief Middleton for a ISO presentation at City Hali for August 20, 2014.

I am confused. Am I supposed to be at this meeting?

If so, what is the meeting about? I just need to know so that I can come prepared.

Please advise.

Thanks.....

Sent from my iPhone

Battalion Chief J. T. Dixon Savannah Fire & Emergency Services (912) 210-6740



SAVANNAH FIRE & EMERGENCY SERVICES INFORMATIONAL BULLETIN

Issued By: Cedric D. Scott, Assistant Chief Logistics

CDS

Approved By: Charles G. Middleton, Fire Chief

Number: 11.039

Date: 7-5-2011

SUBJECT: Interview Announcement for the 2011 Promotional Process

Congratulations on completing the assessment center process and being placed on the register of eligible's (list attached).

As one final component of the promotional process for Master Firefighter and Captain, we will be conducting written interviews. Each qualified candidate is asked to respond to the following three questions:

- 1. Where do you see Savannah Fire & Emergency Services in the next five years?
- 2. What have you done to prepare yourself for this position?
- 3. What makes you the best candidate for this job?

You are to work individually on your responses and not discuss your response with your coworkers.

All responses must be received by 5 p.m. on July 8, 2011. Responses are to be typed in either an email or Word document and are to be returned via email to the attention of Ms. Alexandria Isihos at alexandria isihos@savannahga.gov.

Failure to respond or failure to respond by the deadline will result in you not being considered for promotion at this time.

From: Ben Morse

Sent: Thursday, July 07, 2011 11:24 AM

To: Forrest Heil

Subject: CONFIDENTIAL UNTIL FINAL PICKS AND PHONE NOTIFICATIONS ARE MADE NEXT WEEK!!!! Working

Staffing spreadsheet



See attached the spreadsheet showing current staffing. Vacancies are shown in Orange / New Captains in Red / New MFF's in Blue.

Ben Morse Assistant Fire Chief, Operations Savannah Fire and Emergency Services

Cell: 912-661-3278 Office: 912-651-3047 From: Michael Lloyd

Sent: Wednesday, June 11, 2014 10:06 PM

To: John Dixon

Subject: FW: CONFIDENTIAL UNTIL FINAL PICKS AND PHONE NOTIFICATIONS ARE MADE NEXT

WEEK!!!! Working Staffing spreadsheet

From: Michael Lloyd

Sent: Monday, March 04, 2013 9:05 AM

To: mrslmgdbdy@yahoo.com

Subject: FW: CONFIDENTIAL UNTIL FINAL PICKS AND PHONE NOTIFICATIONS ARE MADE NEXT

WEEK!!!! Working Staffing spreadsheet

From: Ben Morse

Sent: Thursday, July 07, 2011 11:26 AM
To: Forrest Heil; Michael Lloyd; Dennis Cook

Subject: FW: CONFIDENTIAL UNTIL FINAL PICKS AND PHONE NOTIFICATIONS ARE MADE NEXT

WEEK!!!! Working Staffing spreadsheet

Sorry, I meant to send this to all of you.

Thanks.

Ben Morse

Assistant Fire Chief, Operations

Savannah Fire and Emergency Services

Cell: 912-661-3278

Office: 912-651-3047

FW: CONFIDENTIAL UNTIL FINAL PICKS AND PHONE NOTIFICATIONS ARE MADE NEXT WEEK!!!! Working Staffing spreadsheet

| FW: CONFIDENTIAL UP PHONE NOTIFICATION Working Staffing spreadsh | S ARE MADE NEXT WEEK!!!! |
|--|----------------------------------|
| Thad Dixon | |
| 6/12/14 | |
| Documents To: chiefdixon@msn.com | |
| Outlook.com Active View | |
| 1 attachment (24.7 KB) | |
| working staffing sheet.xlsx | What is the second second second |
| Working starting sheet.xisx | |
| | |

- .
- .
- Download as zip Save to OneDrive

From: Ben Morse

Sent: Thursday, July 07, 2011 11:24 AM

To: Forrest Heil

Subject: CONFIDENTIAL UNTIL FINAL PICKS AND PHONE NOTIFICATIONS ARE MADE NEXT WEEK!!!!

Working Staffing spreadsheet

See attached the spreadsheet showing current staffing. Captains in Red / New Alf F sankting

Ben Morse

Assistant Fire Chief, Operations

Savannah Fire and Emergency Services

Cell: 912-661-3278

Office: 912-651-3047

| SHIFT A | E1 COPPOLA GREEN ROBINSON MOBLEY | VANDERCOOK WARD LITTLEJOHN ROGERS | BRANTLEY RAULERSON STANFORD JACOBS | T2 PRIDGEON LOVE FENNELL GOOLSBY | WRIGHT NUTTER BAKER JOHNSON,SH | BROWN, O POTTOREF LAMB | NICHOLS GUTIERREZ BARTER MASSIE | CRAIN NOVAL SPIVEY GREENE | TS SHAW HOBART SPENCE DIXON |
|------------|---|---|---|--|---|---|--|------------------------------------|--|
| В | DUPREE GOLDMAN STONEY | BUTLER ROBINSON, w. HENRY | WILSON MCCLENDON HART WALLACE, B. | PHILLIPS OSWELL CAPERS | VACANT BANDY HUNTER BANGROFT SMALLS, T. | DICK THOMAS. J. ELMGREN KENYON MOBLEY | TOMKO REDMOND MOLLENKAMP | ALBERTS HORNE DAVIS,c. | PEEK HARRISON BOYD |
| С | VACANT ROBINSON, C. GELLATLY STIGALL METIVIER | SISCO WALKER. P. MORELAND, Ja WARREN | STROJNY, P. BETHUNE CURRY HOMAN | VACANT PHILLIPS SINGLETON MORELAND, JAC | THOMAS KELLY LEVINSON MCKENZIE | BARKSDALE HOWARD PTACIN IRVING | HANNAH TILLMAN HINTON | HOWARD, S. SHELNUTT LMBERTON PETTY | LEIGHTY RALSTON SMITH, M. SMITH, B. |

D HARRIS, E. HARPER, IRA
JOHNSON, S.
VACANT
VACANT

RED = NEW CAPTAINS BLUE = NEW MARKS

| EG CARTER HINELY BURKE HANSIL JONES CARLSON | BOUCHEA WILSON | E7 TAYLOR DRIGGERS HOLLOWAY DAMICO | E8 ARNOLD MCKENNA WATERS COYNE | E9 WEAVER HORTON BARWICK HAUCK | JOHNSON GRAY MARTINEZ | E11 WASDIN LIGON DEKLE ROOSE HANKS | R2 GASKILL JOHNSON WILLIAMS PEIRCE | MONROE CRIBBS GASTON PEDEN |
|---|--|--|---|--|---------------------------------|--|--|--|
| KITCHEN NEWTON IVRDY BOYCE CHAPPLE | EATON PARKER IFILL OLIVER | SIKES HENDRIX SELGREN | METIVIER GUTIERREZ DOHERTY | ALLEN LONG DODD MORGAN | WILLIAMS, r. BELL SANDERS | FLOYD BOSTOCKY MARCHIONE JACOBS SAYLOR | CROSLEN THOMSON MILIF BROWN WINSOR | CAMPBELL POWELL LANCASTER HANCOCK |
| GRANT LAMBERT STONEMAN ROEHM | MARTIN HUTCHESON BEARD LOPEZ-MENA | CUEVAS MUENZENMEYER KEMP CARUSO | HOWARD, M. WARD, M. HEIRS, I ULMER | WATERFIELD STAFFORD SPIVEY NEFSTEAD | BARRETT BRIDGES GOODY | SMITH, RD FRAZIER, S. MERCER | MCCUTCHEN CREECH LONG, S. GALLAGHER | OUSER STURGIS PAYNE PARKS |

GOOLSBY

| E13 | T13 | E14 | T15 |
|-------------|-----------------|------------------|----------------|
| BRIGDON | | WILLIAMS | FOGARTY |
| | WHITE | | HILLIS |
| KEY | JERNIGAN | DIPETRO | HENDRIX |
| CHISHOLM | DEKANEK | BROOKS | DENMARK |
| | SNELLING | STROJNY,M. | OLIVER |
| | LINTON | WAUGH | EMFINGER |
| WOOD | HANKINS | PAYNE | BAREFOOT |
| HUFFMAN | | CRUMPLER | WALKER, C |
| WALLACE, C. | | | |
| CRIBB | BLAND | DAVIS | WHITE, M. |
| DICKENS | MCFADDEN | ALVIN | KOOK |
| YATES | WALTON | FAUGHEY | WARTH |
| | | WILLIARD KING | JONES, N. |
| | | | |

From: Captain Michael Vandercook

To: Battalion Chief John T Dixon

Date: July 30, 2015

Re: Emailing Ms. Wilson

Chief Dixon, though you are not directly impacted with the events below, I want to make sure you are informed of an issue that affects one of your Fire Captains.

This morning i received a phone call from Chief Vickers. The sole purpose of this phone call was to tell me that I am not allowed to email Ms. Keysha Wilson, Administrative Assistant to the Fire Chief. Chief Vickers informed me that Chief Middleton contacted Operations Chief Kitchen, who then contacted Chief Vickers and instructed him to inform me of this infraction.

The content of the email was very respectful and pleasant, and honestly I was caught off guard when Chief Vickers called me. The email was concerning a Purchase Order (PO) related to Emergency Medical Responder (EMR). I created a PO July 21, 2015, and this being nine days later, I wanted to follow up and ensure that it was moving through the approval process. I had to make sure that the PO was approved before the thirty day deadline of disapproval.

I had contacted Ms. Wilson in this same manner on June 12, 2015, regarding the same subject, moving a PO through the process. On this day in June, she responded very quickly and in a pleasant and respectful manner. She quickly moved the PO through the routing to ensure approval. Having this type of response from her on June 12th, I was under the impression that this is an acceptable action for me to proceed with today.

I have attached the email from today, July 30, 2015, and also the email from June 12th. Also attached is the PO request that Is in the approval process.

Michael Vandercook, Fire Captain, Engine 14-B

From:

Michael Vandercook

Sent:

Thursday, July 30, 2015 7:45 AM

To:

Keysha Wilson

Cc:

James Vickers

Subject:

PO Review Please

Good Morning Ms. Wilson,

Will you please review the PO for the EMS Conference so that it can move to Mr. Stewart. We need to get this to the State EMS office so that we can register our instructors.

Thank you for your help!

Notes://Jupiter/85257124007312E4/8E37E9F569782B9B852566FA0078EA9C/C738B4B97A648DE185257E89006A3DD8



Michael P. Vandercook Fire Captain Engine 14 B Savannah Fire & Emergency Services

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Purchase Order Request by MICHAEL PAUL VANDERCOOK

Purchase Order Details

Request By: MICHAEL PAUL VANDERCOOK

Document ID:

MV-20150721-55226

Cost Center:

505 First Responder

Funding Source:

Activity:

Operations

Priority:

Regular

Project #:

Justification:

Continuing Education hours are required for EMR Instructors to maintain their certifications.

No travel is required for this conference, it is being held in Savannah.

Description:

EMS Educators Conference

Comments:

7

GAEMS Educators Brochure-2015 pdf

| Line | Item Description | Item No | Vendor | Qty | Unit | Unit Price | Total |
|------|---------------------------------------|---------|----------------------------------|-----|----------|------------|----------|
| | GAEMS Conference and Membership | | Georgia Association of EMS | 3 | Ea | 160.00 | 480.00 |
| | | | | | | | |
| | | | | | <u> </u> | Total: | \$480.00 |

Routing & Recommendations

James Vickers reviewed on 07/24/2015 10:25 AM

Continuing Education hours are required for EMR Instructors to maintain their certifications. No travel is required for this conference, it is being held in Savannah. Utilize EMR 2015 approved budget line 51213.

Elzie Kitchen recommended Approval on 07/29/2015 04:43 PM

GAEMS Conference is budget item by the project manager (Account # 51213)

Curtis Wallace01 recommended Approval on 07/29/2015 04:58 PM

Captain Vandercook, MFF Doherty, and AFF Hanks are scheduled to attend 11-15 Sep 2015.

Keysha Wilson reviewed on 07/30/2015 08:12 AM

Purchasing Status & Closure

Date Purchasing Received:

Waiting On:

Approval

Date of Requisition(s):

Requisition(s):

Date of Purchase Order(s):

PO Number(s):

Purchasing Comments:

Document History & Comments

This document can be found in SF&ES Purchase Orders 2006, form PO Request, dated 11/1/2004

From:

Michael Vandercook

Sent:

Friday, June 12, 2015 8:48 AM

To: Subject: Keysha Wilson PO Request Error

Good Morning Ms. Wilson,

I have submitted a PO with a high priority, but Chief Wallace is not able to review it being that he is on vacation. I tried to use the "notify only" button on the PO Request, but I was given an error message. Will you still be able to review the PO Request so that it can move forward?

Thank you for your help!

MV-20150609-48648

Notes://Jupiter/85257124007312E4/8E37E9F569782B9B852566FA0078EA9C/99EE44141788CF0385257E5F0060343D



Michael P. Vandercook Fire Captain Engine 14 B Savannah Fire & Emergency Services

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From:

Keysha Wilson

Sent:

Friday, June 12, 2015 8:50 AM

To:

Michael Vandercook

Cc:

Chevas Stewart

Subject:

RE: PO Request

Okay, I just moved it forward. Its now waiting on Chevas. I've copied him in this email so he can be aware. -Thanks!

Keysha J. Wilson

Sr. Administrative Asst, Fire Chiefs Office Savannah Fire & Emergency Services 121 East Oglethorpe Avenue Savannah, Georgia 31401

Office: (912) 651-6754 Fax: (912) 651-6757 www.savannahfire.org



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Sent: Friday, June 12, 2015 8:48 AM

To: Keysha Wilson

Subject: PO Request Error

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MV-20150609-48648

Notes://Jupiter/85257124007312E4/8E37E9F569782B9B852566FA0078EA9C/99EE44141788CF0385257E5F0060343D

From:

Michael Vandercook

Sent:

Friday, June 12, 2015 8:51 AM

To: Subject: Keysha Wilson RE: PO Request

Thank you so much!

Michael P. Vandercook Fire Captain Engine 14-B Savannah Fire & Emergency Services

From: Keysha Wilson

Sent: Friday, June 12, 2015 8:50 AM

To: Michael Vandercook Cc: Chevas Stewart Subject: RE: PO Request

Okay, I just moved it forward. Its now waiting on Chevas. I've copied him in this email so he can be aware. -Thanks!

Keysha J. Wilson

Sr. Administrative Asst, Fire Chiefs Office Savannah Fire & Emergency Services 121 East Oglethorpe Avenue Savannah, Georgia 31401

Office: (912) 651-6754 Fax: (912) 651-6757 www.savannahfire.org



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Michael P. Vandercook Fire Captain Engine 14 B Savannah Fire & Emergency Services

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| | | | | 2010 Camp Trailblaze | rs Food Budge |
|-----------------------------------|----------|--------------------------------------|----------|----------------------------|---------------|
| Monday | | Tuesday | | Wednesda | У |
| Item | Price | Item | Price | Item | Price |
| Deli Wraps | \$86.94 | Hamburgers | \$48.96 | Pizza | \$96.30 |
| Lays Chips | \$12.71 | Veggie Burger | \$2.68 | Mini Chocolate Bars | \$5.09 |
| Applesauce | \$13.20 | Buns | \$22.47 | Water/Gatorade | \$0.00 |
| Water/Gatorade | \$0.00 | Charcoal | \$10.63 | AM Snack #1 (Bananas) | \$2.87 |
| AM Snack #1 (Bananas) | \$2.87 | Cheese | \$5.35 | AM Snack #2 (Apples) | \$10.44 |
| AM Snack #2 (Granola Bars) | \$5.00 | Lettuce | \$4.75 | PM Snack #1 (Watermelon) | \$8.52 |
| PM Snack #1 (Apples) | \$10.44 | Tomatoes | \$12.80 | PM Snack #2 (Granola Bars) | \$5.00 |
| PM Snack #2 (Mini Chocolate Bars) | \$2.75 | Pickles | \$0.00 | | |
| PM Snack #3 (Applesauce) | \$5.81 | Condiments | \$8.54 | | |
| | | Potato Salad | \$16.05 | | |
| | | Assorted Cookie Snacks | \$14.69 | | |
| | | Water/Gatorade | \$0.00 | | |
| | | AM Snack #1 (Watermelon) | \$8.52 | | |
| | | AM Snack #2 (Granola Bars) | \$5.00 | | |
| | | PM Snack #1 (Kellogg's Fruit Snack) | \$3.74 | | |
| | | PM Snack #2 (Cheeze-Its) | \$9.05 | | |
| | | PM Snack #3 (Assorted Cookie Snacks) | \$6.46 | | |
| Daily Sub-Total | \$139.71 | | \$179.67 | | \$128.21 |

| Common Items/Week | |
|-----------------------------|---------|
| Hefty Foam Sectional Plates | \$25.38 |
| Dixie White Napkins | \$10.19 |
| Utinsels | \$0.00 |
| Common Items/Week Sub-Total | \$35.57 |

| Overall Budget Total/Week | \$725.28 |
|---------------------------|----------|
|---------------------------|----------|

| Thursday | | Friday | |
|-------------------------------------|----------|----------------------------|----------|
| Item | Price | Item | Price |
| Grilled Chicken | \$57.69 | Deli Wraps | \$86.94 |
| Veggie Burger | \$2.68 | Doritos | \$12.71 |
| Charcoal | \$10.63 | Assorted Cookie Snacks | \$10.57 |
| Pasta Salad | \$16.05 | Water/Gatorade | \$0.00 |
| Delmonte Fruit | \$16.54 | AM Snack #1 (Bananas) | \$2.87 |
| Water/Gatorade | \$0.00 | AM Snack #2 (Granola Bars) | \$4.83 |
| AM Snack #1 (Kellogg's Fruit Snack) | \$3.74 | | |
| AM Snack #2 (Granola Bars) | \$5.00 | | |
| PM Snack #1 (Mini Chocolate Bars) | \$2.85 | | |
| PM Snack #2 (Cheeze-Its) | \$9.05 | | |
| | | | |
| | | | |
| | | | |
| | \$124.21 | | \$117.92 |

Notes:

- 1) Pricing based on 50 people per day
- 2) Water/Gatorade will be donated by Savannah Fire
- 3) Pickles will be donated by Capt. Kelly A McDaniel
- 4) Utinsels will be donated by Capt. Kelly A McDaniel

Camp Trailblazers 2010 (After Action Report)

Camp Trailblazers began on July 11th with "Registration Day" at Headquarters Official camp began Monday, July 12th, at 8 AM and ended Friday, July 16th, at 3PM at Station #9

The following information is a detailed listing of "Pro's and Con's" for internal evaluation:

PRO's:

- Initial research (approximately 2 years) and numerous discussions with directors of similar camp structures proved beneficial in allowing our camp to be successful
- Crew leaders and instructors were well chosen and in balance with the camper's ages, skill levels and emotional development
- Daily activities and classroom curriculum ran according to the pre-established timelines
- Itinerary beyond general fire fighting skills such as Red Cross CPR certification, Leadership and Interviewing instruction, Public Speaking development and Team Building skills separated Camp Trailblazers from similar camp programs in the USA
- Physical fitness as each days' first order of business not only made the campers more alert for daily activities, but also encouraged many to stay with a fitness regiment post-camp
- Preparations for healthy food and snacks tempered by a strict budget proved manageable and was also well-received by the campers
- Classroom instruction prior to "hands-on" practical lessons allowed each camper (and respective teams) to excel and enjoy the experiences
- Access to Savannah Fire & Emergency Services Training Academy, fire fighting gear, apparatus and additional personnel proved to be critical elements to the camp's impact and overall success
- Color-coded camp t-shirts and lanyards/name badges for campers, crew leaders, instructors and EMS united the respective parties and allowed the proper division between staff and campers
- Registration gift bags that were broken into teams (via color of bags and matching bandanas) allowed campers to "meet and greet" and begin a team building initiative prior to day 1 of camp and also created an excitement for the week's upcoming events
- Individual sessions at the registration check-in with each camper and parent/guardian eased tension and provided the structure for "camper safety" while in the daily care of Camp Trailblazer personnel

CON's:

- Weather conditions during mid-July proved challenging and required modifications to insure camper safety
 - o Corrective Measure: Move 2011 camp timeline to mid-June
- Lack of significant advertising in advance of the camp did not net camper enrollments per the
 initial deadline and required a change from residential to day camp

- Corrective Measure: Begin advertising in multi-media outlets at least 6 months in advance which must include television, radio, newspapers, magazines, flyers at a minimum standard; advertising should be measurable and accountable on a monthly basis and reported internally to management
- Without sufficient advertising to encourage camper enrollment, seeking sponsorships for funding, scheduling staffing (both local, in-state and out-of state) and pre-planning for incident command staff was largely unfocused and proved at times unprofessional as the camp details frequently changed
 - o Corrective Measure: Set up parameters for advertising and deadlines to coincide; deadlines should be set as "Early Enrollment" (mid-March 2011) and "Final Enrollment" (end of April 2011)
- Camp Director was not clearly established as the incident commander due to micromanagement efforts by higher ranking officers and other administrative personnel within Savannah Fire
 - O Corrective Measure: By January 1, 2011 all internal discussion and final camp details must be established and agreed upon; Post January 1st, all camp directives must be solely managed by the incident Commander who will report on a weekly basis only to Chief Wright and Chief Middleton; reports will include, but may not be limited to, camp status and request for assistance to move agenda forward
- Sponsorship money and release of funding for camp-related supplies and purchases was
 disjointed and undefined; when a plan of action was finally implemented, it did not allow preplanning details to be realized in a timely manner thus requiring additional assistance and afterhours efforts
 - Corrective Measure: Establish Camp Trailblazers as a non-profit organization with 501-C parameters which will allow 1) access to funding as needed, 2) deposit of sponsorship dollars year-round, and 3) an on-going budget year over year for camp-related necessities and thus not returning any "leftover" funds to the general city accounting funds
- Communication efforts were disjointed due to inaccurate (or lacking) information postings on the Fire Calendar
 - o Corrective Measure: By January 1st, 2011 all Camp Trailblazers initiatives (to date) will be posted on the Fire Calendar and updated as changes are implemented by only the
- Exceptions were made to allow additional participants (in particular young males whose presence at this all-female camp proved disruptive and required continual disciplinary action by
- O Corrective Measure: Once the pre-registration deadline has been established, no exceptions, especially if the materials are incomplete; all enrollment must be based on "completion" of packets in the order of receipt and no camper should be given additional time to complete their packet if other packets are in-hand and completed per the deadline; Additionally, no young men will be allowed and no other young adults may Respectfully submitted.

Captain KA McDaniel
SFES Training Division/Camp Director

| Accepted Battalion Chief's Position Chief Morse questioning my qualifications Battalion Chief Chief Mosley completed my BC Task Book / Chief Morse car When promoted I asked Chief Morse, how do we calculate will have to work outside our regular 24 hr duty day. Chief I with Chief Dixon, he has a good way of calculating those hod owe get to take this time off? Chief Morse said, "Well you for time" as he leaned a crossed his desk. Chief Morse said, if you work 10 days on the St Patrick's Day Festival, then you two to three days off". I said, "why even calculate our time decided how much we're going to get"? Being newly promoted. | all the time we Morse said get up ours. I asked how I're not getting time "for example, |
|--|--|
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| | if you're going to |
| | The state of the s |
| I decided to keep my mouth shut so I don't get demoted. | ica to be, |
| ractioed to keep my mouth shat so raon't get demoted. | |
| Bill Barnett @ HQ - Do you know why Chief Morse put you | |
| and the second second second second second second second second second second second second second second second | |
| | me promoted to BC |
| by the way he was communicating with me. | |
| When promoted to BC1A - I had 129 hrs of Comp Time earn | ied as a Training |
| | |
| A STATE OF THE CONTRACT OF THE STATE OF THE | |
| | |
| 1st Shift as Battalion Chief 1A | Daily Log Books |
| Reserve 807 - found damage / reported to Chief Morse | Investigation Report |
| Chief Morse needs me to investigate incident at LAVA Gym | Emails - In Archives |
| Chief Morse assigned to me - getting crews for the | Emails - In Archives |
| South GA Wildland Fires | |
| Chief Dixon handles getting crews together for event when | needed |
| Chief Morse - Wrote me up for rekindle | Investigation Report |
| ····································· | 770 |
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| AND THE PROPERTY OF THE PROPER | paperwork/counseling |
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| 얼마가 가게 되어 있다면 가게 되었다면 하는데 얼마나 나를 바다 하는 그렇게 되었다면 하는데 다 하는데 그렇게 되었다면 되었다면 되었다면 하는데 그렇다. | |
| The said to be in house next door / dilots nouse, Alpha-Der | ta location |
| A comment made by Chief Scott while walking out a staff m | neeting; |
| A comment made by Chief Scott while walking out a staff meeting; I do not run my Battalion, the crews run the Battalion, Chief Morse's name cam | |
| | Engine 4 |
| | THE PARTY OF THE P |
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| | |
| | |
| | 9 |
| | He wants to see me fail! Bill agreed by shaking his head (friet I was up set and mad, feeling that Chief Morse didn't want in by the way he was communicating with me. When promoted to BC1A - I had 129 hrs of Comp Time earn Captain while in the SFES Training Division. Per policy, I should allow to take the time or been paid for that time. Plus I had 1st Shift as Battalion Chief 1A Reserve 807 - found damage / reported to Chief Morse Chief Morse needs me to investigate incident at LAVA Gym Chief Morse assigned to me - getting crews for the South GA Wildland Fires Chief Dixon handles getting crews together for event when Chief Morse - Wrote me up for rekindle Structure Fire @ 1012 W. 53rd St. / Fire out - investigator of 2 am - Structure fully involved / said rekindle / had E6 on fire Per Chief Morse - Chief Anderson couldn't really tell if it was most like it was. Said date rekindle happen again / Chief Wallace now on dute Fire said to be in house next door / under house, Alpha-Del A comment made by Chief Scott while walking out a staff metal. |

| ncident Dat | e Incident / What Happened | Evidence to Support | | |
|-------------|---|--|--|--|
| 1/3/2012 | Chief Morse accused me of signing a swap form | Swap Form/Personne | | |
| | * At NFA attending class - Chief Morse accused me of signing a | swap form for | | |
| | MFF Wright which lead to him missing his TRT Class. That wa | s incorrect! | | |
| | When Chief Morse called me at the NFA telling me he had th | e paperwork with | | |
| | my signature, that was incorrect, Captain McCutchen signed | swap form. | | |
| | * At 9:45 pm a sent Chief Morse an email, I spoke with Capt. W | lard earlier to | | |
| | confirm who signed MFF Wright's swap form and it was Capt | . McCutchen who | | |
| | sign the swap form. Chief Morse replied, we'll talk about it w | | | |
| | * Chief Morse then called me on the phone and stated Chief M | 7.0 | | |
| | a PowerPoint presentation on 04/12/12 up-dating him on all | | | |
| | Chief Middleton, Chief Scott and Chief Morse will be attendir | The state of the s | | |
| | So on top of my homework I had at the NFA, now I have to cr | N. T. C. C. C. C. C. C. C. C. C. C. C. C. C. | | |
| | Power Point presentation for the (3) project assigned to me v | | | |
| | Promoted to BC1A in 2011. | PowerPoint's | | |
| lote: | My instructor for the NFA class even made a statement to me | | | |
| ote. | wrong? The first two day you were engaged, are you okay? I | | | |
| | bad when your supervisor keeps excusing you of things you of | Action to the property of the | | |
| | being written up for thing that other individual have done an | | | |
| | | | | |
| | over. Arthur Mata has been my instructor for the last (3) classes I have taken at the NFA in Emmitsburg, MD. | | | |
| | the NFA in Entitutesburg, Mb. | | | |
| /12/2012 | Power Point Presentation at Fire Headquarters - per Chief Mo | orse (4/3/2012) | | |
| | I arrived early, set everything up and was ready to go for our 9:00 am meeting. | | | |
| | Chief Middleton walked into the room and stated, I did not know this was | | | |
| | going to be a PowerPoint Presentation? Chief Scott walked into the room, | | | |
| | Chief Middleton asked where is Chief Morse? When Chief Morse came, I | | | |
| | started the presentation (Chief Morse kept starring at me like he was pits off | | | |
| | I got the assignment completed). | | | |
| lote: | Chief Middleton ask me, where are you in the process of the | letter being sent | | |
| | out to sundering fire & police department to start a Coastal | CISM Team? | | |
| | I said, the letter has been sent to Chief Morse for approval be | efore it is sent out. | | |
| | Chief Morse jumped in stating I never sent it to him. I said, I I | know it as sent to | | |
| | you. Chief Morse stated, no I did not. I respectfully stated, I v | | | |
| | when I completed my presentation. I continued with the pre- | | | |
| | meanwhile Chief Morse disengaged from the presentation, s | | | |
| | his phone, then looking up at me, scrolling through his phone | | | |
| | Then Chief Morse shouted out, I found it and will review the | ALL DATE OF THE PARTY OF THE PA | | |
| | | | | |
| /7/2012 | Meeting with Chief Middleton - CISM & JFIP | Open door policy | | |
| lote: | While giving Chief Middleton an up-date, Chief Morse's name | | | |
| | told Chief Middleton that Chief Morse and I have not been hi | Committee of the Commit | | |
| | He said, maybe if you stop in more often and chat with Chief | | | |
| | communication will get better between the both of you. I tol- | | | |
| | I have been stopping in his office more frequently and I do no | | | |
| | difference, but I am willing to keep trying. Plus we discussed | | | |
| | I told Chief Middleton I was moving forward by taking classes | to be prepared | | |
| | for a Training Chief's or Operations Chief down the road. | | | |

| 6/2/2012 | Battalion Chief Rotated - I have been moved to BC3A |
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| **Chief Morse sent notice of Myers Briggs Training Email 6/13/2012 At the end of Senior Staff / BC's Meeting, Chief Morse announced, that anyone wanting to be trained for an additional position email Chief Morse. Examples: Training Chief; Special Operations Chief; Fleet One; Fire Investigation; etc. I mention to Chief Morse, I was interested in training and operations positions. Note: FOII Task Books are due today by 5 pm. Paperwork/Counseling 6/13/2012 Stopped by Chief Morse's Office **Notified Chief Morse, the Suicide Training class in Atlanta, GA has been rescheduled to Sept. 9-11, 2012. Was scheduled for June 24-26, 2012. **Chief Morse tentatively scheduled a one day Myers Briggs training with Jan Harmon. Anyone who has a conflict with that date needed to notify Chief Morse immediately - he wants 100 % attendance. That is why I notified he that the Suicide Training was rescheduled. **Meeting with Chief Middleton and Chief Morse this afternoon? 6/23/2012 FOII Task Books picked up paperwork/counseling ***Task Books - Capt. Monroe (redo) and MFF J. Cribbs (1st time) 6/26/2012 FOII Task Books turned into Ms. K. Daniels at Station 9. She placed the books on top of her printer, then signed them in on a third separate sheet of paper, not the one it was signed in on the first time. 6/29/2012 FOII Task Book ***At 5:30 Chief Morse called asking about the FOII Task Books (MFF Cribbs's). Note: Chief Morse got notice from Chief Harris that MFF Cribbs FOII Task Book was not turned in? I explained to Chief Morse the FOII Task Book was turned in on June 26, 2012 to Ms. Daniels. 7/3/2012 Chief Morse seate Email paperwork/counseling etter in my file for not responding quickly and notifying Chief Morse that I can not attend the Myers Briggs Training. The email sent by me today was just a reminder that I will not be attending this training, but if there is less than 10 individuals that signed up for that class it will be cancelled. Then I can attend the Myers Briggs Training. | Incident Date | Incident / What Happened | Evidence to Support |
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| 7/27/2012 Chief Middleton | | | |
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* Chief Middleton signed up all BC's for a class @ GA Coastal Center, "Middle Management Class". I was on schedule vacation and had to make adjustments.

Incident Date Incident / What Happened

Evidence to Support

8/1/2012

Meeting w Chief Morse

Paperwork/Counseling

MFF J. Cribb's FOII Task Book was not turned into the Training Division on time. MFF Cribbs was on injury leave when I was reassigned to BC3A and then light duty, I explained this to Chief Morse and that when MFF Cribbs returned to duty under my supervision as BC3A, he was assigned a deadline of 6/23/2012. I received a counseling letter, MFF Cribbs received a counseling letter, but his Captain did not?

2/2/2012 Chief Scott

Atlanta Suicide Training is on hold until August 16, 2012. So I MFF Curry to go. I was going to the Myers Briggs Training.

Oral Counseling 8/3/2012

Paperwork/Counseling

This Oral Counseling letter was placed in my mail box at Headquarters. I did not even know about a letter going in my file until I came to work on August 4th and checked my mail box?

8/17/2012 Myers Briggs Booklet

** I picked up my Myers Briggs Booklet and answered the question to be discussed in class on Sept. 10, 2012.

9/10/2012 Attended the Myers Briggs Training

Chief Morse texted 9/28/2012

Told me I needed to set up my phone answering service. I need to call him. I explained my answering service is set up. The next day I asked a couple of the other Chiefs' if their answering service is operational. They said no.

9/30/2012 I turned in paperwork to Fire Headquarters

Paperwork

I did verify that AFF Chisholm did ride 10 shifts out of class.

10/3/2012

Chief Morse

Paperwork/Counseling

 This day I was called to Chief Morse's Office and received a counseling letter for not verifying AFF Chisholm's Riding Out of Class Pay. I did and I think this was the first time I missed that a MFF was riding in that company for that shift. I feel the comments on this counseling / progression in the disciplinary process is a bit harsh. I'm human and make mistakes, but most of all you can ask the administrative lady how my paperwork is. It's not like I make mistakes all the time.

10/4/2012

Fire Officer III (FOIII) Course @ GPSTC in Forsyth, GA

FOIII Class started today. It was one day a week for (8) weeks. The individuals who attended this class were: Chief Scott; Chief Wallace; Chief Heil and myself. We talked about several topics, but the most topics that kept coming up each week we traveled back and forth to class was 1. Being overloaded with projects and assignments, some with very short deadlines, then getting YELLED at if it was completed. 2. How Chief Morse and Chief Vickers will lie and/or cover things up to get things they want or to stay out of trouble! 3. How the upper management miss uses their authority; following policies at their convenience (Good Old Boy)

Incident Date Incident / What Happened

Evidence to Support

2/6/2013

Staff / BC's Meeting

Who attended the meeting

** Chief Lloyd presented the subject about BC's picking where they wanted to go (which Battalion). Chief Morse looked at me and said, Kelly has not gone to the South Battalion. The other BC's in the room said, She has already been to Battalion1, what will she get from the South Battalion she did not learn from her first year in Battalion 1. Chief Morse stated, you will rotating Battalions and this is what's going to happen!

2/21/2013 Chief Scott - Logistics' Chief

- I stopped by Chief Scott's Office we discuss a couple of things.

 Service Support Center (SSC) St Patrick's Day Festival / Staging of equipment Chief Morse stated, that is Chief Scott's personnel assigned to that building.
 The bay area full of stuff and I need assistance to get it organized so apparatus and equipment can be staged for quick response during the St. Patrick's Day Festival.
- 2/27/2013 Chief Scott Logistics' Chief
 - Met with Chief Scott at the (SSC) to discuss cleaning up the bay area.

3/3/2013 Battalion Chief's continuous rotating of Battalions

Email

- ** I emailed Keysha back letting her know all Battalion Chief's will be attending the March 6, 2013 meeting at 1 pm with Chief Middleton. BC Rentiers will not be attending meeting - he is on Military Leave. Chief Heil met with Chief Morse to notify him the BC's would like to have a meeting with the Fire Chief.
- 3/4/2013 Email sent to Chief Middleton Accepted BC's Meeting

Email

3/6/2013 Staff Meeting / BC's Meeting w Fire Chief

Email - ok'd

- ** After BC's meeting w Fire Chief, Chief Morse stopped me in the hallway.

 He was mad and wanted to know if I asked for a meeting with Chief Middleton without going through the Chain-of-Command. I explained to Chief Mores
 I know and understand the Chain-of-Command. Chief Heil met with you regarding this request and you approved our request for all BC's to meet with Chief Middleton on rotating BC's every year.
- 3/8/2013 Chief Middleton's Decision 9:53 am

Email

- ** He agreed to go with a (2) years BC rotation cycle. At the completion of each cycle, Chief Morse (OPS) will determine the assignment for the next cycle.
- ** Battalion Chief McDaniel 10:25 am Email

 I thanked Chief Middleton for meeting with all the BC's to discuss this issue and
 Chief Morse for his support and allowing this meeting to take place.

4/2/2013 Chief Morse's Email - Rotation Cycle

Email

** He changed the BC's rotation date of June 1, 2014 (this would have been 2 years) To January 1, 2014 and then start the 2 year rotations because it fall in that project management and other aspects of the job.

6 months shy of 2 year cycle

| Incident Date | Incident / What Happened | Evidence to Support |
|---------------|--|--|
| 5/1/2013 | Phone conversation w Chief Morse @ 3:15 p | |
| *** | Chief Morse told me Captain Muenzenmeyer | was being demoted to Master |
| | Firefighter and wanted to move him to my sh | ift on the West Battalion (BC3A). |
| | He asked if I could work with him. | |
| *** | Chief Morse said, he wants to advise me this | is confidential information and not |
| | to be disseminated to anyone. I am not sure | if this is what I am going to do yet. |
| | I have a meeting with Brain Muenzenmeyer t | omorrow and if he confesses, he |
| | just might be fired. I hung up the phone. | |
| /6/2013 | Captain Brantley called / asked if B. Muenzer | |
| *** | I told him no and I would call Chief Morse to | see if this was happing. I called |
| | Chief Morse, he confirmed the reassignment on 5/7/2013 at 4:00 pm. | to Truck 13-A and will report to duty |
| /7/2013 | On 5/7/2013 at 4:00 pm MFF Muenzenmeye | r reported for his reassignment at |
| | Station 13 / Truck 13. I went outside to welco | |
| | and as his BC, let him know what I expect fro | |
| | to the bay area where all the guys were, I con | ald tell something was not right. |
| | Then all hell broke out! | |
| NOTE: | MFF Muenzenmeyerwas very angry at me I | hought he was going to hit mel |
| WOIL. | I did not event think about the fact that anyth | |
| | about my statement I gave to Chief Anderson | 로 TO STATE (1) 전 10 - 10 - 10 - 10 - 10 - 10 - 10 - 10 |
| | was told in confidents to express how impormatter needs to be handled right away!! | |
| NOTE: | See the Adverse Affects page - I went back t | o my Office at Station 13 not knowing |
| | what to expect (hostile environment) for the | rest of my shift? |
| /8/2013 | Meeting at Fire Headquarters 10:0 | 0-10:45 AM |
| *** | The meeting was held in Chief Middleton's O | ffice with the following in attendance: |
| | Chief Middleton, Chief Morse, Chief Anders | |
| | Nothing was accomplished at this meeting. I | |
| | be fired for something that happened seven | years ago. That incident was handled |
| | seven years ago. He should be judged on who | at he did. I also asked Chief Anderson for |
| | a copy of the transcripts since my informatio | |
| | MFF Muenzenmeyer. Chief Anderson said, "S | Sylvia Perry can not give you the |
| | transcripts, but get you a summary of this inc | ident". |
| NOTE: | I never got a summary of this incident for Syl | via Perry and shortly after the meeting |
| | | not obatin the info pertaining to the incident |
| | and later ADM 11 - Accessibility of Employee | |
| /14/2013 | Meeting w Chief Morse 10 | :00:00 AM |
| | Chief Morse wanted to meet with me. When | I got there he had a Record of |
| | Coaching and Oral Counseling form complete | |
| | form was turned in requesting a new Nomex | |
| Note: | Yes it was an incorrect form, but I tried to ex | |
| - Amilyan | He said, It's your responsibility to ensure doc | |

submitting to the Adminstration Staff. Note: There are a lot of duplicate form / we have been asking to get rid of the old one! Incident Date **Evidence to Support** Incident / What Happened Email 9/26/2013 Chief Morse's Chief Morse sent out a email about writing up personnel. 10/28/13 Met w Chief Morse Paperwork/General Order ** Chief Morse asked about leave left (GO 13.019). This was an order the City Manager has issued a directive on August 13, 2013, regarding Compensatory Leave (Comp Leave). Anyone with Comp Leave balance, who takes any leave (i.e. Vacation or Sick) will have their leave usage deducted from their Comp Leave balance until it is exhausted. Then Chief Morse said, I am taking to much Administrative Leave (AD) and that I have not taken any vacation or sick leave this year. I told him I have used vacation time this year. He said, no you have not. I answered again, yes I have check Lotus Notes. Chief Morse rolled over to his computer and saw I have taken vacation time this year. Again stated, "I have used too much (AD) time. You know your not getting time for time"! NOTE: There was a time when Chief Morse approved (AD) time and when I was heading out of town he called me to asked if I took him I was taking time off. I told him yes, because I wanted to know if he wanted to handle a discipline action before I left town or when I got back. Chief Morse made a stated like, "you change things around from what was said". I told him I had a spreadsheet with all the extra hours I have already worked (Flex/Comp Time earne When I got back to work, I sent Ms. Boggs my spreadsheet to show Chief Morse my hour I have already earned for working on required assignments. Documantation 11/20/13 Workman's Comp Surgery *** Surgery on right ankle - Dr Prather / will be on Injury Leave (IL) for al least 10 shifts During my (IL), a couple of incidents happened. 1. While I was on II. Chief Morse called me, he wanted to ask me to do a favor for him. Chief Morse asked if I would represent SFES 12/17/13 at the funeral in Waycross, GA for the Captain that died in the line of duty. I told him I could not do it, I was on IL. I just surgery on my ankle. He said, "I thought you were not having surgery? I thought you were on vacation"? Again, I had to explain to Chief Morse that I am on IL and under Dr. Prather's care. I can't even put my shoe my ankle is so swallowed. Chief Morse stated, "It's not like we are making you participate in the funeral percussion". I said to Chief Morse, I can go anyway per our policies. You can't even go to any training if you're on IL of SL, why are you telling me it's okay to drive 2-3 hour, attend the funeral and the drive back 2-3 hours. That also against Worker comp policy. Chief Morse said, "I'll check with Chief Wallace to see if it's okay for you to go". He called back and said Chief Wallace doesn't have a problem with you attending the funeral and representing SFES. We hung up the phone I immediately call Gale Dick at Human Resources (HR) to let her know what was happening. Gale asked if I was on Light Duty (LD). I told her NO, I am still under Dr. Prather's care and have not been released yet. Gale told me I was right about the policies and if I did go and something happen, I would loose my Worker's Comp privileges. I texted Chief Morse back (because I was tired of being bullied) to let him know I spoke with Gale Dick at HR and I am not allow to participate in this function because I am still on IL. Chief Morse called me back in condescending voice stating, "I don't know who Gale Dick NOTE: thinks she is, but I just spoke with Beth Robinson, who is her boss, and she doesn't have a problem with you going"! I waited a while and texted Chief Morse back, you are going to have to get someone else to go to the funeral, I can't put my shoe on.

I did not hear from Chief Morse the rest of the night.

| Incident Date | | Evidence to Support |
|---|--|--|
| 11/20/13 | Workman's Comp Surgery / still on IL | Documantation |
| 12/30/13 | During my (IL), a couple of incidents happened. 2. I ca | lled Chief Morse regarding |
| | my return to work status. Today Dr. Prather - okay fo | r Light Duty (LD) 12/31/2013 - 1/13/2014 |
| | at Fire Headquarters, Normal Duty (ND) starts 1/13/2 | 014 as Battalion 2B. Then I spoke with |
| | Chief Morse about the reassignments that were mad | |
| | I said, "Sir, do you realize MFF Muenzenmeyer is in m | |
| | history I have had with him at Station 13 do you think | |
| | Battalion Chief"? Chief Morse said, "I know, he has to | |
| | Dattaion Ciner ; Ciner Morse Salu, 1 know, he has to | out the right thing of he if the gone. |
| 1/14/2014 | Fit for Duty Testing - 9:00 AM | Email / Paperwork |
| 1 - M - C - V - D - C - C - C - C - C - C - C - C - C | * I completed my Fit for Duty Test at Candler Wellness | |
| 1/15/2014 | Started back on ND at Battalion 2B / 2 year rotation of | |
| | | |
| 1/28/2014 | Serve Weather Assignment | |
| | Chief Morse - you need to call your Captains to pass o | |
| | ice storm heading our way. The Captains will call their | |
| | and any assignments passed down from Chief Morse. | I was assigned to the ECC on 1/30/2014 |
| | from 7:00 AM to 9:00 AM. After everyone was notified | d, I was to report back to Chief Morse the |
| | assignment had been completed. | |
| 1/30/2014 | Duty Day - Assigned to ECC | Serve Weather Assignemn |
| | * I reported to the ECC at 6:50 AM to relieve the person | assigned the shift before me. I put |
| | Captain Croslen (AA) in BC2 poisiton since I wa assigne | · [1] [1] [1] [1] [1] [1] [1] [1] [1] [1] |
| | (City of Savannah Emergency Manager) was at the EC | |
| | probably be closing the ECC before 9:00 AM. Dan did | |
| NOTE: | Chief Morse called me asking "where am I, the Lotus | |
| NOTE. | | |
| NOTE: | I said, "Sir you assigned me to the ECC this morning f | |
| NOTE: | Then he started jumping all over me asking "how ma | 지하다 회장 이 보고 있었다. 그는 사람들은 사람들은 그는 사람들은 사람들은 사람들은 사람들은 사람들이 되었다. |
| | FF Rogers down stairs working! He was not to return | |
| | I said your right, but he's not in my Battalion. AFF Rog | The second secon |
| | Chief Morse said okay, I'll call Chief Lloyd. Then hung | up. |
| 2/24/2014 | Chief Morse | Email |
| And the last of the last of the | Chief Morse sent me an email to ensure MFF Littlejoh | |
| | I don't know of anytime Chief Morse has sent an emai | |
| | | |
| | Then to make a comment about a MFF riding in the ba | - |
| | never happen. Now he's going to scrutinize my roster | |
| 3/20/2014 | Chief Morse | Paperwork /Counseling |
| , | * Chief Morse gave me a counseling letter for not turning | |
| | to support AFF Hankins Riding Out of Class request. | *************************************** |
| 4/3/2014 | Chief Morse | Email |
| MINISTER OF THE PERSON NAMED IN COLUMN 1 | * Then on April 3,2014, Chief Morse sends me an email | berating me and accusing of |
| | turning in incorrect documentation? I called Chief Mor | |
| | is incorrect in his statements regarding MFF Bridges!! | |
| | MFF Bridges in not even in my battalion!!! | |
| | mir brioges in not even in my pattanonin | |

Incident Date Incident / What Happened Evidence to Support 3/26/2014 Chief Morse Paperwork / Counseling? * I stopped by Chief Morse's Office - he jumped on me for my paperwork again. I don't even have a copy of this counseling? It might be another one of those, it's in you box at HQ?

3/28/2014 Chief Morse

- I stopped by to see Chief Morse after the Haz-mat Refersher Class (around lunch time), he jumped on me for not Quality Controlling (QC) my Battalion's fire runs. He asked if I saw the email he sent out this morning. I said, I quickly looked at my emails because I had to be in class by 9:00 AM.
- * I reminded Chief Morse that this is my last day, I'll start vacation next shift. He said, "Did you tell me you were going on vacation"! I said, "Yes", in fact I sent it in writing especially after you told me I counter dict everything you say to me? Then Chief Morse started asking questions, when I was taking time off and the amount of time I was taking off! As he was walking out of his office to go to lunch, he told me I better notify Shannon Boggs that you won't be here for staff meeting. I replied, I already did. Chief Morse walked out and I turned to Shannon and just started shaking my head.

4/14/2018 Chief Morse Email

* Chief Morse was asking why AFF Key was of on EV on 1/10/13. There are no notes on the leav request to indicate why, but checking the roster I see OT for that date.
I pulled AFF Key's Leave Request up, right there under my approval it states,
AFF KEY HAD A FAMILY EMERGENCY AT HOME. I do not know what else I could have put. Did he even look at the Leave Request or was he just looking at the roster? I don' get it!

4/24/2019 Chief Morse

Phone call / Email

* Couple of hours before a email was sent out by Chief Morse, he called me on my BC's phone wanting to talk to Captain Snelling. I responded, she should be checking hydrants in E7's area. That's what she said over the radio? I asked Chief Morse if there is a problem, was she some where they didn't belong? He said, No, I just need to get up with her. I asked if she was in trouble and if she is, I'm her Battalion Chief and should know. Chief Morse said, no and that he would get back with me later. I never heard back from Chief Morse?

I called Chief Morse back, "I didn't hear back from you Chief, is everything okay"? He replied, "Yes, you didn't see the email I just sent out regarding the new promotions. AFF C. Dixon (E7B) was promoted to MFF!

5/6/2014 Met with Chief Morse

Documentation

Regarding MFF Donald Wright. I told Chief Morse he was not signed off on the Tiller (T11B). Chief Morse argued me that he was signed off to driv the Tiller Truck. I asked why did you assig MFF Wright to T11? He should be in a TRT company. He blow a gasket, "You have been talkin to Sonny". I said no, but he was in my battalion when I was downtown. I know what kind of training he has and he can be better serving the dept. in a TRT company. Well that was the wrong thing to say! He was mad, stating we will see, pick up the phone to call the Training Division. Chief Ablerts answer confirming MFF Wright was not signed off to drive the Tiller.

NOTE:

I have other times documented regarding MFF Wright

5/14/2014

After the Senior Staff Meeting and before the BC's Meeting, Chief Morse called out to the hallway. He was going to write me up because I was not in business attire to come to the

meeting? I was off duty attending the meeting and I always dressed appropriate for any meeting I would go to?

Incident Date Incident / What Happened

Evidence to Support

5/27/2014

Chief Morse - Assaulted Me

Eye witness / Documentation

Incident #2630 - Report of a structure fire at 620 Staley Ave. / possibility of a victim inside.

At 10:03 AM, I arrived on scene, headed to the Command Post for a briefing from Command A MFF P. Grant. While I was being briefed (per policy) I was physically pushed from behind.

I turned around to see Chief Morse pointing his finger in my face saying, "You need to take Command". I pointed my finger back at him saying, "I'll take Command as soon as I am Briefed by Command Aid. I was shocked!!

5/28/2014 Senior Staff / BC's Meeting

At the staff meetings, I would usually sit at the administrative table when on duty. If I was not on duty that day, I would sit in the first row were as everyone else would find a seat closer to back of the room. I was very uncomfortable walking into the meeting. I couldn't even look at Chief Morse. I was mad that he was acting like nothing happenand and then I was upset. I kept going through this cycle of being mad, then up-set and felling nervous.

5/31/2014

Talked to my family members about the incident with Chief Morse. I decieded to go to Fire Headquarters on Monday, June 2, 2014 to let Chief Middleton know what Chief Morse did and how he treated me on the fireground at a structure fire. I also let him know I was tried of being disrespected and treated differently that I will be filing a Formal Workplace Conflict with Sylvia Perry after I left Chief Middleton's Office.

Lora Gunsallus Friends

6/2/2014 Fire Chief's Office

I went to Fire Headquarters and told Chief Middleton what happen on the fireground with Chief Morse.

Fire Chief Charles G. Midd 0925 to 0935 hrs.

Sylvia Perry - 0940 to 1130

Sylvia Perry's Office

I met with Sylvia Perry to file a Formal Workplace Conflict.

I told Sylvia I was very concerns about how Chief Morse's behavior has excelated from discrimination and harassment to the point of pushing me on scene at a structure fire. This is unacceptable and needs to handle now. Sylvia Perry scheduled a second meeting for June 4, 2014 at 2:00 pm. She asked me to bring any documantation regarding Chief Morse's incident and anything else that might have occurred.

Note

My Vacation Started Today

6/4/2014 2nd Meeting with Sylvia Perry

Sylvia Perry - 1400 to 164!

I met with Sylvia Perry and brought documentation to show how Chief Morse has discriminated against me, how his behavior has excelated where he as push me and misused his authority as my supervisor.

Note

On Vacation

6/23/2014 On Duty - Back from Vacation

Email - accepted meeting

I thought I was scheduled to meet with Beth Robinson regarding my Workplace Conflict addressing Chief Morse's harrassment and discrimination towards me? I sent an email to

Sylvia Perry (6/23/2014 at 2:13 PM) letting her know I was back on duty and that I want to get this matter resolved as soon as possible. I told her I can meet any time this week!

| ncident / What Happened | Evidence to Support | |
|---|--|--|
| ire Headquarters @ 0800 hours / Chief Morse back | Shannon Boggs | |
| Retaliation / Bullying / Intimidation from Chief Morse as soon as he returned to duty? | | |
| He stated to Ms. Boggs, "You know everyone didn't think I was coming back because of a | | |
| rumor going around. Matter of fact, Chief McDaniel your involved in the rumor. The rumor is | | |
| nat chief McDaniel filed a Conflict Resoluation against me". | | |
| | etaliation / Bullying / Intimidation from Chief Morse as soo e stated to Ms. Boggs, "You know everyone didn't think I w Imor going around. Matter of fact, Chief McDaniel your inv | |

NOTE While Chief Morse was making these statements, I was just trying to pick up my crew's uniform and trying to get out of there.

> Ms. Boggs was pacing around her office area looking very unsettled and stated, "You know Chief rumors have a habit of being started in the fire department". Chief Morse kept trying to engage Ms. Boggs and myself in this rumor conversation.

| 7/2/2014 | On Duty - Senior Staff / Battlion Chief's Meeting | Lora Gunsallus & Chief Dia |
|----------|--|-------------------------------|
| | A Chief Morse sent me a text message during the | Text messages on phone |
| | Senior Staff Meeting while Chief Middleton was | Shannon Boggs |
| | speaking. The text: "I want to ask you a question after this | s meeting. Please remind me". |
| | Lanswered, "received". I didn't know what to do. I don't t | |
| | know if he was setting me up so he would have a reason | |

NOTE

I texted Lora to let her know what just happened and what should I do? I didn't want to be insubordinate by not responding. Lora texted me back. I then texted Chief Morse back askir "What is this in reference to Sir, I would like to be prepared". NO MORE RESPONSE from Chief Morse.

I then texted Chief Dixon, turned around - looked at him and pointed to his phone.

I turned back around, he was shaking his head and mouthing something like, what the hell?

Senior Staff meeting was over. Lora has just called back to see how I was doing and Chief Dixor asked if I wanted to use his tape recorder.

11:00 AM During the break I walk out to the hallway to see if Chief Morse was out there, he was on his was back to start the Battalion Chief's meeting. He said, come with me. We were walking back into his office area (Shannon Boggs bolted out of the office) and then in to his office.

While walking toward his office and when we got in his office, he kept stating " you know I was just kidding about the rumors, you know what I'm talking about. Chief Morse told me to shut the door and repeated that statement 2 more times. Then I finally looked at him and said, "Yes". Chief Morse stated again, he was only kidding around and that he was told by someone that he push me and offened me. He then stated, "Did I push you? Did I offend you":

I said, "with due respect Sir, I don't want to talk about this. You are under investigations at this time and with due respect Sir, I am leaving the room now. I don't feel comfortable alone in your office with you. I left and went back to the meeting room.

11:36 AM Chief Morse started the BC's meeting and then when Chief Wallace was speaking, Chief Morse

sent me another text message, "As we discussed. Thanks".

| Incident Date | Incident / What Happened | Evidence to Support | |
|-------------------|---|--|--|
| 2/11/2014 | Meeting w Beth Robinson & Sylvia Perry | | |
| 12:00 PM | I was completely in shock the was this meeting was handle | ed. Beth Robinson said, | |
| San Arran San San | since SECC is involved we have to handle things in a differ | ent manner. | |
| | Lexplain to Beth that when Chief Morse pushed me on sce | ene at a structure fire, his actions no | |
| | only infringed on my rights, but the victim that was still in | the house plus my firefighter's lives | |
| | put in danager. Then when he proceeded to point his finge | er in my face tell me | |
| | "I need to take command", was inexcusable and unaccept | able! Chief Morse's actions | |
| | towards me were disrespectful, degrading and he unnece | essarily singled me out in front of my | |
| | subordinates and the citizens of Savannah who were obse | erving this incident. | |
| | I was told again, there will be an investigation and Beth w | ould get back to me, but could not | |
| | tell the out come of the investigation (actions taken)? I sa | id, " Why is Chief Morse not on | |
| | administrative leave until the investigate is completed? Sa | avannah Chatham Metro Police Dept | |
| | does that? I was told by Beth Robinson that Sylvia Perry w | rill speak to Chief Morse today | |
| | and inform him, he is not allow to discuss this incident will | th you, only work related matters. | |
| | Beth stated, there will be no retaliation and if there was I | needed to let Sylvia or her know | |
| | right away. | | |
| Note | My Vacation Started Today | | |
| NOTE | I was told back on 6/2/2014 and 6/24/2014 that Sylvia Perry and Beth Robinson would | | |
| | investigating this incident. | | |
| E/4/2014 | Numerous emails to Beth Robinson, Sylvia Perry and Ste | phanie Cutter | |
| | This was the start of numerous emails trying to get a status report on the investigation. | | |
| | Emails asking to meet with Stephanie Cutter since I was n | | |
| | Beth or Sylvia. I could not get a answer on the investigation | on or a meeting with | |
| | Stephanie Cutter so I started to email Renee Higgins tryin | g to get a meeting scheduled. | |
| 8/21/2014 | I contacted a lawyer - S. Tennaile Timbrook with Woolf La | w Firm. I signed a contract and | |
| | dropped \$1500 to move this process forward. | | |
| | An ante litem was drafted and sent to the city on Septen | | |
| 8/22/2014 | Chief Morse - Retaliation | Chief Dixon | |
| 8:30 AM | Chief Morse told me to call him after the | Shannon Boggs | |
| | conference call. I called him and he started telling | Chief Wallace | |
| | me that I was not managing my CISM Team properly and | | |
| | this assigned project. I explained to Chief Morse that I wa | and the same of th | |
| | me, he wants me to call Captain Harper to set up a vehicle | | |
| | go to the August Burn Center in Augusta, GA (one of our | | |
| | one of Chief Dixon's crew members. Plus he called me the | | |
| | plan of action to visit him the next day. I got the vehicle so | | |
| | I called Chief Dixon to let him know. He was going to call (| | |
| | He is going to write me up. He wants me to handle that pe | rocess. | |
| NOTE | Chief Dixon said, I'm feed up with this shut! Do you want | And the second s | |
| | so we can talkto Chief Morse about this matter. I said, yes | s I'll meet you there. | |
| 9:30-10:00 AM | Chief Dixon and I met with Chief Morse. I explained to Chi | | |
| | and I spoke last night and we would talk more this mornin | | |
| | I had 2 runs back to back this morning. Chief Dixon expres | | |
| | drive to Augusta, GA with CISM Team members because i | | |
| | wanted to personally the Augusta Fire Dept. for all they d | id last night. Chief Morse told him | |

| ALCO AT A THE RESIDENCE OF THE PARTY OF THE | for this trip. | | |
|---|--|--|--|
| Incident Date | | Evidence to Support | |
| 8/22/2014 | Chief Morse - Retaliation | Chief Dixon | |
| | | Shannon Boggs | |
| NOTE | Chief Morse stated he needs to see me and then | Chief Wallace | |
| | he wants to see Chief Dixon. I looked at Chief Dixon (I don't want to in his office alone) | | |
| | then I turned to Chief Morse and said, "Chief, due to the c | ircumstances between us, | |
| | I don't feel comfortable being alone in the office with you. | | |
| NOTE | Chief Morse said, "What". "I said I don't feel comfortable I | being alone in the office with you an | |
| | I would like Chief Dixon to stay here". | | |
| | Chief Morse went off the chain!! He jumped up from his se | et behind the desk kept raising his v | |
| | "No,No,No,No" as he was grabbing for his phone. Chief M | orse dialed a number and Chief Wall | |
| | answering machine picked up. As Chief Morse was hangin | g up the phone, he told Chief Dixon, | |
| | "Step out of the office". Then he came around his desk an | d said to me, "Come out of the office | |
| | Chief Morse stormed out of the office? | | |
| | Chief Morse's behavior became angry and unprofessional. | | |
| NOTE | Chief Dixon, Shannon Boggs and I stood in the front part o | f the offices looking at each other | |
| | like, holy cow. He's flipped out? Chief Morse came marchi | ng back into the front office | |
| | with Chief Wallace. As he marched by me he said, get in the | ne office. I follow Chief Morse and | |
| | Chief Wallace into the back office. | | |
| | Chief Wallace sat down and then he proceeded to question | n me why Engine 7 has not been ma | |
| | ready to go in service with the new apparatus. I explained | to Chief Morse what the situation w | |
| | regarding the new apparatus. Chief Morse stated, "These | are all unacceptable excuses | |
| | and do not relieve you of the responsibility to have persor | nnel from your battalion or shift | |
| | present and training to meet the need and get these engin | nes in service. | |
| | Then Chief Morse stated, "The most critical issue was I did | not communicate to him | |
| | that I was having issue due to personnel being off, or due | to coordination issues with the | |
| | Fleet Manager. | | |
| NOTE | Chief Morse did not set standards of expections at the ons | set to me or any Battalion Chief | |
| | that included a definitive timeline for completion nor an e | | |
| | Therefore, to counsel me for actions that had no baromet | The state of the s | |
| | reprimand unjust at best. | er for crossocion manes the | |
| 9/18/2014 | Final Meeting w Sylvia Perry @ her Office | Paperwork/Emails | |
| STATE OF THE PERSON NAMED IN | A She discussed the out come of the investigation and a final | 100 | |
| | Workplace Conflict. I asked her if I can get the decision in | | |
| | She would have to draft the letter, send it to Beth Robinso | A CONTRACTOR OF THE PROPERTY O | |
| | I asked if she can have the letter to me by or before 9/26/ | | |
| | I told Sylvia Perry that I am still being bullied and retaliate | d against. She wanted to address the | |
| | issues, but I told her, "Like the way you addressed my Wo | rkplace Conflict". I her I had to leave | |
| | and I did. When I got to my car I called the lawyers office. | | |
| | | | |

| Incident Date | Incident / What Happened | Evidence to Support | |
|-----------------------|--|---|--|
| 10/2/2014 | Meeting set to look a personnel files | Paperwork / Ms. Wilson | |
| | Ms. Keysha Wilson brought all my files out to lo | | |
| | At this time, I told Keysha to just go ahead and make me copies of my files. | | |
| | Copies were made (496 pages) at \$.05 a copy w | | |
| Note | While Ms. Keysha was making copies of my files, I left a message for Quenesta Devoe in Human Resources that I would like a copy of all my files on record. Within the next day or two Ms. Devoe called back with a date and time to pick up the copies of my personnel files. | | |
| | Copies were made: | 610.10 | |
| | (404 pages) at \$.10 per copy | \$40.40 | |
| | Staffs hourly wage for 2 hours | \$27.32 | |
| | Total Cost | \$67.72 | |
| 10/24/14 | I had a wedding to go to, I asked Chief Morse if I | | |
| 10/27/14 | Chief Morse emailed me, He will approve my tin MYDHLY Day when Crefresed third Rentiers th | | |
| 11/19/14 12/8/2014 | of the hoose fire on States where Chief this of any geers, subornates, public and the TV State Today, at our Senfor Staff meeting, out of the blother earl of this year is that necessary that documenter years at most according to the type earl of this year. It that necessary that documenter years at most other than was obtained as interim the texture of the fitteen was obtained as interimitation. | on the was reporting on this fire. we. Chief Moise amounteed that he was returnly in that on, on how he has treated may hims fat has been going on and they let o' continue! | |
| 12/17/14 | this was my last shift before I stert my variation with Cool Ditcher. He said he was just placed in know Chief Mildleton (2-3 Pb) at two HCS. | | |
| NOTE | NOTE - Chief Lloyd on STRESS LEAVE & Chief Dixe | on. | |
| NOTE | FM Craig Landolt out on STRESS LEAVE | | |
| 2/18/2015 | Working on St. Patrick's Day Operations Plan - tr | ving to complete | |
| | this assignment! Chief Wallace schedules another | | |
| | At 1400 hrs I had to leave work I had bad chest p | | |
| | everything done by the unreasonable dates requ | ired by | |
| | the upper Administration Chiefs. | | |
| | I went to the doctors because I was afraid I was I | having a heart attack | |
| 2/19/2015 | Went to the ER, still having chest pain (11 am - 7 | | |
| 2/20/2015 | Called for Dr. appointment at Savannah Cardiolo | | |
| 272072020 | 352-8700. Not available so I will see Dr. Bottner. | | |
| | 1436 hrs. Arden Pate /would this be a Workers C | | |
| 2/23/2015 | SFES told me to go to Station 7, Captain Nicholas | | |
| ,, | Captain Nicholas - Arden called , No Workers Cor | | |
| | Spoke with Chief Kitchen, what's going on, I'm ru | | |
| | I called, Arden said no workers comp just FMLA t | | |
| | Conco, Arach sala no workers comp just PIVIDA t | | |
| | I spoke with John Canacholog (EAR) analogous | in nover not a straight ensures | |
| | I spoke with John Capachoina (EAP), again you ca from the upper management or Human Resource | | |

| Incident / What Happened Evidence to Support | | | |
|---|--|--|--|
| Off on St - FMIA | | | |
| Spoke with Chief Kitchen, my Accreditation project, Chief McCutchen came | | | |
| by my house to pick up a flash drive will all the work I completed. | | | |
| Appointment with Dr. Bottner at Savannah Cardiology / follow up with Stress Test | | | |
| Office SL- PAUA | | | |
| | | | |
| | | | |
| Off on SL-FMLA | | | |
| Off on St. FMIX | | | |
| Off on SE - FIVILA | | | |
| Appointment with Dr. Bottner - Stress Test at 8:30 am / Lora Gunsallus was there for this app | | | |
| Dr. Bottner confirmed that I was not having a heart attack, but clearly it was due to situations | | | |
| that are related to my work. I told Dr. Bottner just some of the things that have been happened | | | |
| to me and other individuals employeed with SFES. Dr. Bottner said, "It appears to me you nee | | | |
| a new Fire Chief". Dr. Bottner said he would release for normal duty on March 16, 2015. | | | |
| This would help with releaving some stress which was causing the chest pains. | | | |
| I notified work of my status and my return date per Dr. Bottner. | | | |
| Off on St FMPA | | | |
| ALS/45 pm Dr. Botners's office called me | | | |
| Dr. Bottners office completed the FMLA paperwork and was returned per policy. I was getting | | | |
| from HR & SFES questioning the paperwork? | | | |
| Meeting with Nancy Wallace at 4 PM | | | |
| I called COS's EAP John Capachoine. | | | |
| The City's EAP called back at 12:40 pm to talk over the phone instead of meeting. He said we | | | |
| can schedule a meeting later if needed. | | | |
| Off on SL- EMLA | | | |
| Was able to return to duty, per Dr. Bottner | | | |
| Chief Kitchen sent an emailed at 2.24 pm. No AD fime will be allow be used? | | | |
| My schedule vacation started - (5) Shifts off and then I was pre-approved for (2) AD Days | | | |
| the first day was April 1, 2015 and the second day was April 4, 2015. | | | |
| I checked my work phone - per Chief Middletons / MUST check phone all the time! | | | |
| Even if you are on vacation! That is when I saw the email sent on 4/16/15 and saw the | | | |
| voice message and text message from Chief Kitchen (NO AD Time). I called Chief Kitchen at 1: | | | |
| to ask him what he meant? He said, "AD time will not be used with vacation time or (2) in a | | | |
| I explained to Chief Kitchen that we always used our AD Time with our vacation or we can use | | | |
| separately, I was told to due so after I had almost a 1000 hours of Flex Time I already had we | | | |
| Again, Chief Kitchen said that my return date to work will be April 1, 2015. | | | |
| He's my supervisor - so I said, "okay Sir I understand and will be on Duty on 4/1/15 with my B | | | |
| Then before returning back to work on April 1, 2015, I received a small from Ms. Boggs which | | | |
| stated. "That when I return, I must due (2) 40 hr weeks on light duty before going back on the | | | |
| Meeting Scheduled at BC Thad Dixon's house with several other BC's and Captains. | | | |
| The meeting was to talk about how and what we were going to address at our meeting with | | | |
| City of Savannah's City Manager (Stephanie Cutter) on March 24, 2015 at 3:30 to 4:00 pm. | | | |
| Marking with Stanfamin Cutton City Manager | | | |
| Meeting with Stephanie Cutter, City Manager | | | |
| | | | |
| A PowerPoint was presented to the City Manager, Stephanie Cutter. Thad Dixon, Battalion Chief 25+ years, Michael Lloyd, Battalion Chief 25+ years, Kenny Bentlers, Battalion Chief 19+ years | | | |
| | | | |

| Glenn Brantley, Fire Captain 26+ years, Pat Howard, Fire Captain 17+ years, Sam Coppola, Fire Captain 15+ years |
|---|
| OVER 196 YEARS of DEDICATED SERVICE to CITY of SAVAMMAH - trying to make our department better |

| Incident Date | Incident / What Happened Evidence to Support | | | |
|--|---|--|--|--|
| 4/1/2015 | Showed up at Fire HQ as instructed and was to repoet to Chief Wallace. | | | |
| ******** | Lasked Chief Wallace why am I here on light duty? 1st answer was - to make sure Lam good to | | | |
| | return to work. | | | |
| | I have email communications regarding the conversations with HR and Chief Wallace. | | | |
| 4/3/2015 | I was also required to take a Physical Fitness Assessment by SFES to return to FULL/REGULAR I | | | |
| | Chief Wallace said it was HR who required the assessment and HR said SFES required it? | | | |
| | (AD) Day that was approved prior to vacation - now disapproved by Chief Kitchen | | | |
| NOTE | That afternoon Chief Wallace stated I was okay to return to normal duty. My next duty | | | |
| | would be 4/4/15. He proposed, that if I wanted to stay on a 40 hour work week to | | | |
| | work on my Accreditation assignment that I could. So the week of April 6-10, 2015 | | | |
| | I told Chief Wallace I would stay one extra week to work on my assignments for | | | |
| | Accreditation. | | | |
| 4/8/2015 | Senior Staff Meeting @ HQ | | | |
| 4/21/2015 | Pre-mediation meeting at 3401 Edwin Street (10:45 am) one-on-one | | | |
| 4/22/2015 | Mediation with Gordan Maner 8:00 am - 5:00 pm (everyone) | | | |
| A CONTRACTOR OF THE PARTY OF TH | Stephanie Cutter set this meeting up after we met with on 3/24/2015. | | | |
| Attendees | Chief Middleton, Chief Kitchen - OP's Chief at that time, Chief Wallace - Logistic | | | |
| | BC's and Captains from the Ethic Group and Stephanie Cutter - City Manager was | | | |
| | supposed to be at this meeting, but she left at the beginning. She stated, I don't | | | |
| | want you to leave this room until everything is resolved. Then she left the building. | | | |
| 6/30/2015 | Chief Kitchen got approval from Chief Middleton, to allow me to get an (AD) day | | | |
| | with short notice. On 6/26/2015, the Supreme Court declared same-sex marriage | | | |
| | legal in all 50 states. Our official anniversary was 6/30/2015 and wanted to | | | |
| | be married on that same day. | | | |
| 7/12/2015 | I started my scheduled vacation 7/12/2015-7/31/2015. The first two day were | | | |
| | to be (AD) days, but I could not use them. I had to use schedule vacation time. | | | |
| | The AD time was disapproved again. | | | |
| 7/23/2015 | Freceived an email from Patricia T. Paul, Attorney at Law. She wanted me to meet | | | |
| | with her one day prior to prepare me for the up coming deposition. | | | |
| | This deposition was for a lawsuit pending in federal court filed by Captain J. Croslen | | | |
| | against the City of Savannah and Chief Middleton. | | | |
| Ç. | After a couple of emails, on 7/30/2015 I sent Patty Paul another email stating | | | |
| | I am respectfully declining a meeting prior to the scheduled deposition. | | | |
| Note | 8/7/2012 was the first time I was called in to be interviewed by EEOC | | | |
| | regarding Jeffrey Croslen vs City of Savannah for discrimination charges. | | | |
| | U. S. Department of Justice, Civil Rights Division - Alicia D. Johnson (202) 305-4349 | | | |
| 8/6/2015 | The deposition was cancelled and will be rescheduled at a later date (Sept. 23, 2015). | | | |
| 9/23/2015 | The deposition was cancelled and will be rescheduled at a later date (October 6, 2015). | | | |
| 8/26/2015 | Attended a mandatory "Diversity Class". Sylvia Perry was teaching this class. Of all the | | | |
| The second | people to be teaching this class! I had a hard time setting in this class. During the | | | |
| | class I leaned over to Chief Dixon stating, "I feel sick to my stomach. I need to get out | | | |
| TILL YOURS | of here! By the end of the class I was so sick to my stomach and angary at the same time? | | | |
| 100 | I went back to my office to met E2 to sign some paperwork. Captain Oliser ask, | | | |
| | "Why are shaking?" "I just came from that preposterous Diversity Class". I called | | | |
| The second | Chief Dixon to come to my office. "I need to go home now"! Then I called Chief Kitchen | | | |
| Maria . | to let him know what was happening and I needed to go home now. | | | |
| | Chief Dixon had on of the FF take my blood pressure. It was 158/108. I then | | | |
| | called John Capachoine (City EAP 429-2596) for assistance since I have never felt | | | |

like this before (enraged). I rarely get upset, so what was happening?

8/28/2015 I have an appointment with Braswell Gamble, LPC to further address what was happening.

8/29/2015 I returned to work.

10/13/2015 Two more (AD) days denied 10/13 - 10/16, 2015.

2/4/2016

I was at Fire HQ, Ms. Boggs requesting pictures for the City Manager's Monthly Report. I explained to her and Chief Alberts (now the OP's Chief), I don't have any new pictures at this time. Plus two of my programs are confidential (CISM & JFIP programs). That was Friday. Then Monday (2/8/16) Ms. Boggs sent an email stating she needed pictures. There was a few more emails that were sent (not correct on her part). So my next duty day I met with Chief Alberts to discuss how I and the other BC's are being address by Ms. Boggs. Of course, this year Keysha Wilson has been hanging out in Ms. Boggs office more than ever before. I hope Keysha Wilson's attitude is not rubbing off on Ms. Boggs? Some of the other BC have address this with Chief Alberts.

NOTE

The Ethic Group has been really pushing for a 3rd party investigation to get SFES back to a better work place (fair and equal opportunity for all)!

* Chief Middleton and his administrative assistance are being discreet on what they say and how they do things. So now it secret squirrel how things are being handled. Nothings really changed. Just like the Master Firefighter promotional IB that just came out on August 1, 2016.

Adverse Affects

(4) Others Promoted

5/24/2011

Rumors - Chief Morse wanted Captain Snelling to be promoted to Battalion Chief. It has been said, she was told by Chief Morse she was the job. Captain Snelling ran her mouth that she had the job. I heard Chief Middleton over road Chief Morse's decision.

On May 25, 2011 a round 1:00 pm, I was called to Chief Middleton's Office. I thought what did I do When I met with Chief Middleton, he offered me one of the five Battalion Chief's position. Of cours excepted the challenge and I was ready.

to be illegal! I already have 129 hrs. of Comp Time that is owed to me as a SFES Training Division Ca

I felt like I was not going to get a fair shot to prove myself. I am capable and ready to do the job. Th when Bill Barnett motioned me into the conference room and asked, "Do you know why Chief Mor put you at BC1A", I told Bill he wants me to fail! That is okay. I am going to grab the bull by the hore do what my job requires me to do. All I kept thinking is I am screwed! I have been working too long this fire department to know what might and could happen. It was at this point I started to keeping iournal.

After Chief Morse's commits and the conversation with Bill Barnett I did not need all that extra pre-Being a firefighter is stressful, but being in charge of these firefighters makes it even more stressful I was hoping I was wrong about the whole situation.

6/5/2011 - 12/31/2011

I feel Chief Morse is mad because he wanted Captain Snelling to have that position. If not, why is h treating me like I did something to make him mad. I would stop in his office when I was a Fire Head to see if there is anything new happening with in the department. He would say no. I'd ask him hov was doing today trying to start a communicate with him. Very few times did he engage in conversa with me, but he had a lot to say when he was giving me a counseling letter.

St. Patrick's Day R-n-R Marathon Candler Event

It felt at times Chief Morse was assigning project/tasks to keep me busy and/or to see if he could break me (what ever he says is right).

Chief Wallace 509 E 48th St. there are others

When speaking to Chief Scott, I felt he understood when I was talking about Chief Morse, but he could not comment on the subject. He gave me some good advice about moving up in my career.

1/4/2012

Again, Chief Morse assigning projects/tasks to keep me busy and to see if he could break me. What made me mad he forgot about the project and later said, we are

Adverse Affects

4/3/2012

This is the way it is, if you are not one of the "Good Old Boys" or if he feels intimidated by you, he very some some continuous to write you up.

I was excited about this class and that I will be seeing Art Mata again. Plus this was the first NFA Co I have taken that I will not have to be spending all my time in the Resource Center writing papers o looking up information for the class assignment. NFA is about continuing your education to better yourself and network with the other agencies the travel to the NFA.

No one else had to do this

Why am I the only one having to prepare a PowerPoint for the (3) Chiefs? Plus Chief Middleton had no idea it was going to be a PowerPoint presentation! Again, I mad and feel that Chief Morse is singling me out to keep me overload with work. Then if I can not complete everything, he has a reato write me up.

NFA Instructor Arthur Mata

4/12/2012

Going into the presentation, I made sure I was prepared for anything. Chief Morse seemed to be stright through me like he was pisted off and not even listening to the presentation. When Chief Mid asked me were I was on the letter being sent out to sundering agencies. I knew for a fact Chief Morhad the draft letter and still had not approved it. I answered professional by saying, I think Chief Michael I am waiting on his approval.

NOTE: 4/12/2012

Later that day Chief Morse called me on my work phone at 2:43 pm. I was in the bathroom and hac his call. When I call Chief Morse back, he asked where was I (he was up-set, I guess because I didn' when he called me)? I told him I was in the bathroom (now I am pist)! It's not like didn't want to at the phone or I took 5 hours to call him back? I asked Chief Morse what he needed. Then he started attitude again?

Chief Morse said, "AFF Vaughan's military paperwork was not filled out correctly. His dates are in He needs to be off on the 14th of April". I said, "No Sir, his duty day is the 15th of April. April 14th Chief Morse continued to argue with that I was wrong! I kept trying to explain to him I have a color calendar right in front of me, A Shift falls on April 15th and that is what AFF Vaughan's paperwork r After a few minutes of trying to explain to Chief Morse the date is correct, he said, "what color is A I told Chief Morse A shift's color. He said, Oh, I looked at the wrong color on the calendar. Then he

NOTE:

There are many incidents like this. If I were to write them all down it would make me mad and di crazy!!

Adverse Affects

Note:

6/13/2012

I made a comment to Chief Middleton I was interested in finding out what the Operation Chief's pc required to do the job and what additional training was needed to be a candidate for that position. Chief Middleton said, "get with Chief Morse to let him know you are interested in learning about hi position. Then ask he if he has any project that you can get involved with at that level of manageme I said, okay I will, I stopped by Chief Morse's Office to express my interest in the Chief of Operation down the road and what kind of training should I be taking? Do you have any project I can help witl Chief Morse mention a class and said I'll let you know if any project come up that you can assist on Never heard anything?

7/3/2012

Why am I being written up and counseled for something I have didn't do! I did keep Chief Morse in about attending the Atlanta Suicide Training V.S. the Meyers Briggs Training. The email I sent was t him of the many conversations we had and my status date.

This is just another example where Chief Morse sends me an email or a counseling letter stating I'n doing my job. There is no retraction to this email. There is no, Oh that's right we did discuss this a week or two ago. Nothing! I am tired of Chief Morse trying to make me look bad and not doing my NOTE:

I always give my all and do my best no matter what it might be. I have told Chief Morse, "If I am no something the way it should be completed or the way you want it done, all you have to do is tell m wait and then down the road you write me up".

When Chief Morse does this, it is unfair treatment and only show how unprepared he is a superv

Not all BC's

Attended Comparatives **Adverse Affects Chief Rentiers FOII Task Book** 8/3/2013 **AFF Fahye** Why am I being written up and counseled for something I have no control over. I can take a horse t water, but I can't make him drink! Why didn't his Captain (Capt. Monroe) receive a counseling lette I also heard Chief Rentiers and one of his personnel was in the same situation, but was not written 8/3/2013 **FOII Task Book** Chief Morse placing a Oral Counseling letter in my file without even addressing the issue with me? First, that is not the way counseling or even displinary actions should be handled! There are policie place to follow when having to deal with these type of incidents. Second, it's do as I say, not as I do upper administration at SFES. It's not a secert that this is going on in our department, but no one w correct this problem and it's only getting worse! Not all BC's Attened Several of the BC don't have their set up 9/30/2012 Was everyone being written up and having their paperwork picked apart for mistakes? Only Four Att.

Adverse Affects

My name was the only name addressed

2/6/2013

Again, why am I being singled out. There were other Battalion Chief that have not be rotated to eac Battalion. The discussion continued with everyone suggesting that there is (3) Battalion Chiefs that want to be in the North Battalion, (3) Battalion Chief that want to oversee the South Battalion and (3) Battalion Chiefs assigned to the West Battalion. Chief Morse stated, all Battalion Chief will be received.

Battalion Chief's continuous rotating of Battalions

difficult for the crews to adjust and Battalion Chief to keep up on the crews training, promotional requirements and even if Chief Middleton know what issues the rotation is causing?

Chief Middleton does have an open door policy. Prior to March 3rd, I was talking to Ms. Keysha Wi the bay area at Fire Headquarters how the constant rotation of Battalion Chief can and is doing mo to the department. I gave her a couple of examples and said Chief Morse does not want to hear ou concerns. Sometime within the next day or two, Ms. Keysha called me. She said Chief Middleton will meet with the Battalion Chief's to discuss our concerns with rotating Battalions every year, but the Battalion Chiefs will need to attend. If one can not attend, then he will not met with us.

**See 3/3/2013 date for more info on this incident.

All BC's

3/3/2014

I could not understand why Chief Morse was mad at me and confronted me about following the Chain-of-Command. I was going to met with Chief Morse regarding all BC's want to meet with the Fire Chief regarding the rotation of BC's every year. Chief Heil met with him and got a approval to meet with Chief Middleton. So why is he calling me out in front of co-worker (Alex Ishio). This is just another example how Chief Morse likes to degrade me in front of others. There has been other cas this behavior.

- I was in the bathroom (on duty), my phone rang and rang. When I exited the bathro checked my phone to see who called. It was Chief Morse. I called him back and the fir out of his mouth was "Why didn't you answer your phone". I said, I was in the bathro Chief Morse said, "Oh", then continued with his conversation.
- 2. Why isn't your answering service set up on your phone / it has been since I was issu

3/8/13 - 4/2/13

The West Battalion is slow compared to the other Battalions. Chief Morse wants to see me in a bus Battalion. That way if I make a mistake he can pounch on me.

Now don't get me wrong, I have received phone calls and called into Chief Middleton's Office to ad situation regarding correcting how I handle situation on the fire ground, uniform/gear matters and when I was shadowing Chief Dixon getting ready to take over the Special Events Program. I was new treated the way Chief Morse is treating me. It came out of Captain Nichols's vehicle, everyone signed it. I called Captain Nichols, he did not rece paperwork. He said sorry it was my fault. Then sent an email out to check the paperwork in the vehicle.

Comparatives

Adverse Affects

9/26/2013

As a supervisor all the Battalion Chief try to control everything, but at time somethings might slip b but that does not mean we desire that type of email.

Chief Dixon

10/28/13

In the beginning of my first year as a Battalion Chief I used the 129 hrs. I earned as a Training Capta Towards the last part of my first year and my second year as Battalion Chief, it was like pulling teet to get time off. Chief Morse would always say to me, "your not getting time for time"! I know wher Chief Dixon was in charged of Special Events he accumulated a lot of time. I checked to see what Chief Dixon was allowed to take off when he accumulated all his Flex/Comp Time hours.

I began asking for more time off by the end of 2012 and going into the 2013 year. I had about 975 I and I was only accumulating more hours that I will never be able to take.

Note: At 3 PM to 3:36 PM, Chief Morse asked if I had anymore vacation time left for this year? I a month of December. This when Chief Morse told me I was taking too much AD time. ** Then Chief "I know you're not working harder then everyone else". (I looked at him like what the hell)? He c stated, "I mean, I know you are working hard, but Chief Handy works everyday he is off and has I taken (1) AD yet". I said, "I can't help that".

d).

Why is Chief Morse treating me different that when Chief Dixon ran this program? It is very taxing exhausting!!

11/20/13 12/17/13

I am a dedicated career employee for Savannah Fire & Emergency Services. This incident just goes that the upper administration doesn't care about my well being. For my direct supervisor (Chief Mc try and bully me into doing something that is against SFES's and HR's policies in unacceptable!

This bulling went on for at least 3 hours! The next day, December 18, 2013 was my shift, but I was so no ll. I can't imagine what Chief Morse would have done if I was on duty and told him I could go?

Time line of calls taking place

12/15/2013 @ 10:20 AM

MFF Curry called asking if we can send CISM Members to the funeral in Waycross, GA to show supp from SFES. I told him I was still on IL and to speak with Chief Morse regarding an answer.

30

3

12/17/2013 @ 9:43 AM

Chief Morse texted my work phone - "Please call me as soon as you can"!

3:33 PM

Chief Morse sent another text to me - "Are you in town"?

5:12 PM

I sent Chief Morse a text back - "Yes, just got the text now. Are we good"?

NOTE: Text messages and phone calls back and forth from Chief Morse saying it's ok to go.

7:30 - 8:15 PM

This is when I sent an email to Chief Morse - "I can't get my shoe on, so you have to find someone ϵ I can't go.

I don't understand how he thinks he can do this and get away with that type of behavior????

Comparatives

Adverse Affects

11/20/13 12/30/13

1

The fact that Chief Morse knew MFF Muenzenmeyer is in my newly assigned battalion, only leads r believe he doing this in hopes MFF Muenzenmeyer messes up so he can fire him. Again, Chief Mor: potential put me in another HOSTILE work enviorment! What is wrong with this man?

Note: On 1/8/2014, I spoke with Chief Middleton regarding MFF Muenzenmeyer assigned to my be Chief Middleton said he was not aware of this and can get him moved. I wanted to say yes, but I die that to be held against me for not being able to do my job. I told Chief Middleton, it is my job to ma personnel, but if there is any incidents like at Station 13, we are going downtown!!!

1/28/2014

er,

I don't even know what to say!!! It's like if Chief Morse thinks he can jump on me, he does even bet makes sure I'm the one he should be jumping all over? Chief Morse's behavior towards me is only gworse. I can't believe how he treats me. I'm not the only who has noticed this behavior! You can as the guys on the floor.

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B"!

2/24/2014

Other BC Do It ft.

ıld

Now Chief Morse is really pulling at straws! He doesn't even know why I have MFF Littlejohn in the It's called training your personnel to the next level so they are ready to be promoted. THAT's PART I remember one time I called Chief Morse to get his approval on allowing a Captain Fogarty to work 48 hr limit (policy). His comment was, It's your battalion do what you need to do. If I would have his Fogarty Back on OT (no one wanted to or could work - Sat.), Chief Morse would have written me up following policy. What a loose - loose situation!

3/20/2014

Are the rest of the Battalion Chief getting their paperwork picked apart like Chief Morse picks my ware Probably not! Even though I try to be perfect in everything I do, I am still human and I do make mis. There has been nights on shift, that I will be up to 2:00 - 3:00 AM going over my paperwork, project any other work that may be scrutinize by Chief Morse!

4/3/2014

- 1. MFF Bridges in not in my battalion!
- How dare Chief Morse continue to discredit my name!! All my hard work and time I have spent to I am today!!!
- 3. I was on vacation when I saw this email come across my work phone!! WTF? What have I done to desire this knid of treatment?

Adverse Affects

3/26/2014

Who knows if there are counseling letters in my file that I do not know about? Chief Morse doesn't the procedures!

3/28/2014

The BC's should check in with Chief Morse when they come to Fire HQ to check our mail boxes. Wh subject myself to being slammed every shift? This job is so stressful as it is (making sure everyone g safe), but to have someone constantly jumping all over you makes it more unnecessarily stressful!

I know Shannon Boggs (Chief Morse's Assistant) has to hear a lot what happens in his office. She outside his door.

Documentation

4/14/2014

e

You can't tell me Chief Morse is not looking for things to put in my file (counseling letters, disciplina emails) to make me look bad! This is just my opinion, Captain Snelling said to a couple of times," I'll be promoted to Battalion Chief as long as your still here Chief. I mean no disrespect Chief, but it's t

4/24/2014

What a jackass!! Where is the Chain-of-Command from the Operations Chief? Again, when I got rea BC2B in 1/3/2014, I didn't know I had to watch out for Captain Snelling. She and Chief Morse works on the Rescue and good friends.

Now let's throw some stress on me. Everytime she would come in my office, she would start looking my desk like she was looking for something? I would ask her if she need anything and if not I'm real She would leave my office most of the time. I would find her standing outside my office at time?

5/6/2014

gn g I just don't know what to say anymore, but getting really tired. I love this job and I do not want to because of one individual? I don't know how much more I ca

5/14/2014

Chief Morse called me out in his own way about dressing properly when attending meetings. FM1 (

stated to Chief Morse, "that's not what you side last BC's meeting". Wrong thing to say. Chief said t end of this conversation.

Comparatives

Adverse Affects

Other BC's

5/27/2014

Note:

id.

I was completely shocked of what just had happen, specially under the circumstances! The house values of the state of the

5/28/2014 - 5/30/2014

Again, I was very up-set that Chief Morse felt it was okay to push me and treat me with disrespect at discredit my ablility to do my job as a Battalion Chief.

5/31/2014

I had to talk to someone about this incident. Chief Morse has been treating me differently since I we promoted to Battalion Chief. I never said anything because I have worked so hard to get were I am mostly male dominate profession and I did not want to be retaliated against or fired. But when Chie PUSHED ME, unnecessary singled me out, disrespected and degraded in front of suborinates, plus while there was a structure fire happening, that was the last time Chief Morse was going to treat in piece of crap. Since I have been hired on Savannah Fire, I have never scene or heard of this type of behavior taking place at a structure fire.

leton

) hrs.

5/2/2014

Chief Middleton seemed to be not quite sure to think, but I felt he know what type of person I am hard working and most of all not a trouble maker). Chief Middleton said, "I guess I have to take you this". I further explained to Chief Middleton, I would not be here, but Chief Morse has forced my his Sylvia Perry listen to how Chief Morse has been treating me since I was promoted

Battalion Chief in 2011 and now how his behavior has escalated to the point I don't feel comfortable being around him. Especially alone with him in his office! Who knows what he might say I did or said to scare my personnel files and my creditability?

5 hrs.

6/4/2014

Sylvia Perry had me faked out. I spent all that time with her explaining dates, times and what happy those days. How Chief Morse treated me and how he continually misused his authority as my super She even took notes. I don't know why, nothing is being addressed and Chief Morse is still my imital supervisor?

NOTE: I informed Sylvia Perry, I was on vacation and will be out of the country until June 15, 2014.
"They would investigate this incident and get in touch with me when I got back".

6/23/2014

I started to feel anxious, on edge and apprehensive that nothing had been handled since I was on v I thought because of the severity of this incident, when I got back from vacation this Workplace Co would have been handled!!

Comparatives

Adverse Affects

6/30/2014

I left Fire Headquarters, went home to drop off my crew's uniforms and get ready to meet with Bet Lora was still at the house when I got home. I told her what just happened in Shannon Bogg's office Chief Morse. I was so angry and up-set! I could not believe that nothing has been addressed and C is still allowed to be my supervisor after everything has happen. Chief Morse was so arrogant this n like he did not care what he said, nothing was going to happen to him!

ns

NOTE: Then right before I was going to meet with Beth Robinson, her assistant Quenesta Devoe ca me know Beth Robinson could not make the scheduled meeting today and will send you an invite f week sometime.

That's when I had enough!!!!!

I told Lora I am going to EEOC to file formal charges against Chief Morse, Savannah Fire & Emergen and the City of Savannah for not taking action for this inexcusable and unacceptable Discrimination Retaliation, Bullying, Intimidation and he is still allowed to be my supervisor? I thought at least upper management and Human Resources would do the right thing! Everyone know this is happen How can they just let this behavior continue?

ton

7/2/2014

Talk about being unconfortable being in the room with him, but now he is texting he wants to makes me even more unsettled. I don't trust him. It's his word against mine.

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I was shocked! He know he pushed me and what happened at 620 Staley Avenue!

(2), (1)

What? What is that?

Comparatives Adverse Affects 7/8/2014 was my last duty day - the next moring I started my vacation. 7/10/2014 I received an email from Shannon Boggs that Captain Snelling has BC user rights (AA 7/11/2014 Once Beth Robinson started talking and started to sounding like she was saying thing just to satisfy I know I was not going to get my Workplace Conflict addressed. I told them they already set the prescient when they demoted Captain Munezenmeyer to Master F for slapping Anita Ulsperger on the butt at the Fire Training Academy. * He was demoted for two years to a Master Firefighter and lost his privileges to Riding Out-of-Cla Riding Out-of-Class is when a Master Firefighter can ride up in a Captain's position as needed. Why is it just now being in vestigated? I told both of them, "It's cut and dry! Chief Morse pushed me or he didn't push me"! 8/4/2014 I can't get an answer for anyone!!!!!!! 8/21/2014 I was looking for help some where! The \$1500 also cover my expenses up to when EEOC was done investigating. When S. Tennaile Timbrook left the firm, I cancelled the contract (dissatisfied). 8/22/2014 Again, out of the blue here come Chief Morse? 11:47 AM Chief Morse - email send addressing CISM Team going to Augusta, GA

| Comparatives | Adverse Affe | ects | |
|----------------|--------------|---|----------------------|
| www.diles | | | |
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| | | | |
| Duty Day | | | |
| Duty Day | | | |
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| Duty Day | Note | | |
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| Duty Day | N . | | |
| alls | | | |
| dilS | Note | I mondad to school a service set at the service | |
| | Wote | I needed to schedule a meeting with the EAP. My stress levels | were not decreasein |
| | | if anything this was increasing my stress levels! The paperwork Dr. Botner released from his care and he retuened me to work | was turned in. |
| | | to work | on March 16, 2015. |
| | | | |
| Outy Day | | | |
| tot a Duty Day | | | |
| | | | |
| | 1 | | |
| Outy Day | Note | Why try and follow the policies & procdures the Fire Chief and A | |
| | 1000 | They make up their own rule how it sees fit for them or for you | if your not in the |
| 08 | | in the click!! | your not in the |
| w". | | If we don't follow the rules, we will be counseled/written up, de | moted, days in the |
| t | | street and even fired!! | |
| ked! | ********* | Again, if they make a mistake, don't follow the policies/procdu | res they set forth, |
| | | discriminate, retaliate, conduct illegl business, bully and even a | ssault an individual |
| alion. | | nothing happens!!!!!!!!!!!!!!! | |
| nor. | | | |
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| | | | |
| | | 3/31/2015 Meeting with Nancy Wallace at 10 AM | |
| | Note | 3/31/2015 Meeting with Nancy Wallace at 10 AM | |
| | Note | 575172013 Weeting with Nancy Wallace at 10 AM | |
| | Note | 5,51,2013 Weeting with Nancy Wallace at 10 AM | |

| Plus being required to tal to return to my normal d to return to my normal d to return to my normal d to return to my normal d to return to my normal d to return to my normal d to return to my normal d to return to my normal d to return to my normal d to return to my normal d to return to my normal d to return to my normal d to return to my normal d to return to my normal d to return to my normal d to return to my normal d that were assigned to me Again, another example o Day Work Duty Day Note 3/24/2015 The meeting we had with in her office area, she sta meeting with us. Again, more lies to cover addressed long time ago a How are to trust what is b Not with this administrati Note 6/30/2015 Did Chief Middleton and 6 AD day to make it look like | tner on 3/16/2015? Then I was on vacation? ed!!! | |
|--|--|--|
| Plus being required to tal to return to my normal d to return to my normal d Note 4/6-4/10 I just want to get my assig that were assigned to me Again, another example o Day Work Duty Day Note 3/24/2015 The meeting we had with in her office area, she sta meeting with us. * Again, more lies to cover addressed long time ago a How are to trust what is b Not with this administrati Note 6/30/2015 Did Chief Middleton and 6 AD day to make it look like | ed!!! | |
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| Note 4/6-4/10 I just want to get my assig that were assigned to me Again, another example of Again, another example of the proof of the | ke a Physical Fitness Assessment test in orde | |
| Day Work Duty Day Note 3/24/2015 The meeting we had with in her office area, she sta meeting with us. Again, more lies to cover addressed long time ago a How are to trust what is b Not with this administrati Note 6/30/2015 Did Chief Middleton and 6 AD day to make it look like | uty? That is not what FMLA states!!! | |
| Day Work Duty Day Note 3/24/2015 The meeting we had with in her office area, she sta meeting with us. Again, more lies to cover addressed long time ago a How are to trust what is b Not with this administrati Note 6/30/2015 Did Chief Middleton and 6 AD day to make it look like | | |
| Day Work Duty Day Note 3/24/2015 The meeting we had with in her office area, she sta meeting with us. Again, more lies to cover addressed long time ago a How are to trust what is b Not with this administrati Note 6/30/2015 Did Chief Middleton and 6 AD day to make it look like | nments completed. Plus I had (9) other indivi | |
| Day Work Duty Day Note 3/24/2015 The meeting we had with in her office area, she sta meeting with us. Again, more lies to cover addressed long time ago at How are to trust what is be Not with this administration Note 6/30/2015 Did Chief Middleton and Chief Midd | under Category 5 / Fire Suppression. | |
| Duty Day Note 3/24/2015 The meeting we had with in her office area, she sta meeting with us. * Again, more lies to cover addressed long time ago a * How are to trust what is b Not with this administrati Note 6/30/2015 Did Chief Middleton and 0 AD day to make it look like | f over loading me with project. | |
| in her office area, she sta meeting with us. * Again, more lies to cover addressed long time ago a * How are to trust what is b Not with this administrati Note 6/30/2015 Did Chief Middleton and G AD day to make it look like | | |
| in her office area, she sta meeting with us. * Again, more lies to cover addressed long time ago a * How are to trust what is b Not with this administrati Note 6/30/2015 Did Chief Middleton and G AD day to make it look like | Stephanie Cutter, City Manager | |
| * Again, more lies to cover addressed long time ago a * How are to trust what is b Not with this administrati Note 6/30/2015 Did Chief Middleton and 0 AD day to make it look like | ted, she would be attending this | |
| * How are to trust what is b Not with this administrati Note 6/30/2015 Did Chief Middleton and G AD day to make it look like | up issues that should have been | |
| Note 6/30/2015 Did Chief Middleton and C AD day to make it look like | and handled appropriately! | |
| Note 6/30/2015 Did Chief Middleton and C AD day to make it look like | | |
| AD day to make it look like | | |
| | A STATE OF THE PARTY OF THE PAR | |
| they supporting loss and | | |
| they supporting Lora and | I because that was a good thing? | |
| | omeone that is a bullies, misuses their autho anduct illegl business, bully and even assault | |
| Note His situation goes way back and has be | en dealing with a lot of discrimination | |
| | | |
| 8/26/2015 Attended a mandatory "Diversity Class Of all the people to be teaching this cla | | |
| | what was wrong behavior, discrimination, relaliation, bulling and illegal | |
| action when she and the city knows w | hat going on at the SFES!!! | |
| How can the city teach a class on diver | sity when they don't follow | |
| the law and/or their own ploicies!!! | | |
| * Can you say PTSD! | | |
| | | |



Nothing new about this. I guess I am use to it. I guess I wil cutting back on what I do at home to stay on task with everything that gets assigned now?

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PersonnelCom Positions Certified Contact Number

| Capt. KA McDaniel | Camp Director YES | (912) 210-1002 |
|--------------------------|-------------------------------|---------------------------------|
| MFF Wayne Ifill | Public Informa YES | (912) 876-7218 / (912) 492-6812 |
| Capt. Michael Davis | Safety Officer YES | (912) 925-1147 / (912) 572-8535 |
| MFF James Creech | Liaision Office YES | (912) 414-8841 |
| MFF Roy Howard | Operation Sec YES | (912) 308-9086 |
| Ms. Kayla Daniels | Planning Secti NO | (912) 650-7800 / (912) 441-6524 |
| Audrey Fuller | Planning Secti NO | (912) 395-6750 |
| AFF Michael Curry | Logistic Section Chief | (912) 210-6100 |
| Cheryl Brockington | Finance/Admi NO | (912) 651-3647 |
| | | |

Camp Instructors

Classes Teaching

| MFF R. Howard | YES | Rope & Knots Skills / Rappeling & System Skills |
|--------------------|-----|---|
| Capt. R. Barksdale | YES | (912)330-9411 / Rope & Knots Skills / Rappeling & System Skills |
| Capt. F. Heil | YES | (912) 313-0886, Rope & Knots Skills / Rappeling & System Skills |
| Lt. S. Webb | YES | (404) 513-2227 Rope & Knots Skills / Rappeling & System Skills |
| Capt. M. Taylor | YES | (912)507-8572 SCBA & Firefighter Survival / Fire Attack & Advancing Lines |
| Capt. M. Davis | YES | SCBA & Firefighter Survival / Fire Attack & Advancing Lines |
| MFF J. Creech | YES | (912) 414-8841 FF Safety & Fire Safety Demo / Fire Extinguishers |
| MFF W. Ifill | YES | SCBA & Firefighter Survival / Hands-on Team Building Skills |
| Capt. K. McDaniel | YES | Leadership Skills & Women in the Fire Service |
| Capt. T. Snelling | YES | Intro to the Fire Service / PPE & SCBA Issued / Team Building Task |
| | | |

| Sponsors / Donations | Check# | Dollar Amount | Purpose | Date |
|----------------------------|--------------|---------------|------------------------|-----------|
| International Longshoren | 20754 | 1625 | Cadet Fees | 6/1/2010 |
| Savannah Professional Fir | efighter As: | ? | T-shirts | |
| Grafix Inc | | 0 | Camp Banner | |
| Fannies On The Beach | | 350 | (2) Sponsorships | |
| Marlin Monroe's Surfside | Grill | 350 | (2) Sponsorships | |
| The Crab Shack | | 150 | (1) Sponsorship | |
| Red Knights Motorcycle C | lub - GA Ch | 100 | Donation | 7/11/2010 |
| Certified Restoration Dryc | leaning Ne | 200 | American Express Gifts | 7/11/2010 |
| April Martinez | 1475 | 25 | Application Fee | |
| April Martinez | 1496 | 125 | Camp Fees | |
| City of Port Wentworth, S | 31244 | 150 | Camp App. & Fees | 3/6/2010 |
| | | 3075 | | |

| Date | Place of Purchase | Amount | PO's used for Purchase |
|--|------------------------|--------|------------------------|
| 7/9/2010 | Staples | 201.89 | |
| 7/8/2010 | Target | 24.75 | |
| 7/8/2010 | Walmart | 24 | |
| 7/10/2010 | Sam's Club | 599.35 | A324034 |
| 7/10/2010 | Staples | 24.16 | |
| 7/11/2010 | Home Depot | 9.54 | |
| 7/11/2010 | Target | 69.15 | |
| 7/12/2010 | Sam's Club | 82.27 | A324035 |
| 7/12/2010 | Coastal Ice Machines | 10.27 | |
| 7/11/2010 | Kroger | 37.87 | |
| 7/11/2010 | Kroger | 23.24 | |
| 7/12/2010 | American Red Cross | 182 | A324036 |
| 7/13/2010 | Local 574 Staff T-shir | ? | A324038 |
| 7/14/2010 | Little Caesars Pizza | 75 | |
| 7/15/2010 | Shell Gas Station | 34.25 | |
| 7/15/2010 | FOOD LION | 11.48 | |
| 7/15/2010 | Staples | 47.99 | |
| 7/16/2010 | Sam's Club | 136.72 | A324037 |
| 7/16/2010 | | 6.42 | |
| 7/16/2010 | | 1.92 | |
| | Target - Thank you co | 10.99 | |
| The second secon | Total Funds Spent | 1964.1 | 1375.34 |
| | | | |

| Tax Cert. of Exemption # | American Exp | ress Gift Cash - | 100 My | Own Money |
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| Date | Sponsor Name | Check # | Amount Paid | Date Sent to HQ | Date | # of Girls | Attendee Name | Check/Money Order # | Amount Paid/ Sponsored | Application Fee | Camp Fee |
|---------|-------------------------------------|---------|-------------|--|-----------|------------|------------------------------|--|---------------------------|--------------------|------------|
| 6/1 | /10 Int'l Longshoremens Assoc 1414 | 20754 | 1625 | And in contrast of the last of | 6/1/10 | 1 | April Martinez | 1475 | 25 | 25 | 125 |
| | | | | | | | Savannah Hendrick pd bt Port | | | I | |
| 7/5 | /10 City of Port Wentworth | 31244 | 150 | 6/30/10 | 7/5/10 | 2 | Wentworth | 31244 | 150 | 25 | 125 |
| 6/1 | /10 April Martinez | 1475 | 25 | 6/2/10 | | | | | | | |
| 6/15/20 | 010 April Martinez | 1496 | 125 | 6/17/10 | 6/15/2010 | | April Martinez | 1496 | 125 | 0 | 0 |
| 7/9 | /10 Fannies on the Beach | 1571 | 300 | 7/8/10 | 6/15/2010 | 3 | Dymond Pond | | 150 | 25 | 125 |
| 7/9 | /10 Marlin Monroe's Surfside Grill | 1444 | 300 | 7/8/10 | 6/18/2010 | 4 | Shailah Walker | | 150 | 25 | 125 |
| 7/9 | /10 The Crab Shack at Chimney Creek | 48016 | 150 | 7/8/10 | 6/25/2010 | 5 | Brianna Adams | | 150 | 25 | 125 |
| | | | | | 6/25/2010 | 6 | Emily Bermudez | | 150 | 25 | 1 |
| | | | | | 6/25/2010 | 7 | Shakira Bush | | 150 | 25 | |
| | | | | | 6/25/2010 | 8 | Victoria Conley | | 150 | 25 | 125 |
| | | | | | 6/25/2010 | 9 | Nia Dawson | | 150 | 25 | 125 |
| | | | | | 6/25/2010 | 10 | Terayia Farley | | 150 | 25 | 125 |
| | | | | | 6/25/2010 | 11 | Jeralisse Gonzalez | | 150 | 25 | 125 |
| | | | | | 6/25/2010 | 12 | Mikelyn Green | | 150 | 25 | 125 |
| | | | | | 6/25/2010 | 13 | Claire Hammond | | 150 | 25 | 125 |
| | | | | | 6/25/2010 | 14 | Mallorie Holmes | | 150 | 25 | 125 |
| | | | | | 6/25/2010 | 15 | Gabrielle Hunter | | 150 | 25 | 125 |
| | | | | | 6/25/2010 | 16 | Avonna Kemp | | 150 | 25 | 125 |
| | | | | | 6/25/2010 | 17 | Nikkia McNeal | | 150 | 25 | 125 |
| | | | | | 6/25/2010 | 18 | Jasmine Moran | | 150 | 25 | 125 |
| | | | | | 6/25/2010 | 19 | Alexis Parker | | 150 | 25 | 125 |
| | | | | | 6/25/2010 | 20 | Brianna Polite | | 150 | 25 | 125 |
| | | | | | 6/25/2010 | 21 | Anika Smith | | 150 | 25 | 125 |
| | | | | | 6/25/2010 | 22 | Charvian Williams | | 150 | 25 | 125 |
| | | | | | 6/25/2010 | 23 | Samantha Zellner | | 150 | 25 | 125 |
| | | | | | 6/30/2010 | 24 | Birgit Lagat | | 150 | 25 | 125 |
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| Total | | | \$2,675.00 | | | | \$300.0 | 0 | \$3,600.00 | \$600.00 | \$3,000.00 |

Camp Traiblazers Revenue/Application Payment Schedule

| | | | |
|---------|--|-------------|--|
| Balance | | Age | T-Shirt |
| -125 | | 16 | Small |
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Camp Trailblazers Revenue/Application Payment Schedule

| nning Balance | | | (\$925.00) | 1675 | | |
|--|--|--------------|------------|---|------|-------|
| | | | | | | - |
| # of girls spnsorship pays for | 15.83 | 10 | - | | | |
| actual girls not paid for | -6.17 | 12 | | | | |
| | | | | | | |
| Fannies On The Beach - (2) Sponsors | hips/\$350 | | | | | + |
| Marlin Monroe's Surfside Grill - (2) S | ponsorships/\$350 | | | budget per Kelly | 2700 | |
| The Crab Shack - (1) Sponsorship/\$1 | 50 | | į, | cut 3-4 checks cut to her and she turns in receipts to balance the funds. | | |
| RED KNIGHTS INTERNATIONAL (GA C | The state of the s | | | | 1 | |
| CRDN of Coastal Georgia, L.Zeigler /S | | s Gift Cards | | | | |

| Expenditure Justification | Amount | Date Paid | APO# | Amt Paid | Difference | e |
|-----------------------------------|------------|-----------|------|----------|------------|---|
| CPR - First Aid cards & materials | 300 | | | | | |
| Graduation Ceremony | 250 | | | | | |
| Lunches for the week | 700 | | | | | |
| Awards | 250 |) | | | | |
| Team Bandana | 30 | į. | | | | |
| Registration Bags | 30 | į. | | | | |
| ID Badges/Lanyards | 70 | | | | | |
| Stclers | 50 | ř. | | | | |
| Whistles | 20 | i. | | | | |
| Registration Dinner | 150 | į. | | | | |
| Map | 75 | | | | | |
| Name Tags | 25 | i e | | | | |
| TOTALS | 1950 | C |) | (|) | 0 |
| Revenue | \$2,675.00 | | | | | |
| Amount (over) Under Budget | 2,675.00 | | | | | |

| ponsors /Donations | Check# | Dollar Amount | Purpose | Date | Date | Place of Furchase | Amount | PO's used for Purchase | Tax Cert. of Exemption # | American Express G | ft Card |
|--|--|--|-------------------------|-------------------|--|---|--|------------------------|------------------------------------|--------------------|---------|
| ternational Longshoren | Acres acres | | Cadet Fees | 6/1/2010 | | 10 Staples | | | Used | | |
| avannah Professional Fire | efighter As | ? | T-shirts | | 7/8/20 | 10 Target | | | Used | | |
| irafix Inc | engine. | 0 | Camp Banner | | 7/8/20 | 10 Walmart | | | Used | | |
| annies On The Beach | | | (2) Sponsorships | | 7/10/20 | 10 Sam's Club | 599.35 | A324034 | | | |
| Marlin Monroe's Surfside | Coll | The second secon | (2) Sponsorships | | | 10 Staples | | | | 24.16 Used | |
| | CHIN | | (1) Sponsorship | | 7/11/20 | 10 Home Depot | | | | 9.54 Used | |
| he Crab Shack | | The second secon | Donation | 7/11/2010 | | 10 Target | | | | 69.15 Used | |
| led Knights Motorcycle C | IOD - GA CI | 4 1000 | American Express Gifts | 7/11/2010 | | 10 Sam's Club | 82.27 | A324035 | 77 | | |
| ertified Restoration Dryc | rearring rec | 200 | Pantitisan Express onto | 17.5 | 1000 | Coastal Ice Machines, | | | 1 100 | | |
| Produceren action | 1475 | 25 | Application Fee | | 7/12/20 | 10 Inc. | 1 | | | | |
| April Martinez | A STATE OF THE PARTY OF THE PAR | | Camp Fees | - | | 10 Kroger | | | | 37.87 Used | |
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| ity of Port Wentworth, S | 31244 | 150 | Camp opport rees | 27072010 | and the latest two traces | American Red Cross - | | | T | | |
| | 1 | 1000 | | 1. | 7/12/2 | 10 CPR Cert. | 182 | A324036 | | | |
| | | 3075 | | 1 | | 10 Local 574 Staff T-shirts | | A324038 | | | |
| | 1 | | | | 100 March 20 | MARKATO SASSABORY USASSAS SARROUS AND ARRASTS STORE | 43/16 | NJE1030 | - | | - |
| | | | | | | 10 Little Caesars Pizza | - | | | | |
| | | | | 1 | | 10 Shell Gas Station | - | | | | |
| | | | | | and the second second second | 10 FOOD LION | | | near the second | **** | |
| | | | | | 7/15/2 | 110 Staples | - | | Used | 24.56 Used | 24.56 |
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| | | | | | Company Common C | 10 Sam's Club | 136.72 | A324037 | | | |
| | | | | 1 | Annah Art Control of the Control of | 010 BIG LOTS | - | | | | |
| | | | | 1 | 7/16/2 | 10 Kroger | | | l — — — — — — | | |
| | 1 | | | | | Walmart - Thank you | | | | | |
| Cash Recipts Deposit | 2,550.00 | | | 1 | | 10 cards for sponsors | | | Will have receipt for you tomorrow | | |
| 6/17 cash recipts | 125 | | | 1 | 7/26/2 | 10 Total Funds Spent | 1,495.04 | 1,375.34 | | 188.52 | 188.52 |
| AMEX Gift card (Kelly) | 200 | | | | | | | | | 11.48 | |
| Check Donation(Kelly) | 100 | | | | | | | | | | |
| Cucce ponaroutural | 2,975.00 | | | | | | | | | | |
| | Market Street, | | And the second second | | | | | | | | |
| APO's issued Total | 1,498.04 | | - | | // | | 1 | | | | 110 |
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| Beth Martinez 8 Reardon Court | | | | | | | | | | | |

Camp Trailblazers Revenue/Application Payment Schedule

| Running Bala | nnce | | | (\$925.00) | 1675 | |
|--------------|---|-----------------------|---------------|------------|---|------|
| | | - | | | | |
| | # of girls spnsorship pays for | 15.83 | 10 | | | |
| | actual girls not paid for | -6.17 | 12 | | | |
| | | | | | | |
| | Fannies On The Beach - (2) Sponsors | nips/\$350 | | | | |
| | Marlin Monroe's Surfside Grill - (2) Sp | oonsorships/\$350 | | | budget per Kelly | 2700 |
| 1917 | The Crab Shack - (1) Sponsorship/\$15 | 50 | | | cut 3-4 checks cut to her and she turns in receipts to balance the funds. | |
| | RED KNIGHTS INTERNATIONAL (GA C | hapter 15)\$100 | | | | |
| | CRDN of Coastal Georgia, L.Zeigler /\$ | 200 in American Expre | ss Gift Cards | | | |

September 26, 2014

VIA CERTIFIED MAIL /RETURN RECEIPT DELIVERY NO.: 7013 2250 0002 1871 3099

The Honorable Edna Branch Jackson Mayor, City of Savannah Savannah City Hall, 2nd Floor 2 East Bay Street Savannah, Georgia 31401

VIA CERTIFIED MAIL /RETURN RECEIPT DELIVERY NO.: 7014 1200 0000 7755 9033

W. Brooks Stillwell
City Attorney of Savannah, Georgia
Hunter Maclean
200 East Saint Julian Street
Savannah, Georgia 31401

Re: Notice of Claims of Kelly McDaniel

Dear Mr. Stillwell:

We have been retained to represent the above-named individual in relation to injuries each she has suffered during the term of her employment with the Savannah Fire & Emergency Services. Please accept this letter as an Ante Litem notice and settlement demand.

The injuries sustained by the individual listed above include, but are not limited to, those naturally flowing from the following: assault consummated by battery; defamation; negligent retention, and intentional infliction of emotional distress. Our client has suffered, without limitation; loss of opportunity for advancement; humiliation; reputational damage; embarrassment and extreme emotional distress.

Ms. Kelly McDaniel was hired by City of Savannah as a firefighter on November 11, 1998, where she continued to work up the ranks until she was promoted to Battalion Chief on May 24, 2011. Ms. McDaniel was initially assigned to the North Battalion, moved to the West Battalion, and after her promotion she was assigned to the South Battalion. Chief Benjamin Morse has supervised Chief McDaniel since her promotion to Battalion Chief.

On April 3, 2012, Ms. McDaniel began to notice she was being treated differently than her male equals. Particularly, Ms. McDaniel was requested to make a power-point presentation, which was due on April 12, 2012. The purpose of this power-point presentation was a visual aide for a meeting with Chief Middleton, Chief (Cedric) Scott and Chief Morse. The purpose of the power-point was to update (Chief Middleton) on all of Ms. McDaniel's three (3) projects. Ms. McDaniel was assigned this additional duty when she was attending a NFA (National Fire Academy) class. During this meeting, Chief Middleton made a request for an update on a letter

VIA CERTIFIED MAIL /RETURN RECEIPT DELIVERY NO.: 7013 2250 0002 1871 3105

Stephanie Cutter, City Manager P.O. Box 1027 Savannah, Georgia 31402 Mayor Edna Branch Jackson Stephanie Cutter, City Manager W. Brooks Stillwell, City Attorney September 26, 2014 Page 2 of 2

Ms. McDaniel had previously been assigned. Ms. McDaniel had drafted, finalized, and provided this letter to Chief Morse on or about (several months prior to this meeting). During this meeting, Ms. McDaniel learned Chief Morse failed to approval letter. When requested about the status Chief Morse initially denied she sent it in the meeting; however, after Ms. McDaniel insisted it was sent, Chief Morse found it in his e-mail. Ms. McDaniel started to become more stressed about her job and these interactions with her supervisor, Chief Morse. She felt as though he was treating her differently. On April 19, 2013, Ms. McDaniel started to receive care from her physician, Dr. Kevin J. Winder.

On May 7, 2012, Ms. McDaniel took the opportunity to use an open door policy to speak to Chief Middleton, due to the personal matter concerning Chief Morse. During this meeting she informed Chief Middleton she was concerned because she did not believe Chief Morse and she had a good professional relationship. From May 2012 until present, Ms. McDaniel has been continually treated differently than her male counterparts.

On May 27, 2014 Ms. McDaniel was touched offensively by Chief Morse. Ms. McDaniel reported to a structure fire on 620 Staley Avenue. Upon arriving at the scene Ms. McDaniel learned there was a possibility of a victim inside the structure. At 10:03, pursuant to Ms. McDaniel went to command post for a briefing from Command Aid, Master firefighter P. Grant. Per policy, MFF Grant briefed Ms. McDaniel regarding the status of the situation. MFF Brian Munezenemeyer was present at this time. During this briefing, Chief Morse approached Ms. McDaniel from behind and pushed her from behind, causing her feet to lift off the ground and stumble forward. Ms. McDaniel turned around and Chief Morse was in her face. Ms. McDaniel stared directly and his index finger pointed only an inch away from her face, Chief Morse yelled, "you need to take command." Ms. McDaniel replied that she would take command after she was briefed, as is policy. Ms. McDaniel was shocked about what had happened.

On May 28, 2014 at the staff meeting, she would usually sit in the administrative table when she was on duty. However, on this occasion, Ms. McDaniel was unable to sit at the table, and felt very uncomfortable. So uncomfortable she was unable to keep eye contact with Chief Morse the entire meeting.

Ms. McDaniel met with Chief Middleton on June 2, 2014 due to this physical altereation. She met with Chief Middleton for the purpose of explaining how she was offensively touched by Chief Morse. Ms. McDaniel was afforded the opportunity to speak to Human Resources thereafter, and explained to Ms. Sylvia Perry that she felt disrespected, degraded and unnecessarily singled out by Chief Morse. Ms. McDaniel felt as though her job and credibility was in jeopardy. Ms. McDaniel completed a formal conflict resolution form and turned it into Ms. Perry on June 2, 2014, following the meeting.

On June 30, 2014 Ms. McDaniel met with the Director of Human Resources, Beth Robinson regarding the conflict resolution. Those scheduled to attend were Ms. Robinson and Ms. McDaniel. The meeting was cancelled. Ms. McDaniel was not provided any reasoning for the cancellation. Thereby, on June 30, 2014 Ms. McDaniel's filed a charge of discrimination

Mayor Edna Branch Jackson Stephanie Cutter, City Manager W. Brooks Stillwell, City Attorney September 26, 2014 Page 3 of 3

with the Equal Employment Office Commission. This charge of discrimination included the details surrounding the incident on May 27, 2014.

On June 30, 2014, Ms. McDaniel went to the workplace and Chief Morse made the following comment to Ms. McDaniel, "Hi, are you on duty today?" Chief Morse turned to Shannon Boggs (Chief Morse's Assistant), "You know everyone didn't think I was coming back because of a rumor going around...matter of fact, Ms. McDaniel you are involved in this tumor. The rumor is that Ms. McDaniel filed a workplace conflict against me."

On June 30, 2014, after the comment was made to Ms. McDaniel, the Director of HR cancelled the meeting that was scheduled. This meeting was scheduled in an effort to resolve the workplace conflict with Ms. McDaniel. Ms. McDaniel believes this meeting was cancelled by Chief Morse out of retaliation.

resolution. Those scheduled to agend were Ms. Robinson, Ms. Sylvin Perry, and Ms. McDaniel The orcering was cancelled. On July 2, 2014, during a break at a staff meeting, Chief Morse led Ms. McDaniel into his office and made the following statement, "Come with me, you know I was just kidding about the rumors, you know what I am talking about." Chief Morse made this statement twice. He further stated, "you know I was only kidding." He followed up with the comment, "did I push you...did I offend you?" After Ms. McDaniel left his office, Chief Morse sent a follow on text message to her government cell phone. "As we discussed" There was no task assigned to Ms. McDaniel during their prior meeting, nor was any request made of her to do anything. Thereby, Ms. McDaniel responded, "Received. What is this in reference to? I want to be prepared." No response was given. Chief McDaniel believed this text was sent to her so Chief Morse could later use as evidence against her for not complying to a task, in an effort to give her a written reprimand or disciplinary action.

On August 22, 2014 at approximately 8:30 am Chief Morse wanted Ms. McDaniel to call him after Conference Call. She complied, and went to his office. During this office call, Chief Morse accused Ms. McDaniel of not properly running the Critical Incident Stress Management Team. Chief Dixon was involved and can verify she ran the team appropriately, and Chief Morse was using this occasion again in an effort to provide support against Chief McDaniel for not properly conducting herself. During this meeting, Chief Morse yelled at Ms. McDaniel and requested Chief Dixon leaves his office. Chief McDaniel was given an adverse action, (i.e. document of counseling) that afternoon for an incident that was not supported by any facts.

On Sept 18, 2014 Human Resources concluded Chief Morse's actions of offensive touching Ms. McDaniel in May warranted counseling to Chief Morse, and no additional adverse action would be taken. The treatment of Chief Morse was not consistent with the treatment of other firefighters in the past (i.e. MFF Munzenemeyer) for similar misconduct. This disparate treatment is retaliatory against Ms. McDaniel. Disparate treatment against Chief Morse compared to other firefighters with similar misconduct dissuades others from coming forward with information against Chief Morse.

Mayor Edna Branch Jackson Stephanie Cutter, City Manager W. Brooks Stillwell, City Attorney September 26, 2014 Page 4 of 4

We provide this notice, in addition to the notice from the EEOC regarding the assault by Chief Morse against Ms. McDaniel. We estimate Ms. McDaniel's damages to be emotional damages thus far. Thereby, a conservative estimate of one hundred thousand dollars (\$100,000.00) is made as of today's date.

Sincerely,

S. TENNAILE TIMBROOK

STT/mrg

| Gloves | Shoe | Height |
|--------|-------|--------|
| Size | Size | |
| | | |
| Sm | 5.5 | 4' 11 |
| Lg | | 5'8 |
| Lg | 8.5/9 | 5' 6 |
| Sm | 7 | 5' 4 |
| Med | 8 | 5'3 |
| Sm | 8.5 | 5'3 |
| Med | 8 | 5' 2 |
| | 7.5 | 5'6 |
| Lg | 10 | 5'7 |
| Lg | 8 | 5' 7 |
| Sm | 8.5 | 5'3 |
| Med | 8.5 | 5' 1 |
| Med | 8.5 | 5' 4 |
| Med | 8.5 | 5'3 |
| Med | 8.5 | 5' 4 |
| Med | 8.5 | 5' 1 |
| XL | 10 | 5'8 |
| Sm | 6 | 4' 11 |
| Med | 9.5 | 5' 4 |
| Med | 8.5 | 5' 2 |
| Lg | 10 | 5' 6 |
| Lg | 8.5 | 5' 2 |
| Med | 7 | 5' 1 |
| Med | 8.5 | 5'6 |
| | | |



SAVANNAH BUREAU OF FIRE AND EMERGENCY SERVICES STANDARD OPERATING PROCEDURES

Issued By:

Charles G. Middleton, Fire Chief Charles G. Mi

Charles G. Middleton, Fise Chief

NUMBER ADM 10

SUBJECT

Disciplinary Actions

DATE 12-26-06

1. REFERENCES

City of Savannah Policy: HR-019 Discipline (Rev: 01-01-05)

2. PURPOSE

To provide for fair, equitable, and consistent application of progressive discipline.

3. POLICY

It is the policy of Savannah Fire & Emergency Services that all personnel conduct themselves with the utmost levels of professionalism. Any action or behaviors in conflict with any city or bureau policy, procedure, rule or regulation will be addressed to improve those contradictory behaviors and maintain standards of quality and efficiency.

4. CANCELLATION

This standard operating procedure cancels and supersedes all other directives, practices and procedures in conflict.

5. SCOPE

This procedure applies to all employees of the City of Savannah's Bureau of Fire & Emergency Services.

Discipline is intended to support effective management and supervision, as well as good employee-employer relations. The use of progressive disciplinary action is seen to be an integral part of the successful management of the Savannah Fire & Emergency Services.

The following procedures are to be utilized when considering and selecting the most appropriate and effective type of action. There can be no mechanical formula for the application of corrective/disciplinary action except in the case of Major Offenses.

| SF&ES Standard Operating Procedures | |
|-------------------------------------|-------------|
| ADM 10: Disciplinary Actions | Page 2 of 8 |

6. **DEFINITIONS**

, .:

<u>Corrective Disciplinary Action</u> is action taken by a supervisor to correct inappropriate work habits, behaviors, or violation of appropriate Savannah Fire or City of Savannah personnel policies, rules, standard operating procedures, and/or labor contract stipulations.

<u>Demotion</u> is a change in status of an employee from a position in one classification to a position in another classification having a lower salary grade. A demotion may be used by the department head/administrator for inefficient performance of duty, for flagrant violation of City rules and regulations, and for any other just cause.

<u>Disciplinary Action Matrix</u> (SFES) Is a reference chart describing appropriate action supervisors should implement to address most disciplinary issues. This matrix is posted as Appendix A at the end of this procedural document.

<u>Disciplinary Action Record</u> is the form used to record any disciplinary action beyond oral counseling. It is to be generated by the supervisor and forwarded through the chain of command to the department head. The form is located in the Lotus Document Database at "FRM-Discipline — SFES Disciplinary Action Record."

<u>Discipline</u> is that positive force which prompts an employee or a group of employees to voluntarily observe rules, regulations, policies, and procedures that are deemed necessary in terms of the goals and objectives of SFES and the City of Savannah.

<u>Dismissal</u> Is a drastic measure that takes away the employee's livelihood, reduces opportunity for other employment, and often creates other family, social, or economic problems. Recommendations for dismissal should occur only after every other possible disciplinary measure has been considered. However, in some instances, the only appropriate solution to the problem is dismissal. The continuance in employment of an incompetent or otherwise unsatisfactory employee is detrimental not only to the City, but also to the employee.

<u>Documentation of Counseling Form</u> is used to record any informal discussion with an employee to address either a positive or negative aspect of their behavior. This form is located in the Lotus Document database at "FRM-Discipline—SFES Documentation of Counseling Form."

<u>Formal Discipline</u> (Disciplinary Action) describes any supervisory action taken beyond an oral counseling to correct an employee's negative or inappropriate behavior in the performance of his or her duties. These types of actions can include; oral reprimands, written reprimands, suspension, demotion, and/or termination.

SF&ES Standard Operating Procedures

ADM 10: Disciplinary Actions

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<u>Informal Discipline</u> (Corrective Action) is the first stage in addressing minor infractions by conducting an oral counseling session. All oral counseling sessions should be administered and documented by the immediate supervisor for the first occurrence of a lesser offense, or when the supervisor denotes early indications of less than acceptable performance or unacceptable behavior.

Oral Reprimand The oral reprimand is a verbal warning rather than a punitive measure and serves to forestall the first offender from exposing himself/herself to more severe disciplines. A Disciplinary Action Record form indicating an oral reprimand was given to an employee should be sent to the Human Resources Department to be filed in the employee's permanent record. A specific oral reprimand should ordinarily be used when a discussion with the employee fails to solve the problem. The employee must submit an Appeal of Disciplinary Action form to appeal this action.

Suspension is a forced leave of absence without pay for disciplinary purposes. Suspensions "without pay" should be given after an investigation of charges made against an employee is completed. Suspensions "with pay" usually occur to remove the employee from duty while further investigation into an offense takes place. After consultation with the Human Resources Director, department heads/administrators may suspend an employee without pay for disciplinary reasons.

<u>Suspension prior to dismissal</u> - Employees on regular status must be suspended with pay prior to dismissal. The Human Resources Director should be contacted before any dismissal action is initiated. The pre-termination appeal process permits regular employees who are being terminated to tell their side of the story to an administrator who was not directly involved in the termination decision. [Refer to Pre-termination Process & Appeal policy (HR-020B)].

Written Reprimand is a formal action in writing from the department head/administrator. Its purpose is to correct an employee's inadequacies, offenses, and failures to perform, or for improper conduct. A written reprimand is ordinarily indicated if an oral reprimand does not correct the situation. A written reprimand should be carefully prepared. It should be given to the employee by the department head/administrator or his/her designee during a private setting in which an effort is made to help him/her overcome his/her problem.

7. RESPONSIBILITIES

- 7.1. It shall be the responsibility of all supervisory personnel to insure uniformity in adhering and complying with this procedure.
- 7.2. It shall be the responsibility of all personnel to comply with the policy and procedures outlined in this document.

8. ACTIONS

8.1 The Basic Disciplinary Action Process

8.1.1 The Supervisor Shall:

- a) Review and measure an employee's work performance of his/her employees and act promptly to correct any inappropriate or unacceptable behavior in conflict with SFES performance standards. Additionally, if after reviewing an employee's work performance and finding exemplary performance, the supervisor should acknowledge and recognize those behaviors as well.
- b) Provide constructive feedback to the employee concerning less than acceptable performance and/or work habit. Explain why the performance and/or work habit is not acceptable while maintaining a solution oriented atmosphere throughout the discussion.
- c) Outline to the employee the consequences of continuing less than acceptable performance and/or work habits.
- b) Select, Initiate, and document appropriate preventive and/or corrective disciplinary measures using the SFES Disciplinary Action Matrix as a guide.
- c) Forward completed documentation of implemented corrective/disciplinary actions to the next supervisory level to proceed to at least the department head level.
- d) Monitor any continued performance and unacceptable work habits of the employee.
- e) Conduct a follow-up discussion with the employee to either:
 - · Commend the employee for improved performance,
 - Commend the employee for resolution of the work habit problem, or
 - Continue the discipline process if less than acceptable performance or unacceptable work habit is not resolved.

8.1.2 Employee

- a) Is to strive to adhere to performance standards of the bureau and initiate any necessary action to correct less than acceptable performance and/or work habits.
- b) Periodically review city and bureau policies and procedures to help ensure compliance and the understanding of the progressive disciplinary process.

SF&ES Standard Operating Procedures

ADM 10: Disciplinary Actions

Page 5 of 8

c) May appeal a Disciplinary action by submitting a City of Savannah "Appeal of Disciplinary Action Form" when appropriate.

8.2 Disciplinary Action Considerations

- 8.2.1 Major and moderate offenses may be addressed automatically with suspension pending further disciplinary action.
- 8.2.2 Moderate or lesser offenses must be viewed and judged individually taking the following into account:
 - a) The seriousness and circumstances of the particular offense.
 - b) The employee's past record, his/her length of service, including his/her performance and disciplinary records.
 - c) The lapse of time since the employee last required any action and frequency of problem.
 - d) The Department practice in similar cases.
 - e) Counseling efforts made to advise the employee of the problem.
 - f) Impact on the employee and implications for other employees.
 - g) Available justification and objective documentation to support the action, given an appeal.
 - h) Any extenuating circumstances which may exist.
 - b) <u>EXCEPTION</u>: These considerations do not apply to first occurrences of major offenses where suspension and/or termination may be appropriate.
- 8.2.3 For most moderate or lesser offenses, the least severe action shall normally be appropriate for the first offense.
 - a) The first step shall be rehabilitative in nature and less formal.
 - b) Moderate and Lesser offenses shall justify more progressive stringent corrective action until the employee recognizes the necessity for correcting deficiencies or falling this, termination may be appropriate.

8.3 INITIATION OF DISCIPLINARY ACTION

The Supervisor Shall:

 a) Identify and recognize elements of an employee's conduct/work habits and/or performance contrary to policies, rules, SOP's, and/or objectives relative to their position within SFES and/or City.

SF&ES Standard Operating Procedures

ADM 10: Disciplinary Actions

Page 6 of 8

- b) Provide constructive feedback to the employee.
- c) Encourage employees to cooperate and be productive members of the work force.
- d) Correct or improve improper or deficient employee performance or behavior which is seen, or viewed by the supervisor, to be less than acceptable.
- e) Generate appropriate documentation reflecting the supervisor's efforts including any statements made to the employee regarding his/her performance.

8.4 ACCEPTABLE DISCIPLINARY ACTION:

- 8.4.1 ALL corrective/disciplinary action measures shall be accomplished in a private place by discussion between the immediate supervisor, the affected employee, and, if appropriate, with other reviewing supervisor(s).
- 8.4.2 In all cases, the Supervisor INITIATING the corrective/disciplinary action shall be present in the corrective/disciplinary action discussion with the employee.
- 8.4.3 In some cases of suspensions or terminations there may be exceptions to this procedure.

8.5 DISCIPLINARY ACTIONS

8.5.1 Informal Disciplinary Action:

- a) Oral Counseling is an informal discussion or counseling of a subordinate on any performance or behavior issue as the need arises. This may include both positive and/or negative aspects of the employee's performance. Remember that subordinates can very easily misinterpret use of certain terminology. The informal counseling is not a FORMAL DISCIPLINARY action and should be explained to the employee as such. However, all counseling session need to be recorded using the Documentation of Counseling Form with copies retained by the supervisor for potential future actions.
- b) If it is necessary to impose more formal disciplinary action above oral counseling, the Battalion Chief/Supervisor must be notified as well as the appropriate Assistant Chief.

SF&ES Standard Operating Procedures

ADM 10: Disciplinary Actions

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- All counseling sessions, both positive and negative, need to be recorded using the Documentation of Counseling Form. It is not mandatory that the employee sign the counseling form. The form should include, but not limited to, the following information;
 - A brief summary describing the issues and discussions related to the issue.
 - List dates of incidents or examples of performance being addressed, for follow-up session, instances of an improvement,
 - A date for a follow-up session.
 - Any consequences of failure to follow this plan.
- d) Oral counseling memos are to be maintained in the employee's department file ONLY and may be used to determine future disciplinary action, if appropriate. Counseling memo copies are to be distributed as follows;
 - 1. One to the employee
 - 2. One to be retained by the supervisor
 - 3. One to the Battalion Chief

8.5.2 Oral Reprimend

- a) An Oral reprimend is the first step in the formal disciplinary process and is to be initiated after less severe action has been unsuccessful and/or the employee has not taken corrective action. This step may not apply for more serious violations of city and/or bureau standards.
- b) A SFÈS Disciplinary Action Record form Indicating an oral reprimand has been issued needs to be generated and submitted through the chain of command to the department head.

8.5.3 Written Reprimand

- a) A Written Reprimend is the second step in the formal disciplinary process and should be administered, and properly documented, by the immediate supervisor when less severe action has been unsuccessful and/or corrective action has not been taken by the employee.
- b) A SFES Disciplinary Action Record form Indicating an oral reprimand has been issued needs to be generated and submitted through the chain of command to the department head.

SFES Disciplinary Action Guideline Matrix (12/2006)

| Major Offenses | First Offense | Second Offense |
|--|---------------------|------------------|
| Reporting to work under the influence of alcohol or illegal substances | Up to dismissal | Dismissal |
| Consuming any alcohol type beverages or illegal substances on duty | Up to dismissal | Dismissal |
| Falsification of records | Up to dismissal | Dismissal |
| Stealing | Up to dismissal | Dismissal |
| Obtaining money or other valuables through use of position | Up to dismissal | <u>Dismissal</u> |
| Destroying evidence or giving false testimony | Up to dismissal | Dismissal |
| Conviction of a felony | Dismissal Dismissal | N/A |
| Failure to submit to required physical examination | Up to dismissal | Dismissal |

| Moderate Offenses | First Offense | Second Offense |
|--|--|----------------|
| Fighting while on duty | Suspension to dismissal | Dismissal |
| Insubordination | Suspension to dismissal | Dismissal |
| Cowardice | Suspension to dismissal | Dismissai |
| Willful mistreatment of others | Suspension to dismissal | Dismissal . |
| Sleeping during work hours without permission | Suspension_ | Dismissal |
| Unauthorized use or misuse of City property | Suspension | Dismissal |
| Destruction of City Equipment or property | Suspension | Dismissal |
| Absence without authorized leave | Suspension | Dismissal |
| Willful violation of written regulations or policies | Oral or Written reprimand to dismissal | Dismissal |
| Political activity on duty or on the premise | Written reprimand | Dismissal |

| Minor Offenses | 1 st Offense | 2 nd Offense | 3 rd Offense |
|--|-----------------------------|-------------------------|-------------------------|
| Wrongful or injurious exercise of authority | Written reprimand | Suspension to dismissal | Dismissal |
| Officer who knowingly fails to take official action regarding violations | Written reprimand | Suspension to dismissal | Dismissal |
| Violating decency or morality | Written reprimand | Suspension to dismissal | Dismissal |
| Negligence | Written reprimand | Suspension to dismissal | Dismissal |
| Leaving work without authorization | Written reprimand | Suspension to dismissal | Dismissal |
| Conduct unbecoming of a fire department employee | Oral Reprimand to dismissal | Suspension to dismissal | Dismissal |
| Excessive absenteeism | Written reprimand | Suspension | Dismissal |

| Lessor Minor Offenses | 1 st Offense | 2 nd Offense | 3 rd Offense | 4 th Offense |
|--|-------------------------|-------------------------|-------------------------|-------------------------|
| Failure to conform to grooming | Oral Reprimand | Written reprimand | Suspension to dismissal | Dismissal |
| Unauthorized distribution of ANY written or printed material | Oral Reprimand | Written reprimand | Suspension to dismissal | Dismissal |
| Malicious use of profane language | Oral Reprimand | Written reprimand | Suspension | Dismissal |
| Substandard quality of work | Oral Reprimand | Written reprimand | Suspension | Dismissal |
| Tardiness in one calendar year | Oral Reprimand | Written reprimand | Suspension | Dismissal |

STATEMENT COVER LETTER

| Name (Print) KENNEW & RENTILES, SR |
|---|
| Rank Bott. Caree Years of service w/City of Savannah 20 |
| Date of statement 22 Tune 2014 |
| Date of occurrence 2008-Paesen |
| CategoryTarget of occurrence, Witness of occurrence |
| Note: Please fill out one statement per occurrence. |
| Statement should be completed on a word document and attached to this cover sheet. The statement should be signed by the individual making the statement. |
| Number of pages attached/ |

To whom it may concern,

I have been a firefighter for over 30 years and a Traditional Guardsmen for over 23 years in the Air National Guard! I have been a battalion Chief over 8 years with SFD. In my eight years under Chief Middleton, I have witnessed multiple unprofessional experiences in Senior Staff meetings. When I was first promoted and started attending the meetings, Chief Middleton would belittle and talk to Chief Anthony Faust like he was a second grade child! He also spoke to Chief Dennis Cook in similar ways. I had him raise his voice at me on multiple occasions and each time I spoke to him in his office and stated that I do not appreciate him speaking to me in that tone and way in front of my peers and subordinates.

I have never been spoken to in this way and/or experienced such unprofessional behavior in my entire military career!

A couple of other personnel who have left the FD due to the hostile work environment and being treated in the above ways should be contacted and asked why they left and transferred to another city bureau or left the city all together: Mrs. Cheryl Brockington, Senior Mgt Analysis, Mrs. Gardenia Campbell, Senior Mgt Analysis, Mrs. Kerry Reid, Senior Mgt Analysis, Mr. O.J.Williams(retired) Senior Mgt Analysis, Mrs. Kisher Bland, Admin. Asst, Mrs. Micki Rahn, Admin. Asst., Ms. Angela Larochester, Admin. Asst, Ms. Amy Benton, Admin. Asst., Ms. Elizabeth Cambridge, Admin Asst. Mrs, Dee Shavers, Admin. Asst.

Note, ALL of these people have been within the Chief Middleton and Ms. Wilson regime!

At one meeting, which I was not there to witness, Chief Middleton actually insulted Mrs. Brockington to the point of her getting up and walking out of the meeting and her husband came to the chief's office to address his disrespect to his wife! Multiple personnel witnessed it but nothing was done!

Chief Middleton's lack of respect and belittling personnel has been going on since he arrived here! And nothing has ever been done about it! All we are asking is for an investigation to see if these things were looked into or investigated!

Kent Eles Se KERENTIDES, SE

STATEMENT COVER LETTER

| Name (Print) KENNETS E. RENTIURS, SR |
|---|
| Rank Bart. Culter Years of service w/City of Savannah 20 |
| Date of statement 22 June 2016 |
| Date of occurrence 2008 - Paes and |
| CategoryTarget of occurrence, Witness of occurrence |
| Note: Please fill out one statement per occurrence. |
| Statement should be completed on a word document and attached to this cover sheet. The statement should be signed by the individual making the statement. |
| Number of pages attached |

STATEMENT COVER LETTER

| Name (Print) KENVETH E. RENTIERS SK |
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| RENUEIN E RENITERS, OFC |
| Rank BATT. CAILY Years of service w/City of |
| Savannah 20 |
| Date of statement 22 June 2016 |
| Date of occurrence 2007 nee 2010 |
| CategoryTarget of occurrence |
| Note: Please fill out one statement per occurrence. |
| Statement should be completed on a word document and attached to this cover sheet. The statement should be signed by the individual making the statement. |
| Number of pages attached / |

To whom it may concern,

I was verbally abused twice by Chief Charles Middleton on two separate occasions.

The first occasion was while inspecting a set of bunker gear at the Fire Prevention Office. I was asked to go to the FPO to inspect the integrity of some bunker gear that a firefighter was burned while wearing and when we got to the FPO, the gear was laying out in the bay. Chief Middleton began cursing and using the "F" word multiple times in reference to Captain Charlie Brown leaving the gear laying out. At that time, there was no written policy on securing gear after an injury. Chief Middleton was very upset and continued to yell at Chief Mosely to the point that I was very uncomfortable with the verbal abuse! He also stated that Captain Brown would never ride Safety again.

The second occasion was on a Saint Patrick's Day morning! Previously at a senior staff meeting, CGM stated that we would NOT hire overtime to staff the honor guard for the parade due to budget issues. I made the decision to use on duty personnel to staff the Honor Guard which meant that we were riding short our Fire apparatus already and did not send anyone over to carry the SFD banner. Chief Middleton called me on the cell phone and started screaming at me that the banner better get over there right now and that who the hell authorized you to make that decision. I respectfully, said that you did because you did not want to hire overtime. My decision was based on the Operations of the FD in downtown Savannah on the busiest day of the year and that Fire Trucks needed staffed and not a banner! There were already two very large fire trucks with SFD all over them! So I sent two firefighters out of our staffing to accommodate the banner!

K. E. RENTIES SA

STATEMENT COVER LETTER

| Name (Print) KENNETH & RENTINES, SR |
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| Rank BATE CNIEF Years of service w/City of Savannah 20 |
| Date of statement 22 Jung 2014 |
| Date of occurrence 2013 - Parson |
| CategoryTarget of occurrence, Witness of occurrence |
| Note: Please fill out one statement per occurrence. |
| Statement should be completed on a word document and attached t this cover sheet. The statement should be signed by the individual making the statement. |
| Number of pages attached |

To whom it may concern,

I feel that I have been retaliated against for my continued speaking out against Chief Middleton and the way he has treated our personnel!

The first instance is through the Assistant Chief promotional Process back in 2011. I applied for the AC job and was qualified back in 2011 but have never been given the opportunity to ride in an interim position. Instead he has chosen personnel with hardly any experience to ride in the position of Asst. Chief of Operations. One of the requirements to apply for the AC position was three years as a Battalion Chief. The first to ride was a BC for 6 months and was placed into the interim to ride over three Senior BCs who had the experience and met the prerequisites earlier in the process! That individual rode interim for one year and was recently replaced with an individual who came from the Training Chief job and assumed AC of Operations. The better person to be interim over the BCs would and should be someone who is experienced in the job. That individual will have the experience to make decisions based on what Battalion Chiefs do on a daily basis!? Not an inexperienced individual! This is just one of the ways that Chief Middleton retaliates!

The second instance is while I was off on Sick/stress leave! I have been a member of the Honor Guard since I joined the FD in 1996. I assumed the leadership and leader of the HG when I was promoted to Captain in 2003. The HG was something that was close to me and my career. I was selected to join the HG by Captain Phillip Lightfoot(creator and leader) and was asked to take it over when he retired! This meant a lot to me because I had the utmost respect for Capt. Lightfoot! While I was off on SL. I was contacted by the interim Ops Chief that I was no longer in charge of the HG and that a Captain was taking over for me! I had multiple firefighters who were HG members turn there uniforms in because of the way I was treated! It was just another way of getting back at me for speaking my mind and challenging what I thought was not right!

The third time I felt retaliated was when my youngest son graduated from recruit school with SFD. My family is a traditional firefighter family. My father was a 40 year retired volunteer and his father was also a volunteer. I requested through my chain of command to have my father join me on stage to pin my son's badge on his chest and was told multiple times "NO"!!! My father was very upset and almost did not attend graduation due to this petty response. My first request was through the PIO, Mr. Keller and was denied. I then went to Asst. Chief Morse, my immediate supervisor, and was denied! I was told that Ms. Wilson, Senior Admin. Asst to the Fire Chief was in charge of the program and I had to speak to her. I sent an email requesting the above and was denied by Ms. Wilson. This was a chance to recognize three generations of fire service and give a grandfather the opportunity to assist in pinning a badge along side his son on his grandson! This was truly a golden opportunity to show the true brotherhood and tradition of the fire service but it was shot down due to a personal retaliation against me! That Elections, SA

To Whom It May Concern.

My name is Tiffany Yearwood, formerly Tiffany Marshall. I was hired by the City of Savannah in 2006 as a recruit firefighter and went through the training academy, maintaining high academic scores as well as field operation achievements. Upon being hired by The City of Savannah, I was already Firefighter Level I with all of the Georgia Search and Rescue Coastal Task Force Special Rescue Technician Level certifications, as well as EMT-Intermediate Level certified. I already had four years of experience with being a firefighter with Hinesville Fire Department in Hinesville, GA. My first shift on a Savannah Fire unit after rookie school was an overtime shift on Truck 5, because the Department was short-handed and I was the only rookie qualified to work on a rescue unit. During my time "on the floor" at Savannah Fire, I ended up having to travel from station to station often times in order to cover vacancles for rescue units and various other vacancies. I was dedicated and dependable, arriving close to an hour early to work each day to perform tasks on my own time in order to be better familiar with my assigned unit for the day and assist off going crews with getting off from work on time.

On March 2, 2007, I arrived to Station 14, where I traveled to for the shift. My permanent assignment was actually Engine 7 at Station 7 and my regular Shift Captain was Captain Nichols. During this day, I was assigned to Captain Strojny for the shift. During the morning hours, a call was received at the station advising that I would need to be brought to Headquarters later in the afternoon. It was not advised as of to why I was needed. My assumption was because I had recently helped with displaying diversity within the Department since I was one of the Departments "minorities," being of mixed race and a female.

I arrived to Headquarters and Captain Strojny was not allowed to join me in Chief Middleton's Office. My regular Shift Captain, Captain Nichols, was not present and it was later learned that he was completely unaware of disciplinary action being taken against me. I sat in Chief Middleton's office surrounded by Chief Middleton to my front, Assistant Interim Operations Chief Bragg to my left, and Battalion Chief Mosley to my right. During this time Chief Middleton began to speak about young people making regrettable mistakes in their lives and I was still amiss regarding the purpose of his speech to me as I was completely unaware of why I was there. As he continued, he began to present me pictures of myself and my MySpace page at the time. My page was a private social networking site and showed no affiliation to SFES. I had a small image of the "diversity" picture that I downloaded from SFES website that was too small to make out any Insignia and did not Identify the department. Within the same group of pictures, amateur modeling pictures (a hobby) were also posted. There were no pictures posted that included any nudity or obscenities. I was advised that a memo had come out and gave personnel opportunity to seek permission to use any SFES images/video or to remove them by March 7, 2007 or suffer consequences of disciplinary action. That memorandum came out on February 28, 2007 and this day's shift was the first for my shift to review the memorandum.

During this "meeting," it was demanded of me to remove any fire department images, regardless of the Department (I had pictures up from Hinesville Fire Department and GSAR posted as well). I was given a reprimand and Chief Bragg screamed at me, creating a hostile environment, upon my declination to remove my personal pictures that were in no way affiliated with SFES.

It was during this time that Savannah Fire Administration violated both Department and City Policy. My supervisor was not notified of any disciplinary action being taken against me, the meeting was a surprise meeting and I was not advised of how I became topic of disciplinary action, the disciplinary matrix was not utilized in bringing me straight to the Chief's office over a possible minor infraction that in no way hindered operations of the Department.

In the meeting I was given permission to appeal the disciplinary action against me. I did so, and the end result was termination on March 7, 2007. I was an asset to the department with more certifications and experience than any other rookie firefighter and many full time firefighters. My ethnicity and gender brought another level of diversity to the department and I always met or exceeded expectations and standards with regard to my reviews. Thousands of tax payer dollars were wasted and my livelihood was grossly affected over the blatant disregard for policy by the Upper Administration of Savannah Fire. My termination was effective immediately and listed as "unsatisfactory probation." My record was unremarkable and my reviews were all good reviews. I had zero complaints on file and worked well with my peers. The level of abuse of power utilized by Savannah Fire Upper Administration is offensive and severely disappointing.

Though the general idea of my disciplinary process through termination has been laid out within this letter, the details are far more intricate and would require physical conversation and presentation. Please feel free to contact me if you would like to learn more regarding this unfortunate incident.

Sincerely,

Tiffany A. Yearwood

912-271-9522



SAVANNAH FIRE & EMERGENCY SERVICES

Issued By: Ronald K. Butler Interim Assistant Chief Approved By: Charles G. Middleton Fire Chief NUMBER

07.012

DATE

GENERAL ORDER

2-28-2007

SUBJECT: Use of Fire Department Identity, Images, Apparel, and Equipment

The Savannah Fire Department's identity is not to be used for personal, recreational, or fraternal endorsement without the expressed permission of the Fire Chief or his designee.

The Savannah Fire Department's identity includes, but is not limited to:

Department photographs, images, artwork, videos

Department apparel

Department equipment

Personnel using Savannah Fire Department's identity on websites or other public presentation must remove the identifiers by March 07, 2007 or seek permission from the Fire Chief's office to post the identifiers by the same date.

Failure to comply with this order may result in disciplinary action as outlined in SOP ADM-10.

This General Order is in effect until it March 10, 2007

| A SHIFT | B SHIFT | C SHIFT |
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Statement by AFFRYAN LENZ.

To: whom it may Concern

Form: Glenn Brantley

Date: 06/04/2014

Re: Clothing Issues

The following statement is in reference to a question that w during our annual uniform inspection.

*Per Calendar event dated 06/04/2014 "a GALLS representative will be in Savannah measuring everyone for uniforms". Station 13 is scheduled for 2:00 – 4:00. (See attached)

Ms. Wilson and a representative from Gall's came into Station 13 at approximately 1215 hrs. on this day Wednesday, June 4, 2014. Upon arrival of both visitors within the station they were both signed in via the Station Log Book as well as the Visitor sign in sheet. Chief Harris asked that I help him setup a table In the dayroom so that Ms. Wilson and the representative would have a place to work. As I entered the room I spoke to both Ms. Wilson and a representative with Gall's Uniform. During this time I did not get a response from either. After setting up the desk, I exited the room without any more conversation.

Within a few minutes Chief Harris asked for E13 personnel to return with my crew one at a time. Prior to E13 crew being summoned to the day room by Chief Harris, they had seen the personnel from E12 and T13.

As E13 was asked to come forward to be seen by Ms Wilson. I was asked first to stand in front of Ms. Wilson so she could view my Uniform and Boots.

K. Wilson: asked if I had any issues with my uniforms

Capt Brantley: I stated yes that my boots were worn.

K. Wilson: asked "have you sent in a request for them"

Capt Brantley: I answered "yes several months ago".

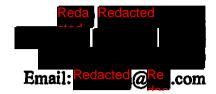
Chief Harris: spoke up and reminded Ms. Wilson "that he had sent her an email in reference to our boots".

K. Wilson: stated that she responded to Chief Harris in reference to my boots.

Capt Brantley: I stated that the only correspondence that I have received is in reference to Mff Raulerson for his boots. I don't have any emails pertaining to my boots or dress shirt. (See Attached)

STATEMENT COVER LETTER

| Name (Print) Jeffrey J. Croslen |
|--|
| Rank: Captain Years of service w/City of Savannah 33 years |
| |
| Date of statement: June 27, 2016 |
| Date of occurrence: Continual |
| , and the state of |
| CategoryTarget of occurrence Witness of occurrence |
| |
| Note: Please fill out one statement per occurrence. |
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| Statement should be completed on a word document and attached to |
| this cover sheet. The statement should be signed by the individual |
| making the statement. |
| Number of pages attached: |
| Number of pages attached: |



June 28, 2016

Office of the City Manager 2 East Bay Street Savannah, Georgia 31401

Re: Unresolved Fire Bureau Issues

Dear Stephanie Cutter:

I have been informed that on June 15, 2016, the city manager and the mayor attended the bimonthly staff meeting at Fire Headquarters. The city manager and the mayor were concerned over unresolved issues and allegations against the fire chief. It was conveyed that there was finally going to be a third party investigation into these charges. Please let me know if this is true, and I will prepare a list document for this investigation.

I have been employed with the city of Savannah for over thirty years. The city of Savannah's fire bureau has always been a great fire department, with dedicated men and women to accomplish our mission. Before this present administration, we had many employees with advanced degrees and national certifications. In the early eighties, we had a medical unit that provided emergency medical care to citizens; there was a fire boat known as the Fogarty that provided fire and water related emergency services to the waterways, we had two rescue squad units that included personnel who were trained in technical rescue disciplines, we had a hazardous materials team with highly trained hazmat personnel, and we obtained a Class 2 fire rating. The dedicated men and women of the fire bureau continue this rich tradition. These employees have continued working to obtain formal education and training in order to achieve improved skill sets, which enable them to provide better services to the community. We are now a Class 1 department and will receive the accreditation label. These goals were set many years ago.

It is fortunate that the City of Savannah has the revenue to pursue these labels; however, it is tragic that the core values and professionalism of the organization have suffered under this present administration. Fire Chief Charles Middleton has created an environment of bullying and distrust. Many have been subjected to this treatment for many years. Many employees quit the organization due to this treatment. Middleton has told me in 2007 that I should leave the organization. Middleton wrongfully terminated my employment in 2008. I was fully reinstated,

based on violations of policies and unlawful employment practices. I have refused to quit, because I am pursuing justice in an effort to make changes, so that no one else suffers this type of injustice. The reality of this situation is that Chief Middleton has done irreparable harm to a great organization. Does anyone actually believe that former emergency management director, Dan Stowers and the multitude of fire officers are telling lies? An impartial investigation would reveal the truth. Thus far, Chief Middleton has been protected through cover-ups. If Chief Middleton has lied, then he has violated the public's trust and his oath of office.

Of course, city managers want to support their bureau chiefs; however, concerns of this nature call for an objective process to ensure the fair treatment of employees. There cannot be a coverup. The creation of a hostile work environment, bullying, and other unlawful employment practices lead to low morale, stress, job dissatisfaction, suicides, and so on. An investigation was done by the EEOC on some of the civil charges against Chief Middleton, and the investigation concluded that laws were violated. There has been no investigation into the criminal charges.

I have included a document that brought about changes and helped improve the fire bureau. The document also aided the fire bureau in obtaining a Class 1 fire rating, and has been beneficial to the accreditation process. However, I faced retaliation as a result of submitting this document.

Sincerely,

Jefffey J. Croslen

J. Custer

Jeffrey J. Croslen



April 10, 2008

Office of the Mayor 2 East Bay Street Savannah, Georgia 31401

Re: Public Safety Issue

To Mayor Otis S. Johnson:

My goal has always been to work diligently towards accomplishing the mission of the City and the Fire Bureau in order to faithfully serve my community with honor and dignity. I have also endeavored to reach my fullest potential so that I may become more involved towards increasing the public safety of my community. It is with great optimism that I have pursued these goals over the years; however, it is with great sorrow that certain avenues must be pursued just to ensure the highest level of service to the community and the equal opportunity for employees.

Level of service

Annually, thousands of citizens and many firefighters lose their lives and suffer significant injuries due to fires, hazardous materials incidents, technical rescue incidents, natural and man-made disasters, and so on. In addition, the probability of incidents occurring such as the World Trade Center emergency is on the rise. The City of Charleston just lost nine firefighters during a fire, and the city has been fined heavily

Page 2

by regulatory agencies; lawsuits are pending. In an effort to protect the citizens of Savannah, life-safety initiatives must begin with the public safety agencies of our community. When emergencies are mismanaged, the possibility of death and injury for firefighters and civilians, not to mention unnecessary property loss, grows exponentially. The degree of expertise and professionalism required of fire department leaders has increased significantly over the years and will continue to increase. As the fire service's scope and mission have broadened, the need for enhancements in both training and education have grown proportionately. Training and education provide a solid foundation for the delivery of competent and effective services.

The city of Charleston should serve as a reminder in our efforts towards continual improvement. Regulatory agencies have fined the city of Charleston heavily and several lawsuits are pending as a result of the event that occurred on June 18, 2007. There are qualification issues, performance issues, and training issues. The job criteria for chief officers in the Savannah Fire Bureau are substandard and obsolete. The job criteria for chief officers must change to meet the national mandates of a contemporary fire service organization. Equivalencies clauses are continually being used to substitute for what should be required training, education, certifications, and experience. Prerequisites should be established in order to advance through successive levels within the fire bureau. The National Fire Protection Agency (NFPA) developed a national standard that establishes the requirements for fire officers-NFPA 1021 Standard for Fire Officer Professional Qualifications. This standard and others provide the necessary framework for fire agencies to follow. These standards now carry the weight equivalent to that of law in courts. Presently, the Savannah Fire Bureau does

Page 3

not promote its officers based on qualifications, but on non-merit factors. During the most recent Battalion Chief's promotional process, résumés were not required, and the promotional process was not facilitated properly. How can the most qualified candidates be identified if résumés are not requested? The community is entitled to qualified, competent, and professional personnel in their emergency service organizations. This can be accomplished through certification and education. Certification means that an individual has been tested by an accredited examining agency on clearly identified material and found to meet a certain standard. Certification provides the following:

- Protection from liability
- Recognition of demonstrated proficiency
- Recognition of professionalism
- Budget and salary justification

Of course these issues have been raised in the past, but the Fire Bureau has become stagnant in its transition to a contemporary, progressive department. Presently, firefighters must obtain the National Professional Qualifications Firefighter II within their two years to remain employed. Chief officers are not required to have any national certification, such as the national certification in the Fire Officer series. There are fourteen chief officers in the Savannah Fire Bureau, and only three chief officers may possess the national certifications requirements in their profession. Many of these officers currently acquire the skill of personnel management and emergency management through trial and error. This is not the prudent method to become proficient as a chief officer; any error on an emergency scene could be catastrophic. Those who are incident commanders and leaders in providing fire and disaster

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Page 4

protection must be aware of the importance of accountability and liability, the potential benefits of new technology and alternative organizational arrangements, and the necessity for continued training, education, and professionalism.

Last year, the Savannah Fire Bureau was found to be non-compliant in certain state mandated areas. This failure to comply can be attributed to the leaders of the organization. Many chief officers are unaware of the state requirements to maintain certifications in order to remain employed as a firefighter or fire officer in Georgia. There is no excuse for this lack of knowledge by individuals who occupy positions at that level in the organization. These chief officers had to take a Firefighter I written exam last year as a resolution to being non-compliant for years. Hopefully, Georgia Standards and Training will be able to convince any authority that this resolution was sufficient. Comparable fire departments have set and maintain much higher standards as required by law. The stagnation in the Savannah Fire Bureau has led to its present regressive state, and the trend continues. Upon review of the chief officers promoted within the last year, it is a sad state of affairs that the majority of the candidates selected do not meet the national or local requirements for the position. Why should the public safety of our community be jeopardized? The job announcement and job requirements for Chief Officer in the Savannah Fire Bureau are obsolete. In addition, the selection to these positions is based on non-merit factors. This is proven in the fact that the Bureau Head does not require résumés as part of the promotional process.

JANJ. Custo

Statement

This statement is what I remember of the initial incident which started open (out in plain view for all to see) harassment toward Captain Jeff Croslen.

On Friday April 29, 2007 I was holding a post incident analysis (PIA) in the late afternoon/early evening to discuss several fires which occurred over the past few shifts.

Companies were arriving at Fire HQ for the PIA, but we had to walt on the conference room as it was being used by office staff. While waiting, there many personnel in the building, three of which were using the copier which is located just outside of the conference room door. The personnel were Battalion Chief Tony Faust, Battalion Chief Dennis Cook, and Captain Jeff Croslen.

While Captain Croslen was waiting to use the copying machine he was talking to one of the office staff. Chief Middleton came through the area and saw Captain Croslen. Within approximately 1-minute, Chief Middleton called Acting Assistant Chief Ron Butler into his office. A few minutes went by then Chief Butler came to me, (I was acting as Battalion Chief-1) and told me to get Captain Croslen out of the office area. I asked Chief Butler why captain Croslen was being removed as I did not understand the reason for the action. Chief Butler stated that Captain Croslen needs to leave the office and that I was go council him for hanging around and talking to the administrative assistance's.

I told Chief Butler that Captain Croslen was at HQ for the PIA. This did not matter as Chief Butler was handing down orders which came from Chief Middleton, according to Chief Butler.

I carried out the orders given to me by Chief Butier. Captain Croslen was ordered off of the premises and he was issued a letter of counseling the following morning.

This is the incident as I remembered it.

| Sincerely, | |
|------------|---|
| | Battalion Chief J. T. Dixon – Savannah Fire & Emergency Services |
| | (At the time of the incident I was, Captain J.T. Dixon, AA Battalion Chief-1) |

To Whom It May Concern,

Prior to moving to Savannah, Georgia in 1994, I worked in the landscaping/lawn care maintence profession for 25 years. I enjoyed the jobs, worked hard and got a long with everyone. Then I moved to Savannah and was hired by the City of Savannah in December 1994 as a Landscape Specialist for the Park & Tree Division. James Parker was my supervisor. I was the Landscape Specialist until November 1998 and never had a problem with my supervisor or my co-workers. In the beginning of 1998, I completed all the tests to become a firefighter for the City of Savannah. In November 2, 1998 I started recruit school. I have never been more excited to be working in this profession and serving my community. I stayed focused on my job and continued to train. I was promoted to Advance Firefighter to Master Firefighter then to Captain. I even volunteer to go to the SFES Training Division as a one of the Training Captains. I was in the training division for 3 years, was the lead Training Captain and Chief A. Wright, the Training Chief at the time was preparing me to be able to run the training division. I even when to the National Fire Academy and took several courses in Program Training Management. This was when the first incident with Chief Middleton had occurred to me (2010).

In 2010, I created and ran a firefighting camp for young females to promote more interest in the fire service for young women (Camp Trailblazers). There was money donated from local business, some of my own money were a PO was not accepted and the Longshoreman to support this camp and Alderman Van Johnson's Youth Council (females) participated in this camp. The camp was successful, so why was my job threatened, why was everyone reimbursed except for me (around \$342) and where did the \$700 go that was left over to go towards the 2011 Camp Trailblazers? All I was told that I was not getting reimbursed for the money I used out of pocket. A Workplace Conflict was filed, but I was told the Fire Chief could do what he wants. It's his bureau. Was this even investigated? This was the first time Chief Middleton raised his voice and threaten my job.

After that incident, Chief Middleton barely spoke to me. If you question Chief Middleton, beware, you will end up on the wrong side of the track with him. After being in the training division for three years and Chief Wright felt I was ready for the Training Chief's position If he were to retire. I asked Chief Middleton why Captain Harris was named interim of the training division (there only 1 year), when I was there 3 years and Chief Wright I was doing a great job? Chief Middleton could not answer that question,

At this time, I can only discuss the incident list above due to an EEOC case has been filed against the City of Savannah regarding (16 incidents consisting of harassment, bullying and intimidation and 6 major incident consisting of assault, knowingly putting me in a hostile work environment, supervisor trying to get me to do something illegal pertaining to when I was out on worker's comp, retaliations, my civil rights being violated and discriminated against.

I have seen Chief Middleton on several occasions belittle, talk down to and use his position to intimidate with aggressive behavior that involved unwanted and negative actions to individuals to force them to do what he wants. Many of those individual feared they would be fired if they spoke out.

Those who voice their opinion were retaliated against by being overlooked for promotions (MFF W. Howard, Captain Croslen, Battalion Chief Lloyd, Battalion Chief Dixon), being reassigned to Battalion 3 area (Captain M. Howard, Captain S. Coppola, MFF B. Muenzenmeyer, AFF J. Willard), and even fired (Tiffany Marshall). Chief Middleton has permeated the SFES work environment causing SFES employee's ability to perform their job without feeling belittled, intimated or even being fired.

We have been told over and over again from Human Resources personnel (Jan Harman, HR Director; Sylvia Perry, Employee Relations Coordinator; Beth Robinson, HR Director and Stephanie Cutter, City Manager, city employees will not be discriminated against; harassed; intimidated; retaliation; subject to abusive language; misuse of position and any type of a hostile work environment. All employees shall be treated by bureau chiefs, department heads and supervisors with respect and dignity. Any person associated with the city service who violates the principles of equal opportunity shall be held accountable (HR-027). We all have done nothing but follow the policies and procedures to address the work place conflicts and the hostile work environment. All we are asking is for an investigation into these incidents presented and if these incidents were ever investigated and was it by a three party outside investigator?

Respectfully,

Kelly A McDaniel Battallon Chief

Savannah Fire & Emergency Services

Kely a MCDI

C: 912-210-2605 O: 912-353-5838

Kmcdaniel@savannahga.gov

February 23, 2011

Chief Middleton,

Based on my conversations with Chief Wright, I've been advised that Captain Harris will be named Interim Chief of SFES Training Division. While I am disappointed in the decision, I congratulate Captain Harris on his achievement and wish him only the best in this new endeavor.

For the past three years, I have voluntarily dedicated myself to the betterment of the division.

Additionally, I have continued educational advancement through courses with emphasis in management and acquired certifications that include Fire Officer 1 and Fire Officer 2.

Based on your impending decision to name Captain Harris Interim Chief, I am unclear what credentials and experience level you required in order to be considered for this important position.

In short, I am asking for your guidance to better prepare for career advancement. Clearly, there is something I have not yet achieved or some level of certification that you feel is necessary to lead our officers. In previous correspondence, I listed the following goal and my position regarding it still holds true:

"To serve the needs of SFES to the best of my ability in tandem with the direction of my superiors"

I thank you for your attention to this matter and please know that Captain Harris will receive my best effort during my remaining tenure with SFES Training Division.

Respectfully,

Kellya Mal

July 09, 2015

The statement below is where I witnessed Chief Middleton continue to create a hostile work environment through an unprofessional behavior, misuse of a supervisor's power, belittling and talking down to his subordinate through yelling, use of foul language and intimidation.

On July 09, 2015 around 10:24 AM, I met with Dan Stowers regarding his portion of the Accreditation assignments. While discussing the assignment, Dan Stowers got a phone call from the Fire Chief, Chief Middleton.

As I was sitting across the table from Dan I heard, who the F--- do you think you are! You work for me and you shouldn't be emailing Marty or any of those B----- downtown, they don't know what they are doing!

At this time I motioned to Dan that I was stepping out of the room. I'll be back when you're finished. I asked Dan "was that Chief Middleton". Dan said yes it was Chief Middleton. I said I thought so.

Dan Stowers was upset by this phone call stating, I am tired of being in this hostile work environment and being talked down to, yelled at with foul language and intimidation. He told me he was going to Stephanie Cutter to address how he has been treated and ask her to move him out from under Chief Middleton's. I don't care where I get put, but I can't work for this man anymore. We completed our project and I left.

The next thing that I heard was Dan Stowers has resigned? I called him, he confirmed his resignation. He stated, the City of Savannah knows what's happening at the fire department and they have been told several time by other individual's of the hostile work environment we all have been working under. I hung up the phone. Dan Stowers has done so much for the City of Savannah as the Emergency Manager, getting policies and procedures in place so the city is prepared in case of a catastrophic incident were to happen. I guess he is just like the rest of the City of Savannah employees, we are expendable.

Submitted Respectfully.

Kelly A McDanlel, Battalion Chief Savannah Fire & Emergency Services

Killy a MCDO

Chief Middleton,

I am sorry I will not be able to attend this important meeting. I will be flying back from visiting with my family.

The issues that will be discussed, I feel are related to some of the morale problems and issues dealing with communication.

I feel the morale issues stem from not having a set promotional process/criteria through the years, pay discrepancies undermining the certification level and professional creditability, employee recognition for those personnel taking the initiative and going up and beyond their normal duty (the organization having pride in their employees).

Some verbal communication to one individual might vary when communicated to another individual. I feel if it is important to implement something into our policies and procedures, it needs to be put into writing or changed in our existing protocols to reflect the change. Several of our policies and procedures have not been updated in writing yet and are causing some understanding/communication issues. By addressing the issues at this upcoming meeting, it can allow our organization to move forward and become a stronger department.

Chief Middleton, thank you for taking time out of your busy schedule to meet with the Battalion Chief's and addressing our issues/concerns. I will make contact with Chief Scott and Chief Morse when I get back in town regarding the outcome of your meeting.

Keily A McDaniel Battalion Chief, BC1-A

Killna M4

Savannah Fire and Emergency Services

Cell: 912-210-2605 Office: 912-236-0932

CITY OF SAVANNAH Workplace Conflict Statement Form

Employee's Name; <u>John T. Dixon</u> Department; <u>5140/Fire Operations</u>

- 1. Date, time and location the event or discussion took place: This incident took place on October 3, 2012.
- 2. Give a brief statement of your workplace conflict including names of all parties involved and any persons who witnessed the conflict: (Stick to the facts)

 In 2012 the fire department personnel were notified that we had to have all required National incident Management System (NIMS) certifications depending on rank to achieve a specified level.

 The initial intent was to have all certifications by December of 2012. On August 3, 2012 a general order was issued (see NIMS Attachment-A) which gave all personnel until August 30, 2012 to complete the specified NIMS training and turn over to the fire Training Division, this was a 27 day window. This was an unreasonable request but the order stood firm. A secondary deadline of October 12, 2012 was given via E-Mail (see NIMS Attachment-B) to all who were not able to meet the deadline in GO 12.015. This E-Mail included a threat of additional disciplinary action. On October 3, 2012 I was counseled for not meeting the deadline established on GO 12.015 (See NIMS Attachment-C). The NIMS General Order is an example of how the fire bureau places orders which are unreasonable to achieve. These orders are sent out without regard of the stress that they place on our personnel. An investigation into the Savannah Fire Bureau's General Orders will reveal many short timeframe orders on major projects or target goals.
- 3. State what you feel is a fair and just solution to this conflict:

I do not believe that I should recommend in this case. It is part of a much larger problem which should be investigated from outside of the bureau.

| 4. Are you willing to mediate this | conflict through a City certified mediator? |
|------------------------------------|--|
| YES | NO X. I believe that this should be investigated |
| Employee's Signature | 7. Dila Date: May 7 2014 |

Please complete and return to the Human Resources Employee Relations Coordinator.

Revised 5/06

| | SAVANNAH FIRE & EMERGENCY SERVICES | | | |
|--|---|--|------------------|--|
| | Issued By: James Vickers Special Operations Div Chief | Approved By: Charles G. Middleton Fire Chief | NUMBER 12.015 | |
| | GENERAL ORDER | | DATE 08-02-12 | |

SUBJECT: National Incident Management System (NIMS) Compliance

Personnel are directed to comply with the requirements and deadlines established below to ensure we accomplish the Savannah Fire & Emergency Services' 2012 NIMS compliance goal. This strategy includes the following three phases.

Phase I

Phase I will document all personnel's current NIMS training level. This phase has been ongoing for the last six months and must be closed-out. To complete Phase I, all personnel that have completed the training are required to forward all certificates to the Fire Training Division by August 15, 2012. The "NIMS Certificates on Record" spreadsheet dated July 30, 2012, indicates what certificates are currently on record. This spreadsheet was emailed to everyone on July 30, 2012.

Phase II

Phase II will ensure all personnel complete the appropriate online training courses for their specific position as indicated on the NIMS Training Matrix for Fire, REV 3 SFES (12-2011). This document was emailed to everyone on July 30, 2012. To complete Phase II, all personnel are required to complete online training courses and forward certificates to the Fire Training Division by August 30, 2012.

<u>Phase III</u>

Phase III will ensure all personnel complete the appropriate classroom training courses for their specific position as indicated on the NIMS Training Matrix for Fire, REV 3 SFES (12-2011). To complete Phase III, all personnel are required to complete classroom training courses and forward certificates to the Fire Training Division by December 1, 2012.

If you have any specific question concerning NIMS training contact Sp Ops Chief Vickers at. 912-658-0430 or via email.

This General Order will be effect until December 31, 2012.

NIMS ATTACHMENT - B

John Dixon

From:

Ren Morse

Sent:

Friday, September 28, 2012 11:12 AM

To:

Nathaniel Frazier; John Dixon; Kelly McDaniel; William Handy; Curtis Wallace; Kenneth

Rentiers; Kevin Tomko; Dennis Cook; Forrest Heil; Michael Lloyd; Michael Davis

Cc:

Edward Harris: James Vickers: Micki Rahn; Cedric Scott

Subject:

FW: NIMS Cert Update

Attachments:

NIMS Cert Status by Positions as of 09-27-12_ALL PERSONNELxlsx; GO-12.015 National

Incident Mgmt System NIMS Compliance.pdf

BC's:

You will find attached a spreadsheet that lists the current status of NIMS training for the Bureau. As you so often remind me we are not going to hold the hands of individuals, but we are going to hold them accountable. The second attachment is the G.O. that gave the directive to (1) submit any and all certifications to the Training Division NLT August 15, 2012, and/or (2) to take the required NIMS classes that the individual did not currently have and submit those certificates by August 30, 2012.

Overall, our personnel managed in an admittedly busy atmosphere, to attain the certificates required of their position and they are to be congratulated. Some however, did not. I want you to confirm the status of anyone in your Battalion that shows up as not having attained the certification (Their name will be highlighted yellow, and there is a number 1 in the column for the missing cert). If they do not have a certification dated prior to August 30, and/or they have not submitted that certificate to the Training Division, they are in violation of the General Order. I am directing all BC's to counsel those individuals who failed to comply and to submit copies of those statements to my office by Thursday, October 4, 2012.

i am placing a Secondary DEADLINE of October 12, 2012 for all on-line classes to be completed and copies delivered to the Training Division. Individuals failing to comply by that Secondary Deadline will see additional disciplinary action. Please include this information in your counseling statement.

Required classroom courses (NIMS 300, 400) are offered in the area periodically. Good sources of information on those courses are Chief Harris and Chief Vickers.

EXCEPTION: Those individuals just promoted are shown lacking certifications for their newly attained rank. Those individuals should not be disciplined but should be encouraged to immediately begin work on attaining them.

Please contact me for any clarification that is necessary.

Thanks,
Benjamin Morse
Assistant Fire Chief, Operations
Savannah Fire and Emergency Services
C: 912-661-3278

O: 912-651-3047

From: James Vickers

Sent: Thursday, September 27, 2012 5:05 PM

ှ**စ်:** Ben Morse **Subject:** NIMS Cert Update

See attached...

James Vickers, Special Operations Division Chief - NPQ FO-IV, EMT-P Savannah Fire & Emergency Services
121 East Oglethorpe Avenue
Savannah, Ga. 31401
Office - 912-652-3842
Fax - 912-525-1634
Cell - 912-658-0430
ivickers@savannahga.gov
www.savannahfire.org

The key to growing an organization is to grow its leaders. Henry & Richard Blackaby

HAZMAT * TECHNICAL RESCUE * MARINE * US&R RESPONSE

John Dixon

From:

Ben Morse

Sent

Friday, September 28, 2012 1:31 PM

To: Subject: John Dixon
NIMS Compliance

Chief:

The spreadsheet indicates that you have yet to either complete, or submit the following certificates:

- IS 100
- IS 700
- IS 701
- IS 703
- IS 706
- IS 800

Both completing the training, and submitting the certificate to the Training Division were required by G.O. 12.015. I need you to detail where you are in this process and why you did not meet the mandate. Please have this explanation to me by October 1, 2012.

Sincerely,
Benjamin Morse
Assistant Fire Chief, Operations
Savannah Fire and Emergency Services
C: 912-661-3278

O: 912-651-3047

NIMS · ATTACHMENT - C



Savannah Fire & Emergency Services

Record of Coaching / Oral Counseling

| Employee Name: John Dixon | | Employee No: | | |
|-----------------------------------|--------------------------------------|-------------------------|---------------------|-------------------|
| Supervisor's Name: Benjamin Morse | | Date: 10/3/2012 | | _ |
| Reason for Couns | sel: | | | |
| Attendance | Performance | Safety | Violation o | of City Policy |
| Ist Counsel | 2 nd Counsel | | • | |
| Specify details of the | e incident(s) | | | |
| GO #12.015 requi | red you to submit "all certifi | cates" pertaining to | NIMS training to th | ie_ |
| Training Division b | efore August 30, 2012. Yo | ou sent a list of class | es you've complet | ed |
| to Chief Vickers or | n September 3, 2012 but th | is did not meet the r | equirement of the | GO |
| Supervisor Commen | ts and Recommendations | | | |
| | o meet this, and all, manda | ites by the deadlines | as directed just a | s |
| | l are required to do. Failure | | | |
| | nary action per policy. | | | |
| <u>'</u> | | | • | |
| Supervisor So | mamin More | Benomin | Morse | 10/3/2012 |
| 79 | hature , | Print Na | ne | Date |
| Employee Sig | mature | John 7. Diso. Print Na. | me | 11-9-2012 Date |
| Signature is an acknowle | edgement that the oral counseling se | ssion has taken place. | | |
| SFES: 6/16/12 | • | | | |

Recent departures and rehires

Actions
Bob Milie (rmilie514@gmail.com)
Add to contacts
6/02/14

To: chiefdixon@msn.com

Show this message...



From: Bob Milie (rmilie514@gmail.com)

Sent: Mon 6/02/14 10:05 PM To: chiefdixon@msn.com

Over the past couple of years several employees have departed the Bureau of fire within the city of Savannah for various reasons all employees left as members in good standing but upon request to be rehired only a few select were allowed to return to the ranks this is a very subjective process especially when its a Human Resources process that lends itself to the discretion of the bureau director, some of the employees were fire captain Todd Dupree Master firefighter shalat Gutierrez Master firefighter Morgan Windsor advanced firefighter Michael Harrison firefighter Sanders Master firefighter stephen elmegreen. 2 of these personnel were allowed to return to duty Master firefighter Gutierrez Master firefighter Charles Woodcock and master firefighter Windsor not only were these personnel allowed to return to duty but they came back at their current rank which had an open and roster list for promotion meeting that they took spots from personnel who are current and dedicated employees waiting for those positions decisions should have never been open for them to return to buy civil service they are allowed to return at a lesser rank. Master firefighter Elmgren attempted to return to the job and was denied for whatever personal reasons the bureau had hit tempted at first to not create a departure from the city but was told that the process had already begun and would be unable to retract his separation notice after that a couple of employees attempted to come back and were denied by Chief more stating that the beer I would not hire anybody back at this point but upon sending letters directly to the fire chief with that reason for their departure were allowed to be rehired ultimately master firefighter Charles Woodcock mask firefighter stephen on grand and fire captain Todd you pre who all left as members in good standing or not accepted back to the city of Savannah Bureau fire emergency services. This process is a systematic leadership failure that runs rampant throughout the bureau and these highlights create awareness of the subjective and personal favoritism that is at the highest level within the Bureau.



SAVANNAH FIRE & EMERGENCY SERVICES

A Bureau of the City of Savannah Municipal Government

Charles G. Middleton CFO, MIFiref. Fire Chief

izi Fast Oglethorje Acere Sazanijak, Georgia (1994) Jorastosa 1953. Pastorizenski 6757 Cmidda topurjes isamiralen gov isasi sazanijahtoroga



Dear President Schaitberger

First of all allow me to commend you for all you and the IAFF do for our nation's firefighters. Your efforts to keep our profession moving in on progressive and safe trajectory are greatly acknowledged and appreciated by the entire Fire Service.

The purpose of this communication is to clarify some information that you may have received regarding the death of retired Battalion Chief Forrest M. (Tod) Heil Chief Heil died on August 22. 2014, after a long battle with brain cancer. Held not worked for the previous 15 months, and he actually retired on July 1. His death occurred 7 weeks after his retirement. Chief Heil was loved and admired throughout our department, and being the type man he was. Tod would want things done right. That's why I want to clarify this issue.

I'm attaching the letter I received from you classifying this as a line-of-duty death. However this was never classified as a line-of-duty death, although it was tragic emotional and a huge loss for our department.

Again, my purpose is merely to make sure that you have the correct information as you decide the next steps the International wants to take in handling this matter

Sincerely

Charles G Middleton Fire Chief

Attachment (1) IAF Correspondence

cc. Michael Dodd, President, IAFF Local 574 (w/o attach)

September 26, 2014

Charles G. Middleton Fire Chief 121 E. Olgethorpe Avenue Savannah, Georgia 21401

Dear Chief Middleton:

In a letter I received from you on September 5, 2014, you state that your intent was to clarify some information regarding the death of retired Battalion Chief Forrest M. (Tod) Heil, and to make sure I have the correct information. While I appreciate your attempt, I believe that you are the one who is misinformed and in need of clarification.

You are correct in that his death was never classified as line of duty by the city of Savannah or your department. It is important to note that the failure and negligence on the part of the state to enact presumptive legislation; failure of the city and the department to classify this as a line-of-duty death in spite of research that clearly links brain cancer to firefighting, will not preclude this organization from recognizing that the very occupation Brother Heil loved ultimately took his life. Furthermore, I find it unconscionable that you base this decision in-part on the fact that Brother Heil had not worked for the previous 15 months and that his death occurred seven weeks after his retirement. Brother Heil was unable to perform his duties and was forced to retire as a result of this occupational disease. Brother Heil may have been loved and admired throughout the department, but defending the city's decision and the state's unwillingness to enact presumptive legislation that would have classified this as a line-of-duty death not only demonstrates your lack of knowledge regarding the exposures fire fighters face and the devastating impact on their health, but also minimizes the incredible sacrifice by Brother Heil, and his loved ones, to serve and protect the city of Savannah.

It is well known in the scientific community that products of combustion are a major source of occupational hazards and toxic exposures among fire fighters. Studies on the risk for brain cancer in fire fighters have shown fairly consistent results.

The results obtained from these studies likely underestimate the true risk of brain cancer associated with firefighting. One reason is due to exposure misclassification, which occurs when high risk fire fighters are misclassified into the reference group, and when low risk fire fighters are misclassified into the high risk group. This is a common challenge in epidemiological studies on firefighting, as the uncontrolled work environment does not allow for more traditional methods of defining exposure groups, such as continuous air monitoring. Classification of fire fighters based on years of employment, job titles, or data from death certificates can result in misclassifications that makes it appear that fire fighters are at less or no risk for cancer. This is likely to be the most important reason for inconsistency in studies of cancer in fire fighters as well as a major factor in diluting risk ratios.

Battalion Chief Forrest M. (Tod) Heil June 29, 2016 Page 2 of 2

The healthy worker effect may also result in an underestimation of cancer risk among fire fighters. In order to perform the physically demanding work involved in firefighting, workers must enter the workforce very fit and healthy and continue to maintain physical ability during their firefighting careers. As a result, comparison with the general public may therefore underestimate the true risk in fire fighters.

With this overwhelming scientific evidence it is hard to comprehend why Georgia, the city of Savannah and the Savannah Fire and Emergency Services will not join the other 28 states and nine provinces in North America and provide benefits to fire fighters who succumb to brain cancer. This IAFF will honor Brother Heil by placing his name on our IAFF Fallen Fire Fighter Memorial in Colorado Springs, Colorado. We will also continue our efforts to reduce exposures to the toxins faced by first responders as they protect our communities, and we will continue our efforts to enact presumptive legislation to assist our members when they are stricken with these horrific diseases. It is our hope that instead of opining on the inaccuracy or misunderstanding of the facts when a member of your department passes from an occupational disease, that you join us in the fight to prevent these tragedies with presumably the same determination that you would to prevent traumatic line-of-duty deaths, and join us in the fight to enact presumptive legislation when prevention efforts fall short.

I hope this clarifies the issue for you. Tod would want things done right.

Sincerely,



Harold A. Schaitberger General President

cc: Michael Dodd, President, IAFF Local 574

Kelly McDaniel

From:

Steven Floyd

Sent:

Thursday, October 09, 2014 9:53 PM

To: Subject: Kelly McDaniel; Keith Sisco FW: FW: Middleton Response

Attachments:

Middleton_Brain_Cancer.doc; middleton_letter.pdf

From: Robert Mille [malito:Vicepresident@laff574.org]

Sent: Monday, October 06, 2014 5:35 PM

To: Steven Floyd

Subject: Fwd: FW: Middleton Response

keep low until the story drops please.

Bobby

---- Original Message ----

From: "President IAFF574" < President@iaff574.org>

Sent: 10/6/2014 10:43:26 AM

To: "president, vice" <vicepresident@iaff574.org>, "Secretary" <secretary@iaff574.org>,

treasurer@iaff574.org

Cc: charles@charleshermanlaw.com
Subject: Fwd: FW: Middleton Response

Michael Dodd President - L574 The Savannah Professional Firefighters Association 734-323-4212

---- Original Message ----

From: "Brinkley, Jim" <jbrinkley@iaff.org>

Sent: 10/6/2014 10:14:09 AM

To: "Aaron Lisa" <laaron@iaff.org>

Subject: FW: Middleton Response

Lisa

See below and attached. Can you add the cc's and the overnight the GPs letter with the chiefs letter to all.

Jim

Jim Brinkley

Director of Occupational Health and Safety International Association of Fire Fighters 1750 New York Avenue Washington, DC 20006 (W) 202-824-9303 (C) 202-306-0600

From: President IAFF574 [mailto:President@iaff574.org]

Sent: Monday, October 06, 2014 10:09 AM

To: Brinkley, Jim

Subject: Re: Middleton Response

Jim.

thank you for your prompt response. letters can be ce'ed.

Stephanie Cutter City Manager 2 E Bay St Savannah, GA 31401

Edna Branch Jackson Mayor 2 E. Bay St. Savannah, GA. 31401

Mike Dodd 5501 Abercom St. STE C #127 Savannah, GA. 31405

Michael Dodd President - L574 The Savannah Professional Firefighters Association 734-323-4212

---- Original Message ----

From: "Brinkley, Jim" < jbrinkley@iafl.org>

Sent: 10/5/2014 5:29:07 PM

To: "President IAFF574" < President@iaff574.org>

Subject: RE: Middleton Response

Mike.

I will make the correction and send you another letter. Should I just cc the others you mention? If so, please provide the correct name and title as it should appear in the letter. I will email you the final copy. If you want hard mail copies please send me the address where these should be sent and I will have them sent over night.

Jim

Jim Brinkley

Director of Occupational Health and Safety International Association of Fire Fighters 1750 New York Avenue Washington, DC 20006 (W) 202-824-9303 (C) 202-306-0600

From: President IAFF574 [mailto:President@iaff574.org]

Sent: Sunday, October 05, 2014 4:46 PM

To: Brinkley, Jim

Subject: Re: Middleton Response

Jim.

Letter looks great, I re-read and it was only (1) typo I could see. ive included the copy with correction in legislative format.

Is it possible to send that letter out as soon as possible....we had our FireFighter Memorial ceremony today, SURPRISE, the chief didn't make it. We have started to leak the your response letter and have used the opportunity to push presumptive legislation discussion to the media.

Is it possible to send the letter middleton responded to you guys and your response to Mayor Edna Jackson and City Manager Stephanie Cutter.

Thank you and keep me posted on when you send the letter.

Fraternally,

Michael Dodd President - L574 The Savannah Professional Firefighters Association 734-323-4212 ---- Original Message ----From: "Brinkley, Jim" < jbrinkley@iaff.org> Sent: 10/3/2014 5:12:21 PM To: "President IAFF574" < President@iaff574.org> Subject: RE: Middleton Response Here is the chief's letter Jim Brinkley Director of Occupational Health and Safety International Association of Fire Fighters 1750 New York Avenue Washington, DC 20006 (W) 202-824-9303 (C) 202-306-0600

From: President IAFF574 [mailto:President@iaff574.org]

Sent: Friday, October 03, 2014 4:31 PM

To: Brinkley, Jim

Subject: Re: Middleton Response

| W 57 | | | | | |
|---|------------------|--------------------|----------------------|----------------|----------|
| Jim, | | | | | |
| Fantastic response. I did notice a cou there is any commentary, but I though | | | he letter around the | nis weekend an | d see if |
| again, I would like to post this letter a | and the original | letter middleton s | ent. | | |
| Thank you again for letting us know a | and drafting the | letter. | | | |
| Fraternally, | | | | | |
| | | | | | |
| | | | | | |
| Michael Dodd | | | | | |
| | | | | | |
| President - L574 | | | | | |
| | | | | | |
| The Savannah Professional Firefighte | ers Association | | | | |
| | | | | | |
| 734-323-4212 | | | | | |
| | | | | | |
| | | | | | |
| Original Message | | | | | |
| | | | | | |
| From: "Brinkley, Jim" < jbrinkley@in | aff.org> | | | | |
| | | | | | |

Sent: 10/3/2014 7:20:19 AM

Mike,

Attached is a draft response. Please let me know if you have any edits.

Jim

Jim Brinkley

Director of Occupational Health and Safety
International Association of Fire Fighters

1750 New York Avenue
Washington, DC 20008
(W) 202-824-9303
(C) 202-306-0600



Issued By: Jeff Alberts Interim Assistant Chief Operations



Approved By: Charles G. Middleton Fire Chief

NUMBER 16.04.001

DATE 4/18/2016

PERSONNEL ORDER

SUBJECT: PERSONNEL REASSIGNMENTS, EFFECTIVE: May 1, 2016, 0800 HRS.

Personnel who are changing shifts should adhere to the following rotation:

B Shift to C Shift: 0800-2000 on May 1st and return at 2000 on May 2nd

B Shift to A Shift: 0800-2000 on May 1st and return at 2000 on May 3rd

C Shift to A Shift: 0800-2000 on May 2nd and return at 2000 on May 3rd C Shift to B Shift: 0800-0800 on May 2nd and return at 0800 on May 4th A Shift to B Shift: 0800-0800 on May 3rd and return at 2000 on May 4th A Shift to C Shift: 0800-0800 on May 3rd and return at 0800 on May 5th

(Use SR Code)

| NAME | RANK | PR# | FROM | ТО |
|---------------|------|------|------|-----|
| Edward Harris | BC | 2618 | B3A | B2C |
| Elzie Kitchen | BC | 5702 | BIC | BIB |
| William Handy | BC | 2150 | B2C | BIC |

| Bethune Kenneth | Capt. | 2990 | E4B | E2A |
|-----------------|-------|------|------|------|
| Dent Thomas | Capt. | 2471 | E9A | E4A |
| Grant, Patrick | Capt. | 4677 | E2C | TRNG |
| Hannah John | Capt. | 3304 | E9C | E4C |
| Hinely John | Capt. | 4323 | E4C | E9C |
| Sikes Milton | Capt. | 2219 | E13B | T2C |
| Snelling, Tonia | Capt. | 2166 | E7B | T12A |
| Wasdin Curtis | Capt. | 2947 | E10C | T12B |
| White Michael | Capt. | 2059 | T12A | E10C |
| Wood Chris | Capt. | 1979 | E4A | E4B |

| Cribbs Raymond | MFF | 4320 | T13A | T12B |
|-----------------|-----|-------|------|------|
| Dekanek Chris | MFF | 1845 | E15C | E15A |
| Dodd Michael | MFF | 00117 | E2A | E9A |
| Driggers Damon | MFF | 4879 | T5A | R1C |
| Earley Nicholas | MFF | 00149 | E10A | T5A |
| Emfinger Grady | MFF | 2139 | T12B | E15C |
| Gutierrez Job | MFF | 2759 | T12B | E13B |
| Hillis Anthony | MFF | 2155 | E15A | T13A |
| Hinton Johnny | MFF | 10042 | E4C | HM2C |
| Holloway Rodney | MFF | 4587 | T2C | E14A |
| Horton James | MFF | 00124 | E9A | E4A |
| Hunter David | MFF | 2822 | T5A | RIA |
| Johnson Shamir | MFF | 00234 | TRNG | T5A |

| | TO A NITY | PR# | FROM | ТО |
|---------------------|-----------|-------|------|------|
| NAME | RANK | 00150 | E4A | E4B |
| Jones Chris | MFF | 10667 | TRNG | T5B |
| Lilienthal Lawrence | MFF | 10020 | E9C | E4C |
| Littlejohn Martin | MFF | 4465 | E4B | E9A |
| Newton Richard | MFF | 10032 | HM2C | E9C |
| Tvrdy Sam | MFF | 10032 | T5B | RiB |
| Winsor Morgan | MFF | 10034 | | |
| | | 0000 | E9A | E6A |
| Bender Andrew | AFF | 2009 | E7A | EIA |
| Berry Christopher | AFF | 61913 | E7B | E5A |
| Callahan Jameli | AFF | 12084 | E15C | E15A |
| Caperton Robert | AFF | 61597 | T5C | R2C |
| Carcione Davis | AFF | 61078 | | EliB |
| Chancey Jeremiah | AFF | 61632 | E10B | EIC |
| Delph Keith | AFF | 61917 | E10C | T13C |
| Fisher Miranda | AFF | 61918 | E2C | E4A |
| Garrison Megan | AFF | 61071 | E4B | |
| Haddock Tyler | AFF | 11480 | E4B | E9C |
| Hagg Phillip | AFF | 11479 | E5B | E7A |
| Hart Blaine | AFF | 10239 | E9B | E4B_ |
| Hartl Shawn | AFF | 61922 | E7B | E5B |
| Hayes Zachary | AFF | 11485 | E12B | E4A |
| Hendrix Dwayne | AFF | 10108 | E7C | E7B |
| Hoffman Julia | AFF | 61923 | E9A | E12A |
| Jacobs Gregory | AFF | 10044 | EllB | E5B |
| Jaha Trevor | AFF | 61924 | EIC | E10C |
| Key Sidney | AFF | 10046 | T13C | E12B |
| Knight Stephen | AFF | 61077 | EIOC | E7B |
| Kritzinger Hercules | AFF | 61603 | E10A | E13B |
| Lampley Darren | AFF | 61080 | E4C | E9B |
| Lancaster Clarence | AFF | 10048 | E12A | E12C |
| Levinson David | AFF | 00127 | E13B | E2C |
| Miller Quentin | AFF | 61926 | E6A | E9C |
| O'Conner Sean | AFF | 61927 | E4A | E9A |
| Perez James | AFF | 61608 | E7A | E10A |
| Peters Ranata | AFF | 61609 | EIOB | T2B |
| Rivas Abiam | AFF | 61087 | E4A | E9A |
| Smalls Terance | AFF | 10673 | E5B | E10B |
| Spivey Matthew | AFF | 10695 | E9B | E4B |
| Tillman William | AFF | 61933 | E15B | T12C |
| Walker Cleveland | AFF | 10253 | T2B | T13C |
| Williams Alexander | AFF | 61091 | E9C | E4C |
| Yates Jeffrey | AFF | 10256 | E15A | E2C |
| Zechar Nicholas | AFF | 11498 | E4C | E9B |



Issued By: Jeff Alberts Interim Assistant Chief Operations



Approved By: Charles G. Middleton Fire Chief

NUMBER 16.04.002

DATE 4/18/2016

PERSONNEL ORDER

At 0800 hours on May 8, 9, and 10 the following reassignments will take affect:

C Shift: 0800 on May 8th
A Shift: 0800 on May 9th

B Shift:

0800 on May 10th

| NAME | RANK | PR# | FROM | TO |
|-----------------------|------|-------|------|-------|
| Brigante Nicholas | FFT | 62658 | TRNG | E10A |
| Ducre Marc | FFT | 62632 | TRNG | EI1A |
| Dyal David | FFT | 62657 | TRNG | T2C |
| Enriquez Mathew | FFT | 62633 | TRNG | E14B |
| Fisher Ariel | FFT | 62635 | TRNG | T13A |
| Frost Markayle | FFT | 62652 | TRNG | T2A |
| Fullton William | FFT | 62636 | TRNG | T5C |
| Hall Tyler | FFT | 62637 | TRNG | T5B |
| Hunter Derrick | FFT | 62638 | TRNG | E14C |
| Kent Wesley | FFT | 62639 | TRNG | E10B |
| LoBiondo Philip | FFT | 62640 | TRNG | T2B |
| Misajon Zachary | FFT | 62642 | TRNG | · E7C |
| N'Danema Frank | FFT | 62643 | TRNG | E11C |
| Noland Brandon | FFT | 62644 | TRNG | E14A |
| Paul David | FFT | 62645 | TRNG | T5A |
| Pearson Jacob | FFT | 62667 | TRNG | T13C |
| Pendilla Dylan | FFT | 62650 | TRNG | E7A |
| Ramirez Andy | FFT | 62651 | TRNG | T13B |
| Schonfeld Christopher | FFT | 62647 | TRNG | E10C |
| Scott Rachael | FFT | 62390 | TRNG | T12C |
| Turner Jereme | FFT | 62648 | TRNG | EllB |
| Young Miles | FFT | 62649 | TRNG | E7B |



Issued By:
Elzie Lee Kitchen Jr.
Interim Assistant Fire Chief, Ops

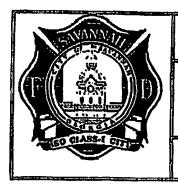
Approved By: Charles G. Middleton Fire Chief NUMBER 15.02.001

PERSONNEL ORDER

DATE 02/27/2015

SUBJECT: PERSONNEL TEMPORARY REASSIGNMENT

In order to ensure more stability and accountability in the absence of Battalion Chief McDaniel, effective February 27, 2015, Captain Santonio Johnson will be acting as BC2B.



| SAVANNAH FIRE | & | EMERGENCY SERVICES |
|---------------|---|---------------------------|
|---------------|---|---------------------------|

Issued By:

Elzie L. Kitchen Jr. E.

Internim Assistant Fire Chief, Ops

Approved By: Charles G. Middleton

Fire Chief

NUMBER

15.04.002 Addendum 1

> DATE 4-28-15

PERSONNEL ORDER

SUBJECT: PERSONNEL REASSIGNMENTS, EFFECTIVE: May 4, 2015, 0800 HRS.

Personnel who are changing shifts should go by the following schedule:

B Shift to C Shift:

0800-2000 on May 4^{th} and return at 2000 on May 5^{th} 0800-2000 on May 4^{th} and return at 2000 on May 6^{th} 0800-2000 on May 5^{th} and return at 2000 on May 6^{th} 0800-2000 on May 5^{th} and return at 2000 on May 7^{th} 0800-2000 on May 6^{th} and return at 2000 on May 7^{th} 0800-2000 on May 6^{th} and return at 2000 on May 8^{th} 0800-2000 on May 6^{th} and return at 2000 on May 8^{th} B Shift to A Shift: C Shift to A Shift:

C Shift to B Shift: A Shift to B Shift:

A Shift to C Shift:

| NAME | RANK | PR# | FROM | ТО |
|----------------------|-------|-------|-------|------|
| Bland, James | CAPT. | 2503 | TIIC | E10A |
| Coppola, Samuel | CAPT. | 4187 | T13C | TIIC |
| | - | | | |
| Dekanek, Christopher | MFF | 1845 | THC | E7B |
| Linton, Gene | MFF | 2564 | T13B | E15B |
| Long, David | MFF | 2981 | E9B | E12B |
| Wilson, Marcus | MFF | 00134 | E13A | E9B |
| | | · · · | • | |
| Barefoot, Richard | AFF | 4780 | E1C | E15C |
| Gray, Anthony | AFF | 4789 | E12A | E15A |
| Gerbsch Jonathan | AFF | 11478 | E9B | E10A |
| Henry, Edward | AFF | 10018 | T12A | T13C |
| Homan, David | AFF | 11486 | E1B | E12A |
| Mobley, Evan | AFF | 61607 | E5A | E5A |
| Warden, Nicole | AFF | 61615 | T13A | E8A |
| Warth, Andrew | AFF | 3327 | E10C | E14C |
| Yates, Jeffery | AFF | 10256 | E13A_ | T12A |

| Gersz, Christopher | FFT | 61919 | T5A | B1A |
|--------------------|-----|-------|-----|-----|
| Hartl, Shawn | FFT | 61922 | T5B | B1B |
| Jaha, Trevor | FFT | 61924 | T5C | B1C |



Issued By:
Elzie L. Kitchen Jr.
Internim Assistant Fire Chief, Ops

Approved By: Charles G. Middleton Fire Chief

NUMBER

15.04.002

PERSONNEL ORDER

DATE 4-13-15

SUBJECT: PERSONNEL REASSIGNMENTS, EFFECTIVE: May 4, 2015, 0800 HRS.

Personnel who are changing shifts should go by the following schedule:

B Shift to C Shift: 0800-2000 on May 4^{th} and return at 2000 on May 5^{th} 0800-2000 on May 4^{th} and return at 2000 on May 6^{th} 0800-2000 on May 5^{th} and return at 2000 on May 6^{th} 0800-2000 on May 5^{th} and return at 2000 on May 7^{th} A Shift to B Shift: 0800-2000 on May 6^{th} and return at 2000 on May 7^{th} 0800-2000 on May 6^{th} and return at 2000 on May 8^{th} 0800-2000 on May 8^{th}

| NAME | RANK | PR# | FROM | ТО |
|--------------------|-------|-------|------|------|
| Barksdale, Robert | CAPT. | 2488 | RIC | E16C |
| Dick, Michael | CAPT. | 3601 | R1B | E16B |
| Goldman, Jeffery | CAPT. | 4878 | E8B | E3C |
| Howard, William S. | CAPT. | 4884 | R2A | T5A |
| Kelly, Matthew | CAPT. | 2208 | E3C | RIC |
| Metivier, Michael | CAPT. | 2483 | E15B | E8B |
| Shaw, Joseph | CAPT. | 2019 | T5A | E16A |
| Thomas, Jonathan | CAPT. | 4808 | T5B | R1B |
| | | | | |
| Bancroft, Shannon | MFF | 2160 | R1B | E16B |
| Cribbs, Raymond | MFF | 4320 | E4A | T13A |
| Curry, Michael | MFF | 4329 | R2C | E16C |
| Gutierrez, Maria | MFF | 5777 | T13A | E4A |
| Hansil, Randy | MFF | 2415 | E6B | E6A |
| Homan, Joshua | MFF | 10242 | E6A | E6B |
| Horne, Todd | MFF | 10243 | E5A | R1A |
| Hunter, David | MFF | 2822 | E3B | R2A |
| Hutcheson, Daniel | MFF | 2151 | E15C | EIA |
| Lamb, Christopher | MFF | 2185 | RIA | E16A |
| Linton, Gene | MFF | 2564 | T13B | E15C |
| McKenzie, Charles | MFF | 00130 | E3C | R2C |
| Raulerson, Michael | MFF | 2377 | E12B | E13A |

| Wilson, Marcus | MFF | 00134 | E13A | E7B |
|-----------------------|-----|-------|------|------|
| | | 30134 | | E/B |
| Baker, Kenneth | AFF | 10661 | T13A | E5B |
| Barefoot, Richard | AFF | 4780 | EIC | E14C |
| Bargeron, Christopher | AFF | 61595 | E5C | BIC |
| Billotto, Colin | AFF | 61066 | E10A | B10C |
| Bladergroen, Ian | AFF | 11472 | T7C | B5C |
| Caperton, Robert | AFF | 61597 | TIIA | EIA |
| Chancy, Jeremiah | AFF | 61632 | E14B | T7B |
| Chisholm, Janssen | AFF | 4636 | E4A | B13B |
| Consuegra, Solomon | AFF | 61598 | E1B | T13B |
| Coyne, Brian | AFF | 11172 | E5C | T5C |
| Davis, Christopher | AFF | 11173 | E7A | R2A |
| Dekanek, Christopher | AFF | 1845 | TIIC | E15B |
| Denmark, Timothy | AFF | 2172 | T13C | T7A |
| Dixon, Nathan | AFF | 61599 | E15A | E3A |
| Doherty, Timothy | AFF | 11174 | E8C | E3C |
| Emberton, Steven | AFF | 00118 | R1B | E16B |
| Fethke, Joshua | AFF | 61600 | E14A | T7A |
| Fields, Mark | AFF | 61634 | T13B | E5B |
| Gallagher, Michael | AFF | 10660 | T13C | E16A |
| Gerbsch Jonathan | AFF | 11478 | E9B | T13A |
| Goldberg, Justin | AFF | 61073 | E5B | R1B |
| Greene, Micheal | AFF | 10663 | R2A | E16A |
| Hanks, Christopher | AFF | 11193 | E8A | E3B |
| Hauck, Gabrielle | AFF | 11176 | E15B | T11C |
| Herring, Taig | AFF | 61074 | E13C | E10B |
| Homan, David | AFF | 11486 | E1B | EI5A |
| Kemp, Jeremy | AFF | 10655 | E3C | R2C |
| Key, Sidney | AFF | 10046 | T7A | T13C |
| Knight, Stephen | AFF | 61077 | B10C | E3C |
| Kritzinger, Hercules | AFF | 61603 | T7B | E14B |
| Kroeck, Amber | AFF | 61604 | E15B | E8B |
| Marquez, Ryan | AFF | 61082 | E3A | T5B |
| Martinez, Moises | AFF | 11178 | E15A | E14A |
| McWilliams, Anthony | AFF | 61605 | E1C | E5C |
| Mejia, Christopher | AFF | 61606 | T7A | E14A |
| Mobley, Evan | AFF | 61607 | E5A | E8A |
| Perez, James | AFF | 61608 | E8A | E7A |
| Peters, Renata | AFF | 61609 | E3A | TIIA |
| Pool, Travis | AFF | 61085 | E3C | RIC |
| Rentiers, Todryk | AFF | 61610 | T13B | ElB |
| Rivas, Abiam | AFF | 61087 | E13B | E4A |
| Rodriguez, Armando | AFF | 61611 | E8C | E8C |
| Roundy, Kennith | AFF | 61612 | E8B | TI3A |

| Solomon, Matthew AFF 61089 E9C E16C Spivey, Matthew AFF 10695 E13B E9B Stoneman, Wesley AFF 10052 T3B R1B Takacs, Josh AFF 11495 E15C E15A Veale, Jeremy AFF 61090 E3B T5B Warden, Nicole AFF 61615 T13A E5A Warth, Andrew AFF 61615 T13A E5A Warth, Andrew AFF 61616 E14C T7C Winiewitz, Christopher AFF 61601 E1A E9C Williams, Stephen AFF 61601 E1A E9C Williams, Stephen AFF 10255 R2C E16B Yates, Jeffery AFF 61601 E1A E9C Williams, Stephen AFF 61911 E2A E13A Bezemore, Nicholas FF 61911 E2A E13A Bezemore, Nicholas FF 61912 | 0.1.1.1.5.1 | | | | |
|--|---|-----|-------|------|------|
| Spivey, Matthew AFF 10695 B13B B9B | Sokolowski, Stephen | AFF | 11494 | RIC | E16C |
| Stoneman, Wesley | | | | E9C | E16C |
| Takacs, Josh AFF 11495 E15C E15A Veale, Jeremy AFF 61090 E3B T5B Warden, Nicole AFF 61615 T13A E5A Warth, Andrew AFF 61615 T13A E5A Warth, Andrew AFF 61616 E14C T7C Wieniewitz, Christopher AFF 61616 E14C T7C Wieniewitz, Christopher AFF 61601 E1A E9C Williams, Stephen AFF 10255 R2C E16B Yates, Jeffery AFF 10256 E13A E12B Alberts, Terry FF 61911 E2A E13A Bazemore, Nicholas FF 61912 E7A E8A Berry, Christopher FF 61913 E11A E7A E8A Berry, Christopher FF 61914 E7B E8B E8B E13C E15C E15C E15C E15C E15C E15C E15C E15C <td></td> <td></td> <td></td> <td>E13B</td> <td>E9B</td> | | | | E13B | E9B |
| Veale, Jeremy AFF 61090 E3B T5B Warden, Nicole AFF 61615 T13A E5A Warth, Andrew AFF 61615 T13A E5A Warth, Andrew AFF 61615 T13A E5A Warth, Andrew AFF 3327 E10C E10A White, Shane AFF 61616 E14C T7C Wieniewitz, Christopher AFF 61601 E1A B9C Williams, Stephen AFF 61601 E1A B9C Williams, Stephen AFF 10255 R2C E16B Yates, Jeffery AFF 10256 E13A E12B Alberts, Terry FF 61911 E2A E13A Alberts, Jeffery AFF 10256 E13A E12B Alberts, Jeffery AFF 61912 E7A E8A Berry, Christopher FF 61913 E11A E7A E9B E8B Cuza, Christopher F | | | | T5B | RIB |
| Warden, Nicole AFF 61615 T13A B5A Warth, Andrew AFF 3327 E10C E10A White, Shane AFF 61616 E14C T7C Wienewitz, Christopher AFF 61601 E1A B9C Williams, Stephen AFF 10255 R2C E16B Yates, Jeffery AFF 10256 E13A E12B Alberts, Terry FF 61911 E2A E13A Bazemore, Nicholas FF 61912 E7A E8A Berry, Christopher FF 61913 E11A E7A Copenhaver, Brent FF 61913 E11A E7A Copenhaver, Brent FF 61914 E7B E8B Cuza, Christopher FF 61915 E3C E15C Damaske, Scott FF 61916 E2B E13B Delph, Keith FF 61917 E7C E8C Fisher, Miranda FF 61918 E2C | | AFF | 11495 | E15C | E15A |
| Warth, Andrew AFF 3327 E10C E10A White, Shane AFF 61616 E14C T7C Wieniewitz, Christopher AFF 61601 E1A E9C Williams, Stephen AFF 10255 R2C E16B Yates, Jeffery AFF 10256 E13A E12B Alberts, Terry FF 61911 E2A E13A Bazemore, Nicholas FF 61912 E7A E8A Berry, Christopher FF 61913 B11A E7A Copenhaver, Brent FF 61913 B11A E7A Copenhaver, Brent FF 61914 E7B E8B Cuza, Christopher FF 61915 E3C E15C Damaske, Scott FF 61915 E3C E15C Damaske, Scott FF 61916 E2B E13B Delph, Keith FF 61917 E7C E8C Fisher, Miranda FF 61918 E2C | | AFF | 61090 | E3B | T5B |
| White, Shane AFF 61616 E14C T7C Wieniewitz, Christopher AFF 61601 B1A B9C Williams, Stephen AFF 10255 R2C E16B Yates, Jeffery AFF 10256 E13A E12B Alberts, Terry FF 61911 E2A E13A Bazemore, Nicholas FF 61912 E7A E8A Berry, Christopher FF 61913 E11A E7A Copenhaver, Brent FF 61913 E11A E7A Copenhaver, Brent FF 61914 E7B E8B Cuza, Christopher FF 61915 E3C E15C Damaske, Scott FF 61915 E3C E15C Damaske, Scott FF 61916 E2B E13B Delph, Keith FF 61917 E7C E8C Fisher, Miranda FF 61918 E2C E13C Gersz, Christopher FF 61919 <td< td=""><td></td><td>AFF</td><td>61615</td><td>T13A</td><td>E5A</td></td<> | | AFF | 61615 | T13A | E5A |
| Wieniewitz, Christopher AFF 61601 E1A E9C Williams, Stephen AFF 10255 R2C E16B Yates, Jeffery AFF 10256 E13A E12B Alberts, Terry FF 61911 E2A E13A Bezer, Christopher FF 61912 E7A E8A Berry, Christopher FF 61913 E11A E7A Copenhaver, Brent FF 61914 E7B E8B Cuza, Christopher FF 61914 E7B E8B Cuza, Christopher FF 61915 E3C E15C Damaske, Scott FF 61916 E2B E13B Delph, Keith FF 61917 E7C E8C Fisher, Miranda FF 61918 E2C E13C Gersz, Christopher FF 61919 T5A E11A Grant, Benjamin FF 61919 T5A E11A Grant, Benjamin FF 61920 < | | AFF | 3327 | E10C | E10A |
| Williams, Stephen AFF 10255 R2C E16B Yates, Jeffery AFF 10256 E13A E12B Alberts, Jeffery AFF 10256 E13A E12B Alberts, Jeffery FF 61911 E2A E13A Bazemore, Nicholas FF 61912 E7A E8A Berry, Christopher FF 61913 E11A E7A Copenhaver, Brent FF 61914 E7B E8B Cuza, Christopher FF 61915 E3C E15C Damaske, Scott FF 61916 E2B E13B Delph, Keith FF 61916 E2B E13B Delph, Keith FF 61917 E7C E8C Fisher, Miranda FF 61918 E2C B13C Gersz, Christopher FF 61918 E2C B13C Gersz, Christopher FF 61929 E4A E2A Gutierrez, Logan FF 61920 E | | AFF | 61616 | E14C | T7C |
| Alberts, Terry FF 61911 E2A E13A Bazemore, Nicholas FF 61912 E7A E8A Berry, Christopher FF 61913 E11A E7A Copenhaver, Brent FF 61914 E7B E8B Cuza, Christopher FF 61915 E3C E15C Damaske, Scott FF 61916 E2B E13B Delph, Keith FF 61917 E7C E8C Fisher, Miranda FF 61918 E2C E13C Gersz, Christopher FF 61918 E2C E13C Gersz, Christopher FF 61919 T5A E11A Grant, Benjamin FF 61920 B4A E2A Gutierrez, Logan FF 61920 B4A E2A Gutierrez, Logan FF 61921 E4B E2B Haffly, Robert FF 61935 B4C E2C Hartl, Shawn FF 61922 T5B | Wieniewitz, Christopher | AFF | 61601 | B1A | E9C |
| Alberts, Terry FF 61911 E2A E13A Bazemore, Nicholas FF 61912 E7A B8A Berry, Christopher FF 61913 E11A E7A Copenhaver, Brent FF 61914 E7B E8B Cuza, Christopher FF 61915 E3C E15C Damaske, Scott FF 61916 E2B E13B Delph, Keith FF 61917 E7C E8C Fisher, Miranda FF 61918 E2C E13C Gersz, Christopher FF 61918 E2C E13C Gersz, Christopher FF 61919 T5A E11A Grant, Benjamin FF 61919 T5A E11A Grant, Benjamin FF 61920 E4A E2A Gutierrez, Logan FF 61921 E4B E2B Haffly, Robert FF 61921 E4B E2B Hartl, Shawn FF 61922 T5B | | AFF | 10255 | R2C | E16B |
| Bazemore, Nicholas FF 61912 E7A E8A Berry, Christopher FF 61913 E11A E7A Copenhaver, Brent FF 61914 E7B E8B Cuza, Christopher FF 61915 E3C E15C Damaske, Scott FF 61916 E2B E13B Delph, Keith FF 61916 E2B E13B Delph, Keith FF 61917 E7C E8C Fisher, Miranda FF 61918 E2C E13C Gersz, Christopher FF 61918 E2C E13C Gersz, Christopher FF 61919 T5A E11A Grant, Benjamin FF 61919 T5A E11A Grant, Benjamin FF 61920 E4A E2A Gutierrez, Logan FF 61921 E4B E2B Haffly, Robert FF 61935 E4C E2C Hartl, Shawn FF 61922 T5B | Yates, Jeffery | AFF | 10256 | E13A | E12B |
| Bazemore, Nicholas FF 61912 E7A E8A Berry, Christopher FF 61913 E11A E7A Copenhaver, Brent FF 61914 E7B E8B Cuza, Christopher FF 61915 E3C E15C Damaske, Scott FF 61916 E2B E13B Delph, Keith FF 61916 E2B E13B Delph, Keith FF 61917 E7C E8C Fisher, Miranda FF 61918 E2C E13C Gersz, Christopher FF 61918 E2C E13C Gersz, Christopher FF 61919 T5A E11A Grant, Benjamin FF 61919 T5A E11A Grant, Benjamin FF 61920 E4A E2A Gutierrez, Logan FF 61921 E4B E2B Haffly, Robert FF 61935 E4C E2C Hartl, Shawn FF 61922 T5B | | | | | |
| Berry, Christopher FF 61913 E11A E7A Copenhaver, Brent FF 61914 E7B E8B Cuza, Christopher FF 61915 E3C E15C Damaske, Scott FF 61916 E2B E13B Delph, Keith FF 61917 E7C E8C Fisher, Miranda FF 61918 E2C E13C Gersz, Christopher FF 61918 E2C E13C Gersz, Christopher FF 61919 T5A E11A Grant, Benjamin FF 61920 E4A E2A Gutierrez, Logan FF 61920 E4A E2A Gutierrez, Logan FF 61921 E4B E2B Haffly, Robert FF 61921 E4B E2C Hartl, Shawn FF 61922 T5B E11B Hoffmann, Julia FF 61923 E9A T12A Jaha, Trevor FF 61924 T5C | Alberts, Terry | FF | 61911 | E2A | E13A |
| Copenhaver, Brent FF 61914 E7B E8B Cuza, Christopher FF 61915 E3C E15C Damaske, Scott FF 61916 E2B E13B Delph, Keith FF 61917 E7C E8C Fisher, Miranda FF 61918 E2C E13C Gersz, Christopher FF 61919 T5A E11A Grant, Benjamin FF 61920 E4A E2A Gutierrez, Logan FF 61920 E4A E2A Gutierrez, Logan FF 61921 E4B E2B Haffly, Robert FF 61935 E4C E2C Hartl, Shawn FF 61935 E9A T12A Jaha, Trevor FF 61922 T5B E11B Hoffmann, Julia FF 61924 T5C B11C Jenkins, Brent FF 61924 T5C B11C Jenkins, Brent FF 61934 E11C E7C | Bazemore, Nicholas | FF | 61912 | E7A | E8A |
| Cuza, Christopher FF 61915 E3C E15C Damaske, Scott FF 61916 E2B E13B Delph, Keith FF 61917 E7C E8C Fisher, Miranda FF 61918 E2C E13C Gersz, Christopher FF 61919 T5A E11A Grant, Benjamin FF 61920 E4A E2A Gutierrez, Logan FF 61921 E4B E2B Haffly, Robert FF 61921 E4B E2C Hartl, Shawn FF 61925 E4C E2C Hartl, Shawn FF 61922 T5B E11B Hoffmann, Julia FF 61923 E9A T12A Jaha, Trevor FF 61924 T5C E11C Jenkins, Brent FF 61925 E10A E9A Jones, Andrew FF 61934 E11C E7C Miller, Quentin FF 61926 T12A E10A | Berry, Christopher | FF | 61913 | EllA | E7A |
| Damaske, Scott FF 61916 E2B E13B Delph, Keith FF 61917 E7C B8C Fisher, Miranda FF 61918 E2C E13C Gersz, Christopher FF 61919 T5A E11A Grant, Benjamin FF 61920 E4A E2A Gutierrez, Logan FF 61921 E4B E2B Haffly, Robert FF 61921 E4B E2B Haffly, Robert FF 61935 E4C E2C Hartl, Shawn FF 61922 T5B E11B Hoffmann, Julia FF 61923 E9A T12A Jaha, Trevor FF 61924 T5C B11C Jenkins, Brent FF 61925 E10A E9A Jones, Andrew FF 61934 E11C E7C Miller, Quentin FF 61926 T12A E10A O'connor, Sean FF 61928 T11C E3C | Copenhaver, Brent | FF | 61914 | E7B | E8B |
| Delph, Keith FF 61917 E7C E8C Fisher, Miranda FF 61918 E2C E13C Gersz, Christopher FF 61919 T5A E11A Grant, Benjamin FF 61920 E4A E2A Gutierrez, Logan FF 61921 E4B E2B Haffly, Robert FF 61921 E4B E2B Haffly, Robert FF 61935 E4C E2C Hartl, Shawn FF 61922 T5B E11B Hoffmann, Julia FF 61923 E9A T12A Jaha, Trevor FF 61924 T5C E11C Jenkins, Brent FF 61925 E10A E9A Jones, Andrew FF 61934 E11C E7C Miller, Quentin FF 61926 T12A E10A O'connor, Sean FF 61927 E13A E4A Osterlund, Chad FF 61928 T11C E3C | Cuza, Christopher | FF | 61915 | E3C | E15C |
| Fisher, Miranda FF 61918 E2C E13C Gersz, Christopher FF 61919 T5A E11A Grant, Benjamin FF 61920 E4A E2A Gutierrez, Logan FF 61921 E4B E2B Haffly, Robert FF 61921 E4B E2B Haffly, Robert FF 61935 E4C E2C Hartl, Shawn FF 61922 T5B E11B Hoffmann, Julia FF 61923 E9A T12A Jaha, Trevor FF 61924 T5C B11C Jenkins, Brent FF 61925 E10A E9A Jones, Andrew FF 61934 E11C E7C Miller, Quentin FF 61926 T12A E10A O'connor, Sean FF 61927 E13A E4A Osterlund, Chad FF 61928 T11C E3C Porter, Clint FF 61931 E13C E4C <td>Damaske, Scott</td> <td>FF</td> <td>61916</td> <td>E2B</td> <td>E13B</td> | Damaske, Scott | FF | 61916 | E2B | E13B |
| Gersz, Christopher FF 61919 T5A E11A Grant, Benjamin FF 61920 E4A E2A Gutierrez, Logan FF 61921 E4B E2B Haffly, Robert FF 61935 E4C E2C Hartl, Shawn FF 61922 T5B E11B Hoffmann, Julia FF 61923 E9A T12A Jaha, Trevor FF 61924 T5C E11C Jenkins, Brent FF 61925 E10A E9A Jones, Andrew FF 61934 E11C E7C Miller, Quentin FF 61926 T12A E10A O'connor, Sean FF 61927 E13A E4A Osterlund, Chad FF 61928 T11C E3C Porter, Clint FF 61931 E13C E4C Tillman, William FF 61933 T11B E15B | Delph, Keith | FF | 61917 | E7C | E8C |
| Grant, Benjamin FF 61920 E4A E2A Gutierrez, Logan FF 61921 E4B E2B Haffly, Robert FF 61935 E4C E2C Hartl, Shawn FF 61922 T5B E11B Hoffmann, Julia FF 61923 E9A T12A Jaha, Trevor FF 61924 T5C B11C Jenkins, Brent FF 61925 E10A E9A Jones, Andrew FF 61934 E11C E7C Miller, Quentin FF 61934 E11C E7C Miller, Quentin FF 61926 T12A E10A O'connor, Sean FF 61927 E13A E4A Osterlund, Chad FF 61928 T11C E3C Porter, Clint FF 61929 E11B E7B Taylor, Michael J. FF 61931 E13C E4C Tillman, William FF 61933 T11B E15 | Fisher, Miranda | FF | 61918 | E2C | E13C |
| Gutierrez, Logan FF 61921 E4B E2B Haffly, Robert FF 61935 E4C E2C Hartl, Shawn FF 61922 T5B E11B Hoffmann, Julia FF 61923 E9A T12A Jaha, Trevor FF 61924 T5C E11C Jenkins, Brent FF 61925 E10A E9A Jones, Andrew FF 61934 E11C E7C Miller, Quentin FF 61934 E11C E7C Miller, Quentin FF 61926 T12A E10A O'connor, Sean FF 61927 E13A E4A Osterlund, Chad FF 61928 T11C E3C Porter, Clint FF 61931 E13C E4C Tillman, William FF 61933 T11B E15B | Gersz, Christopher | FF | 61919 | T5A | EllA |
| Gutierrez, Logan FF 61921 E4B E2B Haffly, Robert FF 61935 E4C E2C Hartl, Shawn FF 61922 T5B E11B Hoffmann, Julia FF 61923 E9A T12A Jaha, Trevor FF 61924 T5C E11C Jenkins, Brent FF 61925 E10A E9A Jones, Andrew FF 61934 E11C E7C Miller, Quentin FF 61934 E11C E7C Miller, Quentin FF 61926 T12A E10A O'connor, Sean FF 61927 E13A E4A Osterlund, Chad FF 61928 T11C E3C Porter, Clint FF 61931 E13C E4C Tillman, William FF 61933 T11B E15B | Grant, Benjamin | FF | 61920 | E4A | E2A |
| Hartl, Shawn FF 61922 T5B E11B Hoffmann, Julia FF 61923 E9A T12A Jaha, Trevor FF 61924 T5C E11C Jenkins, Brent FF 61925 E10A E9A Jones, Andrew FF 61934 E11C E7C Miller, Quentin FF 61926 T12A E10A O'connor, Sean FF 61927 E13A E4A Osterlund, Chad FF 61928 T11C E3C Porter, Clint FF 61929 E11B E7B Taylor, Michael J. FF 61931 E13C E4C Tillman, William FF 61933 T11B E15B | | FF | 61921 | E4B | E2B |
| Hoffmann, Julia FF 61923 E9A T12A Jaha, Trevor FF 61924 T5C E11C Jenkins, Brent FF 61925 E10A E9A Jones, Andrew FF 61925 E10A E7C Miller, Quentin FF 61926 T12A E10A O'connor, Sean FF 61927 E13A E4A Osterlund, Chad FF 61928 T11C E3C Porter, Clint FF 61929 E11B E7B Taylor, Michael J. FF 61931 E13C E4C Tillman, William FF 61933 T11B E15B | Haffly, Robert | FF | 61935 | E4C | E2C |
| Jaha, Trevor FF 61924 T5C B11C Jenkins, Brent FF 61925 E10A E9A Jones, Andrew FF 61934 E11C E7C Miller, Quentin FF 61926 T12A E10A O'connor, Sean FF 61927 E13A E4A Osterlund, Chad FF 61928 T11C E3C Porter, Clint FF 61929 E11B E7B Taylor, Michael J. FF 61931 E13C E4C Tillman, William FF 61933 T11B E15B | Harti, Shawn | FF | 61922 | T5B | EIIB |
| Jaha, Trevor FF 61924 T5C E11C Jenkins, Brent FF 61925 E10A E9A Jones, Andrew FF 61934 E11C E7C Miller, Quentin FF 61926 T12A E10A O'connor, Sean FF 61927 E13A E4A Osterlund, Chad FF 61928 T11C E3C Porter, Clint FF 61929 E11B E7B Taylor, Michael J. FF 61931 E13C E4C Tillman, William FF 61933 T11B E15B | Hoffmann, Julia | FF | 61923 | E9A | T12A |
| Jones, Andrew FF 61934 E11C E7C Miller, Quentin FF 61926 T12A E10A O'connor, Sean FF 61927 E13A E4A Osterlund, Chad FF 61928 T11C E3C Porter, Clint FF 61929 E11B E7B Taylor, Michael J. FF 61931 E13C E4C Tillman, William FF 61933 T11B E15B | | FF | 61924 | T5C | BIIC |
| Jones, Andrew FF 61934 E11C E7C Miller, Quentin FF 61926 T12A E10A O'connor, Sean FF 61927 E13A E4A Osterlund, Chad FF 61928 T11C E3C Porter, Clint FF 61929 E11B E7B Taylor, Michael J. FF 61931 E13C E4C Tillman, William FF 61933 T11B E15B | Jenkins, Brent | FF | 61925 | E10A | E9A |
| Miller, Quentin FF 61926 T12A E10A O'connor, Sean FF 61927 E13A E4A Osterlund, Chad FF 61928 T11C E3C Porter, Clint FF 61929 E11B E7B Taylor, Michael J. FF 61931 E13C E4C Tillman, William FF 61933 T11B E15B | | FF | | El1C | E7C |
| O'connor, Sean FF 61927 E13A E4A Osterlund, Chad FF 61928 T11C E3C Porter, Clint FF 61929 E11B E7B Taylor, Michael J. FF 61931 E13C E4C Tillman, William FF 61933 T11B E15B | المراجع المراجع المراجع المراجع المراجع المراجع المراجع المراجع المراجع المراجع المراجع المراجع المراجع المراجع | FF | 61926 | T12A | E10A |
| Osterlund, Chad FF 61928 T11C E3C Porter, Clint FF 61929 E11B E7B Taylor, Michael J. FF 61931 E13C E4C Tillman, William FF 61933 T11B E15B | | | 61927 | E13A | E4A |
| Porter, Clint FF 61929 E11B E7B Taylor, Michael J. FF 61931 E13C E4C Tillman, William FF 61933 T11B E15B | | | | TIIC | E3C |
| Taylor, Michael J. FF 61931 E13C E4C Tillman, William FF 61933 T11B E15B | | FF | | | E7B |
| Tillman, William FF 61933 T11B E15B | | FF | | | |
| | | | | | |
| | Ubernosky, Jimmy | | | | T11B |



Issued By: E. K. Elzie Lee Kitchen Jr. E. K. Interim Assistant Fire Chief, Ops

Approved By: Charles G. Middleton Fire Chief NUMBER 15.05.003

PERSONNEL ORDER

DATE 05/11/2015

SUBJECT: TEMPORARY ASSIGNMENT

In order to continue the stability and accountability in the vacant Battalion Chief position, effective May 17, 2015 at 2000 hours Captain Irving Nichols will be temporarily assigned to act as BC1C in place of Chief Kitchen.

His updated contact number will be Re -Reda



Issued By:

Elzie L. Kitchen Jr. Interim Assistant Fire Chief, Ops

Approved By: Charles G. Middleton Fire Chief

NUMBER

15.06.004

DATE 06-17-15

PERSONNEL ORDER

SUBJECT: PERSONNEL REASSIGNMENTS, EFFECTIVE: JUNE 21, 2015, 0800 HRS.

Personnel who are changing shifts should go by the following schedule:

B Shift to C Shift:

0800-2000 on June 21st and return at 2000 on June 22nd

B Shift to A Shift:

0800-2000 on June 21st and return at 2000 on June 23rd

C Shift to A Shift:

C Shift to B Shift:

0800-2000 on June 22nd and return at 2000 on June 23rd 0800-2000 on June 22nd and return at 2000 on June 24th

A Shift to B Shift:

0800--2000 on June 23^{rd} and return at 2000 on June 24^{th} 0800-2000 on June 23^{th} and return at 2000 on June 25^{th}

A Shift to C Shift:

PROMOTED TO FIRE CAPTAIN

| NAME | RANK | PR# | FROM | то |
|----------------|-------|-------|------|------|
| Boyd, Scott | CAPT. | 00113 | TRNG | TRNG |
| Grant, Patrick | CAPT. | 4677 | E2C | E2C |
| Nutter, Joseph | CAPT. | 2200 | EliC | Elic |

PROMOTED TO MASTER FIREFIGHTER

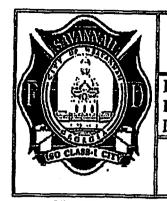
| NAME | RANK | PR# | FROM | то |
|----------------------|------|-------|------|------|
| Baker, Kenneth | MFF | 10661 | E5B | E7B |
| Doherty, Timothy | MFF | 11174 | E3C | E8C |
| Emberton, Steven | MFF | 00118 | E16B | E3B |
| Hanks, Christopher | MFF | 11193 | E3B | T13B |
| Henry, Edward | MFF | 10018 | T13C | T13C |
| Jacobs, Jason | MFF | 11177 | E6C | E6C |
| Jones, Chris | MFF | 00150 | E6A | E6A |
| Lilienthal, Lawrence | MFF | 10667 | E5A | E5A |
| Spivey, Joshua | MFF | 10251 | T5A | T5A |
| Stigall, Ryan | MFF | 3723 | THE | TIIC |
| Stoneman, Wesley | MFF | 10052 | R1B | R1B |

NON-PROMOTIONAL REASSIGNMENTS

| NAME | RANK | PR# | FROM | то |
|----------------------|------|-------|--------------|------------------------------------|
| Barefoot, Richard | AFF | 4780 | E15C | T12C |
| Barwick, Jeremy | AFF | 10007 | ElA | E12B |
| Dekanek, Christopher | MFF | 1845 | E7B | E15C E15B E1A E10C E5B |
| Dipietro, Thomas | AFF | 5772 | T13B T11C | |
| Duray, Vincent | AFF | 11475 | | |
| Goolsby, Darryn | AFF | 10015 | E1C | |
| Haag, Phillip | AFF | 11479 | E15B | |
| Hiers, Joel MFF | | 2398 | E8C | EIC |
| Ortiz, Lucas | AFF | 61084 | E12B | E16B |
| Peavy, Christiopher | MFF | 3312 | EIC | TIIB |
| Wright, Donald | MFF | 4892 | THB | E3C |

10/21/2016

Murray Investigative Services, LLC & JVI & Associates Report In re: Savannah Fire & Emergency Services Complaints



Issued By:
Elzie Lee Kitchen Jr.
Interim Assistant Fire Chief. Ons

Approved By: Charles G. Middleton Fire Chief

BM

NUMBER

15.07.005 DATE

PERSONNEL ORDER

07-14-15

SUBJECT: PERSONNEL REASSIGNMENTS, EFFECTIVE: JULY 19, 2015, 0800 HRS.

Personnel who are changing shifts should go by the following schedule:

C Shift to A Shift:

0800-2000 on July 19th and return at 2000 on July 20th
0800-2000 on July 19th and return at 2000 on July 21st
0800-2000 on July 20th and return at 2000 on July 21st
0800-2000 on July 20th and return at 2000 on July 22nd
0800-2000 on July 21st and return at 2000 on July 23rd
0800-2000 on July 21st and return at 2000 on July 23rd
0800-2000 on July 21st and return at 2000 on July 22nd

PROMOTED TO FIRE CAPTAIN

| NAME | RANK | PR# | FROM | TO |
|--------------|------|------|------|------|
| Novak, Scott | CAPT | 6321 | T5C | TRNG |

PROMOTED TO MASTER FIREFIGHTER

| NAME | RANK | PR# | FROM | TO |
|-----------------|------|-------|------|------|
| Greene, Michael | MFF | 10663 | E16A | E16A |

NON-PROMOTIONAL REASSIGNMENTS

| NAME | RANK | PR# | FROM | ТО |
|-----------------------|------|-------|------|------|
| Taylor, Michael | CAPT | 1989 | TRNG | T5B |
| Earley, Nicholas | MFF | 00149 | T2A | E10A |
| Hauck, Gabrielle | AFF | 11176 | T2C | E8A |
| Hutcherson, Christian | AFF | 61075 | E5A | E14A |
| Mejia, Christopher | AFF | 61606 | E14A | E5A |
| Robinson, William | MFF | 4870 | E10A | T2A |
| Warden, Nicole | AFF | 61615 | E8A | T2C |



Issued By:
Elzie L. Kitchen Jr.
Interim Assistant Fire Chief, Ops

Approved By: Charles G. Middleton Fire Chief NUMBER

15.08.006 Addendum 1

DATE 08-23-15

PERSONNEL ORDER

SUBJECT: PERSONNEL REASSIGNMENTS, EFFECTIVE: AUGUST 23, 2015, 0800 HRS.

Personnel who are changing shifts should go by the following schedule:

B Shift to A Shift: 0800-2000 on August 23rd and return at 2000 on August 25th

| 110m 210mm4m4m4m4m | U | | | |
|--------------------|------|------|------|-----|
| NAME | RANK | PR# | FROM | TO |
| Sikes, Milton | CAPT | 2219 | T12B | E2A |



Issued By:
Elzie L. Kitchen Jr.
Internim Assistant Fire Chief, Ops

Approved By:
Charles G. Middleton
Fire Chief

NUMBER

15.08.006

PERSONNEL ORDER

DATE 08-20-15

SUBJECT: PERSONNEL REASSIGNMENTS, EFFECTIVE: AUGUST 23, 2015, 0800 HRS.

Personnel who are changing shifts should go by the following schedule:

B Shift to C Shift:

B Shift to A Shift:

C Shift to A Shift:

C Shift to B Shift:

A Shift to B Shift:

A Shift to C Shift:

B Shift to B Shift:

A Shift to C Shift:

B Shift:

B Shift:

C Shift to B Shift:

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| NAME | RANK | PR# | FROM | TO |
|----------------------|------|-------|------|------|
| Sikes, Milton | CAPT | 2219 | T12B | R2A |
| | | | | |
| Faughey, John | MFF | 5907 | E12C | E13A |
| Hanks, Christopher | MFF | 11193 | T13B | E10B |
| Harrison, Michael | MFF | 2349 | T5B | R2B |
| Homan, Joshua | MFF | 10242 | E6B | E12C |
| Jacobs, Jason | MFF | 11177 | E6C | E5C |
| Johnson, Shamir | MFF | 00234 | E5C | TRNG |
| Jones, Chris | MFF | 00150 | E6A | E5A |
| Lilienthal, Lawrence | MFF | 10667 | E5A | TRNG |
| Raulerson, Michael | MFF | 2377 | E13A | E6B |
| Williams, Rodney | MFF | 4596 | E10B | T13B |
| | | | | |
| Bender, Andrew | AFF | 2009 | E2B | E9A |
| Billotto, Colin | AFF | 61066 | E10C | E6A |
| Bladergroen, Ian | AFF | 11472 | E5C | T5C |
| Carcione, David | AFF | 61078 | T12C | E5C |
| Dipietro, Thomas | AFF | 5772 | E15B | T12B |
| Duran, Joshua | AFF | 61067 | TSC | RIC |
| Fields, Mark | AFF | 61634 | E5B | T13B |
| Gerbsch, Jonathan | AFF | 11478 | E10A | T2A |
| Herring, Taig | AFF | 61074 | E10B | E2B |
| Perez, James | AFF | 61608 | E7A_ | E15B |
| Smalls, Terance | AFF | 10673 | T13B | E5B |
| Zechar, Nicholas | AFF | 11498 | Е6В | Elic |



Issued By: Elzie L. Kitchen Jr.

Internim Assistant Fire Chief, Ops

Approved By:

Charles G. Middleton

Fire Chief

NUMBER

15.09.007

DATE 09-03-15

PERSONNEL ORDER

SUBJECT: PERSONNEL REASSIGNMENTS, EFFECTIVE: SEPTEMBER 6, 2015, 0800 HRS.

Personnel who are changing shifts should go by the following schedule:

A Shift to B Shift: 0800-2000 on September 6th and return at 2000 on September 7th
A Shift to C Shift: 0800-2000 on September 6th and return at 2000 on September 8th
B Shift to A Shift: 0800-2000 on September 7th and return at 2000 on September 9th
B Shift to C Shift: 0800-2000 on September 7th and return at 2000 on September 8th
C Shift to A Shift: 0800-2000 on September 8th and return at 2000 on September 9th
C Shift to B Shift: 0800-2000 on September 8th and return at 2000 on September 10th

NON-PROMOTIONAL REASSIGNMENTS

| NAME | RANK | PR# | FROM | то |
|--------------------|------|------|------|------|
| Allen, Fred | CAPT | 2148 | E9B | E15B |
| Goldman, Jeffery | CAPT | 4878 | E3C | T13B |
| Howard, Marion | CAPT | 2209 | T13B | E5A |
| Howard, William S. | CAPT | 4884 | T5A | E10B |
| Johnson, Heyward | CAPT | 4331 | E10B | T13C |
| Johnson, Santonio | CAPT | 2946 | E13B | E9B |
| Peek, Charles | CAPT | 2201 | E5A | E3C |
| Sikes, Milton | CAPT | 2219 | E2A | E13B |
| Taylor, Michael | CAPT | 1989 | T5B | R2A |

| Bargeron, Christopher | AFF | 61595 | E1C | E3C |
|-----------------------|-----|-------|------|------|
| Callahan, Jamell | AFF | 12084 | E14C | E7B |
| Caruso, Mark | AFF | 10662 | E7B | E14C |
| Consuegra, Solomon | AFF | 61598 | T13B | E15A |
| Davis, Christopher | AFF | 11173 | R2A | T5A |
| Emfinger, Grady | MFF | 2193 | E15B | T12B |
| Fennell, Christopher | MFF | 10238 | E5B | T5B |
| Gooslby, Darren | AFF | 10015 | E10C | EIC |
| Gray, Anthony | AFF | 4789 | E15A | E13A |
| Henry, Edward | MFF | 10018 | T13C | E5B |
| Homan, David | AFF | 11486 | E12A | T12A |
| Hunter, David | MFF | 2822 | R2A | T5A |
| Knight, Stephen | AFF | 61077 | E3C | E10C |

| Lenz, Ryan | AFF | 61081 | E13A | E3A |
|--------------------|-----|-------|------|------|
| Maier, Michael | AFF | 11491 | B9A | E12A |
| Marchione, Carlo | AFF | 10247 | T12B | T13B |
| Moreland, James | AFF | 10679 | B10B | E15B |
| Spivey, Joshua | AFF | 10251 | T5A | R2A |
| Takacs, Josh | AFF | 11495 | B15A | T12A |
| Yates, Jeffrey | AFF | 10256 | T12A | E15A |
| | | | | |
| Alberts, Terry | FF | 61911 | B13A | E4A |
| Bazemore, Nicholas | NA. | 61912 | E8A | E1A |
| Berry, Christopher | FF | 61913 | B7A | E8A |
| Copenhaver, Brent | FF | 61914 | E8B | ElB |
| Cuza, Christopher | FF | 61915 | E15C | T2C |
| Damaske, Scott | FF | 61916 | E13B | E4B |
| Delph, Keith | FF | 61917 | E8C | EIC |
| Fisher, Miranda | FF | 61918 | B13C | E4C |
| Gersz, Christopher | FF | 61919 | EIA | B7A |
| Grant, Benjamin | FF | 61920 | B2A | E13A |
| Gutierrez, Logan | FF | 61921 | B2B | E13B |
| Haffly, Robert | FF | 61935 | E2C | E13C |
| Harti, Shawn | FF | 61922 | B1B | E7B |
| Hoffmann, Julia | FF | 61923 | T12A | E10A |
| Jaha, Trevor | FF | 61924 | BIC | E7C |
| Jones, Andrew | FF | 61934 | E7C | E8C |
| Miller, Quentin | FF | 61926 | E10X | E9A |
| O'comor, Sean | 14 | 61927 | E4A | E2A |
| Osterlund, Chad | PF | 61928 | E3C | B15C |
| Porter, Clint | FF | 61929 | E7B | E8B |
| Taylor, Michael J. | FF | 61931 | B4C | E2C |
| Tiliman, William | FF | 61933 | B15B | B10B |

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Issued By: Eizie L. Kitchen Jr. & X. Interim Assistant Fire Chief, Ops Approved By: Charles G. Middleton Fire Chief NUMBER 15.09.008

67L

DATE 09-10-15

PERSONNEL ORDER

SUBJECT: PERSONNEL REASSIGNMENTS, EFFECTIVE: SEPTEMBER 16, 2015, 0800 HRS.

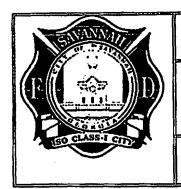
In order to ensure that personnel who are being transferred across shift lines are receiving the allotted work hours during the 27-Day cycle, the following schedule should be followed:

B Shift to A Shift: 0800-0800 on September 18th and return at 0800 on September 21st B Shift to C Shift: 0800-2000 on September 16th and return at 2000 on September 17th C Shift to A Shift: 0800-2000 on September 17th and return at 2000 on September 18th C Shift to B Shift: 0800-0800 on September 17th and return at 0800 on September 19th A Shift to B Shift: 2000 on September 16th and return at 0800 on September 19th A Shift to C Shift: 0800-0800 on September 18th and return at 0800 on September 20th

NON-PROMOTIONAL REASSIGNMENTS

| NAME | RANK | PR# | FROM | TO |
|--------------------|------|------|------|-----|
| Howard, William S. | CAPT | 4884 | E10B | R2A |
| Taylor, Michael | CAPT | 1989 | R2A | T5B |

| Consuegra, Solomon | AFF | 61598 | E15A | T12A |
|----------------------|-----|-------|------|------|
| Davis, Christopher | AFF | 11173 | T5A | R2A |
| Duran, Joshua | AFF | 61067 | RIC | T5A |
| Fennell, Christopher | MFF | 10238 | T5B | E5B |
| Gray, Anthony | AFF | 4789 | E13A | E15A |
| Henry, Edward | MFF | 10018 | E5B | TlB |
| Homan, David | AFF | 11486 | T12A | E12A |
| Maier, Michael | AFF | 11491 | E12A | E13A |
| Oswell, Herman | MFF | 2855 | TIC | E10B |
| Spivey, Joshua | AFF | 10251 | R2A | RIC |



 Approved By: Charles G. Middleton Fire Chief NUMBER

15.10.009

PERSONNEL ORDER

DATE 10-08-15

SUBJECT: PERSONNEL REASSIGNMENTS, EFFECTIVE: OCTOBER 18, 2015, 0800 HRS.

In order to ensure that personnel who are being transferred across shift lines are receiving the allotted work hours during the 27-Day cycle, the following schedule should be followed:

A Shift to B Shift: 0800-0800 on October 18th and return at 2000 on October 19th A Shift to C Shift: 0800-0800 on October 18th and return at 0800 on October 20th B Shift to A Shift: 0800-2000 on October 19th and return at 2000 on October 21st B Shift to C Shift: 0800-2000 on October 19th and return at 2000 on October 20th C Shift to A Shift: 0800-2000 on October 20th and return at 2000 on October 21st C Shift to B Shift: 0800-0800 on October 20th and return at 0800 on October 21st

PROMOTED TO CAPTAIN

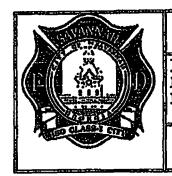
| NAME | RANK | PR# | FROM | TO |
|---------------|------|-------|------|------|
| Ptacin, Frank | CAPT | 10050 | RIC | TRNG |

PROMOTED TO MASTER FIREFIGHTER

| TROMOTED TO MINOTERTANDITUM | | | | | |
|-----------------------------|------|-------|------|------|--|
| NAME | RANK | PR# | FROM | ТО | |
| Mobley, Jonathan | MFF | 11180 | E8A | E8A | |
| Payne, Joshua | MFF | 10682 | EllA | EllA | |

NON-PROMOTIONAL REASSIGNMENTS

| 11011 I HOMO I TOTAL MEMBER GIANTENTE | | | | | |
|---------------------------------------|------|------|------|------|--|
| NAME | RANK | PR# | FROM | TO | |
| Novak, Scot | CAPT | 6321 | TRNG | E16C | |
| Harrison, Michael | MFF | 2349 | R2B | RIC | |



Issued By: Elzie L. Kitchen Jr. Internim Assistant Fire Chief, Ops Approved By: Charles G. Middleton **Fire Chief**

NUMBER 15.12.010

PERSONNEL ORDER

DATE 12-4-15

SUBJECT: PERSONNEL REASSIGNMENTS, EFFECTIVE: January 2, 2016, 0800 HRS.

Personnel who are changing shifts should go by the following schedulo:

B Shift to A Shift: 0800-2000 on January 2nd and return at 2000 on January 4th
B Shift to C Shift: 0800-2000 on January 2nd and return at 2000 on January 3rd
C Shift to A Shift: 0800-2000 on January 3rd and return at 2000 on January 4th
C Shift to B Shift: 0800-0800 on January 3rd and return at 0800 on January 5th
A Shift to B Shift: 0800-0800 on January 4th and return at 2000 on January 5th
A Shift to C Shift: 0800-0800 on January 4th and return at 0800 on January 5th

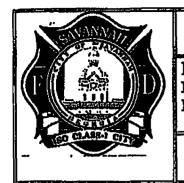
| NAME | RANK | PR# | FROM | TO |
|-------------------|------|------|------|-----|
| Coppola, Sam | CAPT | 4187 | T2C | B8A |
| Hannah, John | CAPT | 3304 | E9C | E4C |
| Hinely, John | CAPT | 4323 | B4C | E9C |
| Nichols, Irving** | CAPT | 2315 | E2A | E9B |

^{**} Employee will remain in current assignment until replaced.

| Dixon, Cory | MPF | 10041 | B8A | R5A |
|---------------------|------|------------|---------|-----------------|
| Gutierrez, Maria | MFF | 5777 | B4A | R9B |
| Holloway, Rodney | ·MFF | · . 4587 · | · TIA · | · · · T2C · · · |
| Jones, Chris | MER | 00150 | B5A | E4A |
| Lopezmena, Humberto | MFF | 10056 | B11B | T12C |
| Payne, Joshua | MIT | 10682 | BIIA | BIIB |
| Smith, Brian | MPP | 10051 | TSB | R2A |
| Stigall, Ryan | WER | 3723 | T2C | TIA |
| Walton, Jeffery | MPF | 00155 | FLBBT 2 | T2C |
| Wilson, Marcus | MFF | 00134 | R9B | FLEBT 2 |
| Winsor, Morgan | MFF | . 10034 | R2A | T5B |

| Alberts, Terry | AFF | 61911 | B4A | B13A |
|--------------------|-----|-------|-----|-------|
| Berry, Christopher | AFF | 61913 | E8A | B7A |
| Biliotto, Bryan | AFF | 11471 | RIB | · T5A |
| Caperton, Robert | AFF | 61597 | BIA | B15C |
| Carcione, David | AFF | 61078 | B5C | TSC |
| Chancy, Jeremiah | APP | 61632 | TIB | B10A |
| Copenhaver, Brent | AFF | 61914 | B1B | E8A |
| Cuza, Christopher | AFF | 61915 | T2C | B10A |

| D'amico, Frank | AFF | 10680 | R2A | RIB |
|-------------------------|-----|-------|------|-------|
| Damaske, Scott | AFF | 61916 | E4B | B2B |
| Delph, Keith | AFF | 61917 | EIC | E10C |
| Duran, Joshua | APF | 61067 | T5A | R1C |
| Fisher, Miranda | AFF | 61918 | E4C | B2C |
| Gersz, Christopher | AFF | 61919 | B7A | . B1A |
| Grant, Benjamin | AFF | 61920 | B13A | E2A |
| Gutierrez, Logan | AFF | 61921 | B13B | TIB |
| Haddock, Tyler | APP | 11480 | E2B | E4B |
| Haffly, Robert | APP | 61935 | B13C | B13C |
| Harti, Shawn | APP | 61922 | E7B | B7B |
| Hayes, Zachary | AFF | 11485 | E9A | B12C |
| Hendrix, Johnny | AFF | 10240 | T12B | BI4B |
| Hoffmann, Julia | AFF | 61923 | E10A | B9A |
| Hutcherson, Christian | AFF | 61075 | B14A | T13A |
| Jaha, Trevor B | AFF | 61924 | E7C | B1C |
| Jones, Andrew | APF | 61934 | TIC | B7C |
| Kritzinger, Hercules | AFF | 61603 | E14B | BIOB |
| Lampley, Darren | APP | 61080 | B4C | E9C |
| Lenz, Ryan | AFF | 61081 | B3A | E16A |
| Levinson, David | AFF | 00127 | B9B | B13B |
| Maier, Michael | AFF | 11491 | B13A | BIIA |
| Miller, Quentin | AFF | 61926 | B9A | B6A |
| O'connor, Sean | AFF | 61927 | B2A | E4A |
| Osterlund, Chad | AFF | 61928 | B15C | BSC |
| Peters, Renata | AFF | 61609 | T2A | B10B |
| Perez, James | AFF | 61608 | E15B | E7A |
| Pool, Travis | AFF | 61085 | RIC | R2A |
| Porter, Clint | AFF | 61929 | E8B | T12B |
| Powell, Thomas | AFF | 10105 | B12B | B6C |
| Spivey, Joshua | AFF | 10251 | RIC | T13C |
| Taylor, Michael J. | ATP | 61931 | B2C | E6B |
| Tillman, William | AFF | 61933 | B10B | B15B |
| Wallace, Brian | AFF | 10033 | B2C | B13A |
| Wieniewitz, Christopher | AFF | 61601 | B9C | BIIC |
| Williams, Alexander | AFF | 61091 | B9C | B4C |
| Zechar, Nicholas | AFF | 11498 | B11C | E4C |



Issued By:
Elzie L. Kitchen Jr.
Internim Assistant Fire Chief, Ops

Approved By: Charles G. Middleton Fire Chief

15.12.011

NUMBER

PERSONNEL ORDER

DATE 12/09/2015

SUBJECT: PERSONNEL REASSIGNMENTS, EFFECTIVE: December 13,2015

Personnel from Recruit Training Class 2015 will be assigned to a Shift (Dec 13, 14, or 15) and will be temporary assigned to positions as the need exists by the Battalion Chiefs. They will serve in this capacity until they are assigned to the rotational schedule on January 2, 3, or 4, 2015.

ASSIGNED TO A SHIFT
Bishop, Jaron
Chapman, Sean
McKibban, Dawayne
Miraglia, Matthew
Petri, Dean
Turner, Thomas
Ursillo, Anthony

ASSIGNED TO B SHIFT
Ancell, Robert
Atkins, Andrew
Braimah, Quintin
Harries, Eric
McEwen, Mark
Robinson, Andrew
Zbikowski, Nicholas

ASSIGNED TO C SHIFT Borras, Pierce Boudreau, Scott Caples, Matthew Maringola, Matthew Smaginas, Audrius Tucker, Courtney



Issued By:

Elzie L. Kitchen Jr.

Internim Assistant Fire Chief, Ops

Approved By: Charles G. Middleton Fire Chief

15.11.010 Addendum 1

NUMBER

DATE 12/10/2015

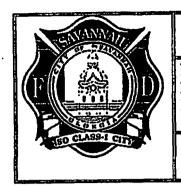
PERSONNEL ORDER

SUBJECT: PERSONNEL REASSIGNMENTS, EFFECTIVE: January 2, 2016, 0800 HRS.

Personnel who are changing shifts should go by the following schedule:

B Shift to A Shift: 0800-2000 on January 2nd and return at 2000 on January 4th
B Shift to C Shift: 0800-2000 on January 2nd and return at 2000 on January 3rd
C Shift to A Shift: 0800-2000 on January 3rd and return at 2000 on January 4th
C Shift to B Shift: 0800-0800 on January 3rd and return at 0800 on January 5th
A Shift to B Shift: 0800-0800 on January 4th and return at 2000 on January 5th
A Shift to C Shift: 0800-0800 on January 4th and return at 0800 on January 6th

| Chancy, Jeremiah | AFF | 61632 | T1B | B10B |
|----------------------|-----|-------|------|--------|
| Hayes, Zachary | AFF | 11485 | E9A | B12B . |
| Kritzinger, Hercules | AFF | 61603 | E14B | B10A |



Issued By:
Elzie L. Kitchen Jr.
Internim Assistant Fire Chief, Ops

Approved By:
Charles G. Middleton
Fire Chief

NUMBER

15.11.012

PERSONNEL ORDER

DATE 12/09/2015

SUBJECT: PERSONNEL REASSIGNMENTS, EFFECTIVE: January 2, 2016, 0800 HRS.

Personnel changing shifts will go by the following schedule:

B Shift: 0800 on January 2nd C Shift: 0800 on January 3rd A Shift: 0800 on January 4th

| Ancell, Robert | FF | 62374 | TRNG | ЕЗВ |
|---------------------|-----|-----------|-------|-------|
| Atkins, Andrew | FF | 62384 | TRNG | E8B |
| Bishop , Jaron | FF | 62375 | TRNG | · E8A |
| Borras, Pierce | FF | 62378 | TRNG | E5C |
| Boudreau, Scott | FF | 62376 | TRNG | T2C |
| Braimah, Quintin | FF | 62377 | TRNG | E1B |
| Caples, Matthew | FF | 62381 | TRNG. | E3C |
| Chapman, Scan | FF | 62428 | TRNG | T12A |
| Harries, Eric | FP | 62383 | TRNG | T2B |
| Maringola, Matthew | FF | 62385 | TRNG | E14C |
| McEwen, Mark | .FF | . 62386 . | TRNG | T12B |
| McKibban, Dawayne | FF | 62387 | TRNG | E5A |
| Miraglia, Matthew | FF | 62397 | TRNG | E3A |
| Petri, Dean | FF | 62388 | TRNG | · E1A |
| Robinson, Andrew | FF | 62389 | TRNG | E14B |
| Smaginas, Audrius | FF | 62391 | TRNG | T12C |
| Tucker, Courtney | FF | 62392 | TRNG | E8C |
| Turner, Thomas | FF | 62393 | TRNG | E14A |
| Ursillo, Anthony | FF | 62395 | TRNG | T2A |
| Zbikowski, Nicholas | FF | 62396 | TRNG | E5B |



Issued By:

Elzie L. Kitchen Jr.

Internim Assistant Fire Chief, Ops

Approved By: Charles G. Middleton Fire Chief NUMBER

15.12.010 Revised

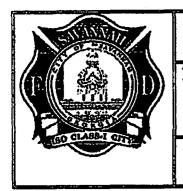
DATE 12-21-15

PERSONNEL ORDER

SUBJECT: PERSONNEL REASSIGNMENTS, EFFECTIVE: JANUARY 2, 2016, 0800 HRS.

| NAME | RANK | PR# | FROM | то |
|--------------|------|------|------|-----|
| Hannah, John | CAPT | 3304 | E4C | E9C |
| Hinely, John | CAPT | 4323 | E9C | E4C |

| Lampley, Darren | AFF | 61080 | E4C | E9C |
|---------------------|-----|-------|------|-----|
| Williams, Alexander | AFF | 61091 | E9C | E4C |
| Zechar, Nicholas | AFF | 11498 | E11C | E9C |
| Metivier, Matthew | AFF | 10023 | E9C | E4C |



Issued By:

Approved By:
Charles G. Middleton
Fire Chief

leton

ief CAM

15.12.013

NUMBER

PERSONNEL ORDER

DATE 12-22-2015

SUBJECT: PERSONNEL REASSIGNMENT

At 0800 HRS, on January 4, 2016, the following transfers will take effect:

| NAME | RANK | PR# | FROM | ТО |
|-----------------|------|------|-------------------------------|-------------------------------|
| Jeffrey Alberts | BC | 2788 | Training Division | Interim Asst Chief Operations |
| Elzie Kitchen | BC | 5702 | Interim Asst Chief Operations | BIC |
| Jack McCutchen | BC | 2746 | B1B | Training Division |



Issued By:
Curtis Wallace
Assistant Chief, Logistics

Approved By:
Charles G. Middleton
Fire Chief

NUMBER 15.12.014

DATE 12/28/2015

PERSONNEL ORDER

SUBJECT: PERSONNEL REASSIGNMENTS

At 0800 HRS, on January 4, 2016, the following transfers will take effect:

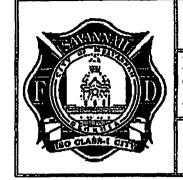
Personnel who are changing shifts will have the following Schedule:

C Shift to B shift: 0800-2000 on Jan 3rd and return 2000 on January 5th

| NAME | RANK . | PR# | FROM | TO |
|------------------|---------|------|------|-----|
| Irving Nichols | Captain | 2315 | BIC | E9B |
| Dietrich Chapple | Captain | 1961 | E6B | B1B |

At 0800 HRS, on January 11, 2016, the following transfers will take effect:

| NAME | RANK | PR# | FROM | TO |
|----------------------|---------|--------|---------|-----------|
| Ira Harper | Captain | 2971 | Fleet 1 | E5B |
| Christopher Shelnutt | Captain | · 4803 | E5B | · Fleet 1 |



Issued By:
Curtis Wallace
Assistant Chief, Logistics

Approved By:
Charles G. Middleton
Fire Chief

NUMBER 15.12.015

PERSONNEL ORDER

DATE 12/30/2015

SUBJECT: PERSONNEL TEMPORARY REASSIGNMENTS

In order to ensure communications and accountability in the absence of Battalion Chief Kitchen, effective January 3, 2016, Captain Steven Floyd will be acting as B1C.



Issued By:
Curtis Wallace
Assistant Chief Logistics

Approved By: Charles G. Middleton Fire Chief NUMBER 15.12.016

DATE 12/31/2015

PERSONNEL ORDER

SUBJECT: PERSONNEL ASSIGNMENTS

At 0800 HRS, on January 2, 2016, the following assignments will take effect:

The following reassignment is revised from Personnel Order 15.12.014

| NAME | RANK | PR# | FROM | TO |
|----------------|---------|------|------|-----|
| Irving Nichols | Captain | 2315 | BIC | E9B |

The following assignments are revised from Personnel Order 15.12.010

| NAME . | RANK | PR# | FROM | TO |
|----------------------|------|-------|------|------|
| Lopez-Mena, Humberto | MFF | 10056 | E11B | E11B |
| Lampley, Darren | AFF | 61080 | E4C | E4C |
| Williams, Alexander | AFF | 61091 | E9C | E9C |

Romal to Be
Then McCorcher

1 Brown to Corcher **VANNAH FIRE & EMERGENCY SERVICES** NUMBER Approved By: Charles G. Middleton Fire Chief 14.001 Chief, Ops DATE 01-07-14 PERSONNEL ORDER SSIGNMENTS EFFECTIVE: JANUARY 12, 2014, 0800 HRS. Personnel who are changing shifts should go by the following schedule: B Shift to C Shift: 0800 - 2000 on Jan. 12th and return at 2000 on Jan. 13th B Shift to A Shift: 0800-2000 on Jan. 12^{th} and return at 2000 on Jan. 14^{th} C Shift to B Shift: 0800-2000 on Jan. 13^{th} and return at 2000 on Jan. 15^{th} A Shift to C Shift: 0800-2000 on Jan. 14^{th} and return at 2000 on Jan. 16^{th} PROMOTED TO Employee PR# FROM Captain Frazier, Steven 4788 **T7B** Master Firefighter Homan, Joshua 10242 E2B E4B NON-PROMOTIONAL REASSIGNMENTS Employee PR# FROM Capt. Coppola, Samuel 4187 E1A FF Carcione, David 61078 F4R E2B TEMPORARY NON-PROMOTIONAL REASSIGNMENT (Not to exceed 6 months) Employee PR# FROM Capt. Brigdon, Jack 2139 RIR

BIB

T7C

Capt. Goldman. Jeffrey

4878



Issued By: SUM Benjamin W. Morse Assistant Fire Chief, Ops

Approved By: Charles G. Middleton Fire Chief NUMBER 14.002

> DATE 01-09-14

PERSONNEL ORDER

SUBJECT: PERSONNEL REASSIGNMENTS EFFECTIVE: JANUARY 12, 2014, 0800 HRS.

| Employee | PR# | FROM | TO | |
|---------------------|-------|------|-----|--|
| MFF Novak, Scott | 6321 | E5C | T5C | |
| AFF Billotto, Brian | 11471 | E5B | R1B | |
| AFF Coyne, Brian | 11172 | E10C | E5C | |
| FF Garrison, Megan | 61071 | E8B | E5B | |



Issued By: Benjamin W. Morse Assistant Fire Chief. Ops Approved By: NUMBER Charles G. Middleton **Fire Chief** 14.003

PERSONNEL ORDER

DATE 1-24-14

SUBJECT: PERSONNEL REASSIGNMENTS EFFECTIVE: JANUARY 26, 2014, 0800 hrs.

Personnel who are changing shifts should go by the following schedule:

A Shift to C Shift: 0800 - 2000 on Jan. 26^{th} and return at 2000 on Jan. 28^{th} B Shift to C Shift: 0800 – 2000 on Jan. 27th and return at 2000 on Jan. 28th

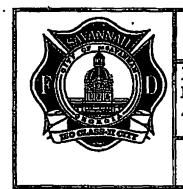
C Shift to A Shift: 0800 – 2000 on Jan. 28th and return at 2000 on Jan. 29th C Shift to B Shift: 0800 – 2000 on Jan. 28th and return at 2000 on Jan. 30th

PROMOTED TO MASTER FIREFIGHTER

| Employee | PR# | FROM | TO |
|----------------|-------|------|------|
| Miller, Scotti | 10024 | B11C | BIIC |

NON-PROMOTIONAL REASSIGNMENTS

| Employee | PR# | FROM | TO_ |
|-------------------|-------|--------------|------|
| Bandy, Joseph | 4577 | T5A | E3A |
| Gerbsch, Jonathan | 11478 | E2B - | E4B |
| Goody, Glenn | 11187 | E5A | E5C |
| Gutierrez, Maria | 5777 | B11C | T13A |
| Harrison, Michael | 2349 | T13A | B7A |
| Hayes, Zachary | 11485 | B9A | B2C |
| Lampley, Darren | 61080 | ВЗВ | E8B |
| McCuthen, Jack | 2746 | B3A | T5A |
| Mack, Donald | 6008 | B10A | E8C |
| Raffield, Adam | 61086 | E2C | E11C |
| Tillman, Howard | 10031 | B4B | E2B |
| Ullsperger, Anita | 11496 | E8C | E14C |
| Williams, Roger | 61092 | B14C | E3B |



Issued By:
Benjamin W. Morse BUM!
Assistant Fire Chief, Ops

Approved By: Charles G. Middleton Fire Chief NUMBER

PERSONNEL ORDER

DATE 2-20-14

SUBJECT: PERSONNEL REASSIGNMENTS EFFECTIVE: FEBRUARY 23, 2014, 0800 HRS.

Personnel who are changing shifts should go by the following schedule:

B Shift to C Shift: 0800-2000 on Feb. 23^{rd} and return at 2000 on Feb. 24^{th} C Shift to B Shift: 0800-2000 on Feb. 24^{th} and return at 2000 on Feb. 26^{th}

PROMOTED TO MASTER FIREFIGHTER

| Employee | PR# | FROM | TO |
|--------------------|-------|------|-----|
| Littlejohn, Martin | 10020 | E9C | E2B |

NON-PROMOTIONAL REASSIGNMENTS

| Employee | PR# | FROM | OT |
|-----------------|-------|------|-----|
| Carcione, David | 61078 | E2B | E7C |



Issued By: Benjamin W. Morse Baw Assistant Fire Chief. Ops

Approved By: Curtis Wallace Assistant Fire Chief, Logistics

NUMBER

14.005

PERSONNEL ORDER

DATE 03-09-14

SUBJECT: PERSONNEL REASSIGNMENTS EFFECTIVE: MARCH 9, 2014, 0800 HRS.

Personnel who are changing shifts should go by the following schedule: A Shift to B Shift: 0800-2000 on Mar. 9^{th} and return at 2000 on Mar. 10^{th} A Shift to C Shift: 0800-2000 on Mar. 9^{th} and return at 2000 on Mar. 11^{th}

B Shift to C Shift: 0800 – 2000 on Mar. 10th and return at 2000 on Mar. 11th

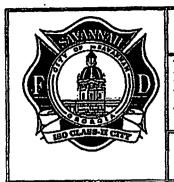
B Shift to A Shift: 0800 - 2000 on Mar. 10th and return at 2000 on Mar. 12th

C Shift to A Shift: 0800 - 2000 on Mar. 11th and return at 2000 on Mar. 12th

C Shift to B Shift: 0800 - 2000 on Mar. 11th and return at 2000 on Mar. 13th

| Employee | nployee PR# | | TO |
|----------------------------|--------------|--------------|----------------|
| Promoted to Fire Battalion | <u>Chief</u> | | |
| Gaskill, Nathan | 4327 | T5B | B1A |
| Kitchen, Elzie | 5702 | TRNG | B1C |
| | | | |
| Promoted to Fire Captain | | | |
| Crain, Justin | 4467 | RIB | R2C |
| Hannah, John | 3304 | HM2C | . B9C . |
| | | | |
| Promoted to Master Firefig | <u>hter</u> | | |
| Hinton, Johnny | 10042 | E4C | B2A |
| Roehm, Jason | 10670 | E6C | E6A |
| | | | |
| Non Promotional Reassigns | | men. | 212 |
| Bancroft, Shannon | 2160 | T5B | R1B |
| Croslen, Jeffrey | 2902 | E7B | B7A |
| Harrison, Michael | 2349 | B7A | T5B |
| Jacobs, Jason | 11177 | R2A | B6C |
| Johnson, Santonio | 2946 | · E9C | B13B |
| Kelly, Mathew | 2208 | E7C | E3C |
| McCutchen, Jack | 2746 | T5A | TRNG |
| Robinson, David | 00131 | B1A | E10A |
| Snelling, Tonia | 2166 | T7B | B7B |
| Taylor, Michael | 1989 | E7A | T5A |
| • | • | | |

| - Thomas, Jonathan | 4808 | . R2C | T5B |
|--------------------|-------|--------------|------|
| Thomas, Marvin | 2246 | E3C | E7C |
| Tvrdy, Sam | 10032 | E6A | HM2C |
| Veale, Jeremy | 61090 | B10A | B7A |
| Weaver, Kyle | 2215 | R13B | T7R |



Issued By:
Benjamin W. Morse
Assistant Fire Chief, Operations

Approved By:
Charles G. Middleton
Fire Chief

NUMBER 14.006

PERSONNEL ORDER

DATE 04-28-14

SUBJECT: PERSONNEL REASSIGNMENTS, EFFECTIVE: MAY 3, 2014, 0800 HRS.

Personnel who are changing shifts should go by the following schedule:

B Shift to C Shift: 0800-2000 on May 3^{rd} and return at 2000 on May 4^{th} B Shift to A Shift: 0800-2000 on May 4^{th} and return at 2000 on May 5^{th} C Shift to B Shift: 0800-2000 on May 4^{th} and return at 2000 on May 6^{th} A Shift to B Shift: 0800-2000 on May 5^{th} and return at 2000 on May 6^{th} A Shift to C Shift: 0800-2000 on May 5^{th} and return at 2000 on May 6^{th} 0800-2000 on May 5^{th} and return at 2000 on May 6^{th}

| NAME | RANK | PR# | FROM | TO |
|----------------------|------|--------|------|------|
| Dickens, George | MFF | 00116 | E12B | E2B |
| Dodd, Michael | MFF | 00117 | E4C | E2A |
| Gutierrez, Job | MFF | 2759 | E9C | E12B |
| Hansil, Randy | MFF | 2415 | E4B | E6B |
| Hinton, Johnny | MFF | 10042 | B2A | E4C |
| Ifill Wayne | MFF | 1978 | E3A | E15B |
| Newton, Richard | MFF | 4465 | E6B | E4B |
| Parker, Curtis | MPF | . 2197 | T11B | E14C |
| Wright, Donald | MFF | 4892 | E14C | T11B |
| | | | | |
| Barefoot, Richard | AFF | 4780 | E15B | BIC |
| Barwick, Jeremy | AFF | 10007 | E12A | EIA |
| Brooks, Jeffrey | AFF | 10656 | E14A | T13A |
| Brown, Derrick | AFF | 10039 | E7C | B5B |
| Chilsolm, Janssen | AFF | 4636 | E13A | E4A |
| D'Amico, Frank | AFF | 10680 | E7A | R2A |
| Davis, Christopher | AFF | 11173 | E3B | E7A |
| Dekanek, Christopher | AFF | 1845 | E1A | E12A |
| Dixon, Corey | AFF | 10041 | E7B | E3A |
| Doherty, Thimothy | AFF | 11174 | E8B | E8C |
| Duran, Joshua | AFF | 61067 | E14A | T5C |
| Gablemann, Robert | AFF | 61070 | E15C | B13C |
| Garrison, Megan | AFF | 61071 | E5B | E4B |
| Gasperson, Colton | AFF | 61072 | E8C | E10A |
| Goldberg, Justin | AFF | 61073 | E5C | E5B |

| <u> </u> | | | | |
|-------------------------|-----|---------|------|-------|
| Hauck, Gabrielle | AFF | 11176 | TIIA | E15B |
| Hayes, Zachary | AFF | 11485 | E2C | E9A |
| Hendrix, Dwayne | AFF | 10108 | E5B | E7C |
| Hendrix, Johnny | AFF | 10240 | E8C | E10B |
| Henry, Edward | AFF | 10018 | BIB | T7B |
| Homan, David | AFF | 11486 | E13C | E1B |
| Herring, Taig | AFF | 61074 | E8A | E13C |
| Massie, Spencer | AFF | 11179 | E4A | E6A |
| Mercer, Eric | AFF | 1982 | T13A | E14A |
| Mollenkamp, Brook | AFF | 10025 | E4B | B13A |
| Moreland, James | AFF | 10679 | BIC | E15C |
| Ortiz, Lucas | AFF | 61084 | E1B | E4C |
| Pool, Travis | AFF | 61085 | E13C | E3C |
| Simons, Daniel | AFF | 61088 | E15A | E9C |
| Takacs, Josh | AFF | 11495 | E3C | E15C |
| Veale, Jeremy | AFF | 61090 | E7A | E3B |
| Yates, Jeffrey | AFF | 10256 | E6A | E2C |
| | | | | |
| Bargeron, Christopher | FF | 61595 | TRNG | E1C |
| Caperton, Robert | FF | 61597 | TRNG | E3A |
| Chancey, Jeremiah | FF | 61632 | TRNG | E8B |
| Consuegra, Solomon | PF | 61598 | TRNG | T13B |
| Dixon, Nathan | PP | 61599 | TRNG | TIIA |
| Fethke, Joshua | FF | 61600 | TRNG | E8A |
| Fields, Mark | FF | 61634 | TRNG | B1B |
| Gallagher, Michael | FF | · 10660 | TRNG | E5C |
| Gerweck, Samuel | FF | 61620 | TRNG | B14C |
| Kroeck, Amber | PF | 61604 | TRNG | TIIB |
| Kritzinger, Hercules | FF | 61003 | TRNG | B14B |
| McWilliams, Anthony | FF | 61605 | TRNG | T13C |
| Mejia,Christopher | FF | 61606 | TRNG | E14A |
| Mobley, Evan | FF | 61607 | TRNG | E1A |
| Perez, James | FF | 61608 | TRNG | T7A |
| Peters, Ranata | FF | 61609 | TRNG | E15A |
| Rentiers, Todryk | FF | 61610 | TRNG | E5B |
| Rodriguez, Armando | ŢŢ | 61611 | TRNG | T7C |
| Roundy, Kennith | FF | 61612 | TRNG | T7B |
| Warden, Nicole | FF | 61615 | TRNG | E5A |
| White, Shane | FF | 61616 | TRNG | · E8C |
| Wieniewitz, Christopher | | | TRNG | T13A |



Issued By:
Benjamin W. Morse Bun
Assistant Fire Chief, Ops

Approved By: Charles G. Middleton Fire Chief NUMBER

14.007

DATE 4-28-14

PERSONNEL ORDER

SUBJECT: PROMOTIONAL PERSONNEL REASSIGNMENTS EFFECTIVE: May 4, 2014, 0800 HRS.

PROMOTED TO CAPTAIN

| Employee | PR# | FROM | TO |
|--------------|------|------|------|
| Wayne, Ifill | 1978 | E15B | B15B |

PROMOTED TO MASTER FIREFIGHTER

| Employee | PR# | FROM | TO |
|-------------|-------|------|-----|
| Dixon, Cory | 10041 | ЕЗА | E3A |



Issued By: DUM Benjamin W. Morse

Assistant Fire Chief, Operations

Approved By: Charles G. Middleton

Fire Chief

NUMBER

14.008

DATE 04-29-14

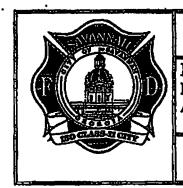
PERSONNEL ORDER

SUBJECT: PERSONNEL REASSIGNMENTS, EFFECTIVE: MAY 3, 2014, 0800 Firs.

Personnel who are changing shifts should go by the following schedule:

0800-2000 on May 3rd and return at 2000 on May 4th B Shift to C Shift:

| NAME | RANK | PR# | FROM | TO |
|--------------------|------|-------|------|-----|
| Littlejohn, Martin | MFF | 10020 | E2B | E9C |



Issued By:
Benjamin W. Morse
Assistant Fire Chief, Operations

Approved By:
Charles G. Middleton
Fire Chief

NUMBER

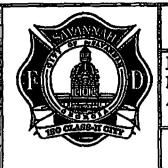
14.009

PERSONNEL ORDER

DATE 05-01-14

SUBJECT: PERSONNEL REASSIGNMENTS, EFFECTIVE: MAY 3, 2014, 0800 HRS.

| NAME | RANK | PR# | FROM | TO |
|------------------|------|-------|------|------|
| Callahan, Jameli | AFF | 12084 | E1C | B14C |



Issued By: Benjamin W. Morse

Assistant Fire Chief, Operations

Approved By: Charles G. Middleton

Fire Chief

NUMBER

14.010 Addendum 1

> DATE 07-11-14

PERSONNEL ORDER

SUBJECT: PERSONNEL REASSIGNMENTS: EFFECTIVE JULY 13 2014, 0800 HOURS

-Personnel who are changing shifts should go by the following schedule: C Shift to B Shift: 0800 – 2000 on July 15th and return at 2000 on July 17th

| Employee | PR | FROM | <u>TO</u> . |
|------------------------|------|------|-------------|
| CAPT. Barrett, William | 2162 | E8C | BIC |
| CAPT. Martin, Michael | 2322 | B1C | E1B |



Issued By: Benjamin W. Morse Bum Assistant Fire Chief, Operations

Approved By: Charles G. Middleton Fire Chief

NUMBER 14.010

> DATE 07-10-14

PERSONNEL ORDER

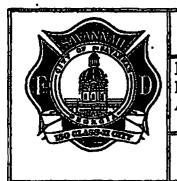
SUBJECT: PERSONNEL REASSIGNMENTS: EFFECTIVE JULY 13 2014, 0800 HOURS

Personnel who are changing shifts should go by the following schedule:

A Shift to C Shift: 0800-2000 on July 13^{th} and return at 2000 on July 15^{th} B Shift to C Shift: 0800-2000 on July 14^{th} and return at 2000 on July 15^{th} C Shift to A Shift: 0800-2000 on July 15^{th} and return at 2000 on July 16^{th} C Shift to B Shift: 0800-2000 on July 15^{th} and return at 2000 on July 17^{th}

| Employee | PR# | FROM | то |
|---|-------|------|------------|
| PROMOTED TO BATTALION CHIEF Captain McCutchen, Jack | 2746 | TRNG | BIB |
| PROMOTED TO FIRE CAPTAIN MFF McKenna, Eric | 00129 | E8A | E8C |
| PROMOTED TO MASTER FIREFIGHTER AFF Petty, Maurice | 10248 | E3A | ЕЗА |
| NON-PROMOTIONAL REASSIGNMENTS BC Lloyd, Michael | 3232 | BIB | взс |
| CAPT. Barrett, William | 2162 | E8C | EIB |
| CAPT. Goldman, Jeffery | 4878 | EIB | E8B |
| CAPT. Ifili, Wayne | 1978 | E15B | TRNG |
| CAPT. Metivier, Michael | 2483 | E8B | E15B |
| MFF Dixon, Cory | 10041 | E3A | E8A |
| MFF Selgren, Ryan | 10028 | T5C | E7B |
| MFF Spence, Ben | 3313 | E7B | T5C |
| FF Tillman, Howard | 10031 | E2B | E6B |
| FF Lampley, Darren | 61080 | E8B | E4C |

FF Crtiz, Lucas 61084 E4C E12B FF Yates, Jeffrey 10256 E2C E13A



Issued By:
Benjamin W. Morse
Assistant Fire Chief, Operations

Approved By:
Charles G. Middleton
Fire Chief

NUMBER

14.011

PERSONNEL ORDER

DATE 07-31-14

SUBJECT: PERSONNEL REASSIGNMENTS EFFECTIVE AUGUST 10, 2014, 0800 HRS.

| EMPLOYEE | PR# | FROM | TO |
|-----------------------|------|------|------|
| Capt. Shaw, Joseph | 2019 | TRNG | T5A |
| Capt. Taylor, Michael | 1989 | T5A | TRNG |

| SMANA | SAVANNAH FIRE | SAVANNAH FIRE & EMERGENCY SERVICES | | | | |
|-------------------|---|--|------------------|--|--|--|
| | Issued By: Benjamin W. Morse Assistant Fire Chief, Operations | Approved By: Charles G. Middleton Fire Chief | NUMBER 14.012 | | | |
| 180 CLASS-II CITY | PERSONNEI | ORDER | DATE 09-3-14 | | | |

SUBJECT: PERSONNEL REASSIGNMENTS, EFFECTIVE: SEPTEMBER 7, 2014, 0800 HRS.

Personnel who are changing shifts should go by the following schedule: A Shift to B Shift: 0800-2000 on Sept. 8th and return at 2000 on Sept. 9th B Shift to C Shift: 0800-2000 on Sept. 9th and return at 2000 on Sept. 10th

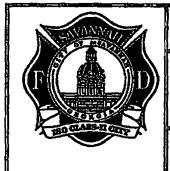
| NAME | RANK | PR# | FROM | TO |
|-----------------------|------|-------|------|------|
| Hanks, Christopher | AFF | 11193 | T7A | E8A. |
| Hart, Blaine | AFF | 10239 | E13B | E9B |
| Maier, Michael | AFF | 11491 | E2A | E9A |
| Martinez, Moises | AFF | 11178 | E8A | E15A |
| Solomon, Matthew | AFF | 61089 | E9B | E9C |
| Spivey, Matthew | AFF | 10695 | E9A | E13B |
| Bargeron, Christopher | FF | 61595 | EIC | T13C |
| Caperton, Robert | FF | 61597 | E3A | E15A |
| Chancey, Jeremiah | FF | 61632 | E8B | T7B |
| Consuegra, Solomon | FF | 61598 | T13B | E5B |
| Dixon, Nathan | FF | 61599 | TIIA | E3A |
| Fethke, Joshua | FF | 61600 | E8A | T7A |
| Fields, Mark | FF | 61634 | E1B | T13B |
| Gallagher, Michael | FF | 10660 | E5C | EIC |
| Gerwek, Samuel | FF | 61620 | E14C | E8C |
| Kritzinger, Hercules | FF | 61603 | E14B | E8B |
| Kroeck, Amber | FF | 61604 | T11B | E3B |
| McWilliams, Anthony | FF | 61605 | T13C | E5C |
| Mejia, Christopher | FF | 61606 | E14A | E8A |
| Mobley, Evan | FF | 61607 | EIA | T13A |
| Perez, James | FF | 61608 | T7A | E14A |
| Peters, Renata | FF | 61609 | E15A | TIIA |
| Rentiers, Todryk | FF | 61610 | E5B | E1B |
| Rodriguez, Armando | FF | 61611 | T7C | E14C |
| Roundy, Kennith | FF | 61612 | T7B | E14B |
| Warden, Nicole | FF | 61615 | E5A | EIA |
| White, Shane | FF | 61616 | B8C | T7C |
| Wieniewitz, Chris | FF | 61601 | T13A | E5A |

| SAVANNAH FIRI | E & EMERGENCY SERVIC | ES |
|---|--|------------------|
| Issued By: Benjamin W. Morse BUM Assistant Fire Chief, Operations | Approved By: Charles G. Middleton Fire Chief | NUMBER 14.013 |
| | 12An | 7,022 |
| PERSONNE | L ORDER | DATE 11-19-14 |

SUBJECT: PERSONNEL REASSIGNMENT, EFFECTIVE: NOVEMBER 23, 2014, 0800 HRS.

PROMOTED TO MASTER FIREFIGHTER

| Employee | PR# | FROM | TO |
|----------------------|------|------|------|
| Dekanek, Christopher | 1845 | B12A | E12A |



Issued By: Benjamin W. Morse Assistant Fire Chief, Operations

Approved By: Charles G. Middleton Fire Chief

NUMBER

14.014

DATE 11-24-14

PERSONNEL ORDER

PROMOTED TO FIRE CAPTAIN

| Employee | PR# | FROM | TO |
|----------------|-------------------|-----------|------|
| Boyd, Scott | 00113 | T5A | TRNG |
| Grant, Patrick | 4677 [°] | Hazmat 2B | E2C |
| Nutter, Joseph | 2200 | B11A | B11C |

SUBJECT: PERSONNEL REASSIGNMENTS, EFFECTIVE: JANUARY 4, 2015, 0800 HRS.

PROMOTED TO MASTER FIREFIGHTER

Sturgis, Jonathan

00154

BIIC

EllA



Issued By:

Benjamin W. Morse

Assistant Fire Chief, Operations

Approved By:

Charles G. Middleton Fire Chief

NUMBER

14.015 Addendum 1

> DATE 12-4-14

PERSONNEL ORDER

SUBJECT: PERSONNEL REASSIGNMENTS, EFFECTIVE: January 4, 2015, 0800 HRS.

Personnel who are changing shifts should go by the following schedule:

B Shift to C Shift:

B Shift to A Shift:

C Shift to A Shift:

0800-2000 on Jan. 4^{th} and return at 2000 on Jan. 5^{th} 0800-2000 on Jan. 4^{th} and return at 2000 on Jan. 6^{th} 0800-2000 on Jan. 5^{th} and return at 2000 on Jan. 6^{th} 0800-2000 on Jan. 5^{th} and return at 2000 on Jan. 7^{th} 0800-2000 on Jan. 6^{th} and return at 2000 on Jan. 7^{th} 0800-2000 on Jan. 6^{th} and return at 2000 on Jan. 8^{th} 0800-2000 on Jan. 8^{th} C Shift to B Shift: A Shift to B Shift:

A Shift to C Shift:

Promoted To

| NAME | RANK | PR# | FROM | TO |
|-------------------|-------|-------|--------|------|
| Boyd, Scott | CAPT. | 00113 | T5A | TRNG |
| Grant, Patrick | CAPT. | 4677 | HM2B | E2C |
| Nutter, Joseph | CAPT. | 2200 | B11A | E11C |
| Sturgis, Jonathan | MFF | 00154 | . El1C | El1A |

| NAME | RANK | PR# | FROM | TO |
|----------------------|-------|-------|------|------|
| Cribb, Robert | CAPT. | 4308 | E13C | E12B |
| Green, Sidney | CAPT. | 4688 | TRNG | TIIA |
| Sikes, Milton | CAPT. | 2219 | B12B | T12B |
| Walker, Peter | CAPT. | 2758 | TIIA | T12C |
| Waterfield, Jason | CAPT. | 2137 | B2C | B13C |
| White, Michael | CAPT. | 2059 | B10A | T12A |
| | | | | |
| Dekanek, Christopher | MFF | 1845 | E12A | T11C |
| Gutierrez, Job | MFF | 2759 | E12B | T12B |
| Hobart, Jeffrey | MFF | 1975 | B7A | T5C |
| Homan, Joshua | MFF | 10242 | E4B | E6A |
| Hutcheson, Daniel | MFF | 2151 | TIIB | E15C |
| Love, Harrell | MFF | 2152 | E1C | T12C |
| McFadden, Michael | MFF | 4798 | T13C | E1B |

| | 1 3 6 6 | 1004 | T 515 | 974.47 |
|-----------------------|---------|-------|--------|-------------|
| Muenzenmyer, Brian | MFF | 4886 | BIB | B14B |
| Parker, Curtis | MFF | 2197 | B14C | T12A |
| Peavy, Christopher | MFF_ | 3312 | TIIC | <u> EIC</u> |
| Raulerson, Michael | MFF | 2377 | B13A | B12B |
| Roelim, Jason | MFF | 106 | E6A_ | HM2B |
| Spence, Ben | MFF | 3317 | T5C | E7A |
| Ward, Laron | MFF | 00156 | TIIA | B1A |
| Wilson, Marcus | MFF | 00134 | E2B | B13A |
| | | | | |
| Bender, Andrew | AFF | 2009 | E4C | E2B |
| Billotto, Colin | AFF | 61066 | B1A | E10A |
| Bladergreen, Ian | AFF | 11472 | T5C | T13C |
| Carcione, David | AFF | 61078 | E7C | T12C |
| Denmark, Timothy | AFF | 2172 | B15A | T13C |
| Duray, Vincent | AFF | 11475 | E14B | TIIC |
| Emberton, Steven | AFF | 00118 | R2B | R1B |
| Gerbsch. Jonathan | AFF | 11478 | E4B | E9B |
| Hendrix, Johnny | AFF | 10240 | E10B | T12B |
| Henry, Edward | AFF | 10018 | T7B | T12B |
| Knight, Stephen | AFF | 61077 | 17C | E10C |
| Lancaster, Clarence | AFF | 10048 | E4A | E12A |
| Lang, Francis | AFF | 11489 | E10B | B11C |
| Marchione, Carlo | AFF | 10247 | T11B | T12A |
| Metivier, Matthew | AFF | 10023 | E4C | E9C |
| Moreland, James | AFF | 10679 | E15C | BIOB |
| Peirce, Ryan | AFF | 10668 | RIB | R2B |
| Rivas, Abiam | AFF | 61087 | E4A | B8B |
| Singleton, Kim | AFF | 10250 | TIIC | T12C |
| | | | | |
| Bargeron, Christopher | · FF. | 61595 | T13C | ESC . |
| Caperton, Robert | FF | 61597 | E15A | TIIA |
| Chancy, Jeremiah | FF | 61632 | T7B | B14B |
| Consuegra, Solomon | FF | 61598 | E5B | EIB |
| Dixon, Nathan | FF | 61599 | B3A | E15A |
| Fethke, Joshua | FF | 61600 | Τ7Λ | B14A |
| Fields, Mark | FF | 61634 | T13B | E5B |
| Gallagher, Michael | FF | 10660 | E1C | TI3C |
| Gerweck, Samuel | FF | 61620 | E8C | T7C |
| Kritzinger, Hercules | FF | 61603 | E8B | T7B |
| Kroeck, Amber | FF | 61604 | B3B | B15B |
| McWilliams, Anthony | FF | 61605 | E5C | B1C |
| Mejia, Christopher | FF | 61606 | E8A | T7A |
| Mobley, Evan | FP | 61607 | T13A | B5A |
| Perez, James | FF | 61608 | B14A | E8A |
| Peters, Renata | FF | 61609 | TIIA | B3A |
| - Aspend Transmile | | 0.002 | 1 4444 | |

| Rentiers, Todryk FF 61610 E1B T13B Rodriguez, Armando FF 61611 B14C B8C Roundy, Kennith FF 61612 E14B B8B Warden, Nicole FF 61615 B1A T13A White, Shane FF 61616 T7C B14C Wieniewitz, Christopher FF 61601 B5A B1A Alberts, Terry FFT 61911 TRNG B2A Alberts, Terry FFT 61912 TRNG B7A Bazemore, Nicholas FFT 61912 TRNG B2A Bazemore, Nicholas FFT 61912 TRNG B7A Berry, Christopher FFT 61913 TRNG B11A Copenhaver, Brent FFT 61913 TRNG B7B Cuza, Christopher FFT 61915 TRNG B3C Damaske, Scott FFT 61917 TRNG B2C Gersz, Christopher FFT 61917 <th></th> <th></th> <th></th> <th></th> <th></th> | | | | | | | | | | |
|--|-------------------------|-------|-------|----------|--------|--|--|--|--|--|
| Roundy, Kennith FF 61612 E14B B8B Warden, Nicole FF 61615 B1A T13A White, Shane FF 61616 T7C E14C Wieniewitz, Christopher FF 61601 E5A E1A Alberts, Terry FFT 61901 TRNG E2A Bazemore, Nicholas FFT 61912 TRNG E7A Berry, Christopher FFT 61913 TRNG E11A Copenhaver, Brent FFT 61913 TRNG E7B Cuza, Christopher FFT 61914 TRNG E3C Damaske, Scott FFT 61915 TRNG E2B Delph, Keith FFT 61916 TRNG E2B Delph, Keith FFT 61917 TRNG E7C Fisher, Miranda FFT 61918 TRNG E2C Gersz, Christopher FFT 61918 TRNG E2C Gersz, Christopher FFT 61920 | Rentiers, Todryk | FF | 61610 | E1B | T13B | | | | | |
| Warden, Nicole FF 61615 B1A T13A White, Shane FF 61616 T7C B14C Wieniewitz, Christopher FF 61601 E5A E1A Alberts, Terry FFT 61901 TRNG E2A Bazemore, Nicholas FFT 61912 TRNG E7A Berry, Christopher FFT 61913 TRNG E11A Copenhaver, Brent FFT 61913 TRNG E7B Cuza, Christopher FFT 61915 TRNG E3C Damaske, Scott FFT 61916 TRNG E2B Delph, Keith FFT 61916 TRNG E2C Gersz, Christopher FFT 61917 TRNG E2C Gersz, Christopher FFT 61918 TRNG E2C Gersz, Christopher FFT 61919 TRNG E4A Grant, Benjamin FFT 61920 TRNG E4A Grant, Benjamin FFT 61921 <td>Rodriguez, Armando</td> <td>FF</td> <td>61611</td> <td>E14C</td> <td>B8C</td> | Rodriguez, Armando | FF | 61611 | E14C | B8C | | | | | |
| White, Shane FF 61616 T7C B14C Wieniewitz, Christopher FF 61601 B5A B1A Alberts, Terry FFT 61601 B5A B1A Alberts, Terry FFT 61911 TRNG B2A Bazemore, Nicholas FFT 61912 TRNG B7A Berry, Christopher FFT 61913 TRNG B11A Copenhaver, Brent FFT 61914 TRNG B7B Cuza, Christopher FFT 61915 TRNG B2C Damaske, Scott FFT 61916 TRNG B2C Delph, Keith FFT 61916 TRNG B2C Gersz, Christopher FFT 61918 TRNG B2C Gersz, Christopher FFT 61918 TRNG B2C Gersz, Christopher FFT 61920 TRNG B4A Gutierrez, Logan FFT 61920 TRNG B4A Gutierrez, Logan FFT 61921< | Roundy, Kennith | FF | 61612 | B14B | E8B | | | | | |
| Wieniewitz, Christopher FF 61601 B5A B1A Alberts, Terry FFT 61911 TRNG B2A Bazemore, Nicholas FFT 61912 TRNG E7A Berry, Christopher FFT 61913 TRNG B11A Copenhaver, Brent FFT 61913 TRNG E7B Cuza, Christopher FFT 61915 TRNG E3C Damaske, Scott FFT 61916 TRNG E2B Delph, Keith FFT 61917 TRNG B7C Fisher, Miranda FFT 61918 TRNG B2C Gersz, Christopher FFT 61918 TRNG B2C Gersz, Christopher FFT 61919 TRNG B4A Grant, Benjamin FFT 61920 TRNG B4A Gutierrez, Logan FFT 61920 TRNG B4A Gutierrez, Logan FFT 61921 TRNG B4B Haffly, Robert FFT 6192 | Warden, Nicole | FF | 61615 | B1A | TI3A | | | | | |
| Alberts, Terry FFT 61911 TRNG E2A Bazemore, Nicholas FFT 61912 TRNG E7A Berry, Christopher FFT 61913 TRNG B11A Copenhaver, Brent FFT 61914 TRNG E7B Cuza, Christopher FFT 61915 TRNG E3C Damaske, Scott FFT 61916 TRNG E2B Delph, Keith FFT 61917 TRNG E7C Fisher, Miranda FFT 61918 TRNG E2C Gersz, Christopher FFT 61918 TRNG E2C Gersz, Christopher FFT 61918 TRNG E2C Gersz, Christopher FFT 61919 TRNG E2C Gersz, Christopher FFT 61919 TRNG E2C Gersz, Christopher FFT 61920 TRNG E4A Gutierez, Logan FFT 61921 TRNG E4A Gutierez, Logan FFT 61 | White, Shane | FF | 61616 | T7C | B14C | | | | | |
| Bazemore, Nicholas FFT 61912 TRNG E7A Berry, Christopher FFT 61913 TRNG E11A Copenhaver, Brent FFT 61914 TRNG E7B Cuza, Christopher FFT 61915 TRNG E3C Damaske, Scott FFT 61916 TRNG E2B Delph, Keith FFT 61917 TRNG E7C Fisher, Miranda FFT 61918 TRNG E2C Gersz, Christopher FFT 61918 TRNG E2C Gersz, Christopher FFT 61919 TRNG E4A Grant, Benjamin FFT 61920 TRNG E4A Gutierrez, Logan FFT 61920 TRNG E4B Haffly, Robert FFT 61921 TRNG E4B Haffly, Robert FFT 61935 TRNG E4C Hartl, Shawn FFT 61922 TRNG E9A Jaha, Trevor FFT 61923 | Wieniewitz, Christopher | FF | 61601 | E5A | B1A | | | | | |
| Bazemore, Nicholas FFT 61912 TRNG E7A Berry, Christopher FFT 61913 TRNG E11A Copenhaver, Brent FFT 61914 TRNG E7B Cuza, Christopher FFT 61915 TRNG E3C Damaske, Scott FFT 61916 TRNG E2B Delph, Keith FFT 61917 TRNG E7C Fisher, Miranda FFT 61918 TRNG E2C Gersz, Christopher FFT 61918 TRNG E2C Gersz, Christopher FFT 61919 TRNG E4A Grant, Benjamin FFT 61920 TRNG E4A Gutierrez, Logan FFT 61920 TRNG E4B Haffly, Robert FFT 61921 TRNG E4B Haffly, Robert FFT 61935 TRNG E4C Hartl, Shawn FFT 61922 TRNG E9A Jaha, Trevor FFT 61923 | | | | | | | | | | |
| Berry, Christopher FFT 61913 TRNG B11A Copenhaver, Brent FFT 61914 TRNG B7B Cuza, Christopher FFT 61915 TRNG B3C Damaske, Scott FFT 61916 TRNG B2C Delph, Keith FFT 61917 TRNG B7C Fisher, Miranda FFT 61918 TRNG B2C Gersz, Christopher FFT 61918 TRNG B2C Gersz, Christopher FFT 61919 TRNG B2C Gersz, Christopher FFT 61920 TRNG B2C Gersz, Christopher FFT 61920 TRNG B2C Gersz, Christopher FFT 61920 TRNG B2C Gersz, Christopher FFT 61921 TRNG B4A Gutzer, Bern FFT 61921 TRNG B4A Gutzer, Bern FFT 61922 TRNG TSC Haffly, Robert FFT 61923 <td>Alberts, Terry</td> <td>FFT</td> <td>61911</td> <td>TRNG</td> <td>B2A</td> | Alberts, Terry | FFT | 61911 | TRNG | B2A | | | | | |
| Copenhaver, Brent FFT 61914 TRNG B7B Cuza, Christopher FFT 61915 TRNG B3C Damaske, Scott FFT 61916 TRNG B2B Delph, Keith FFT 61917 TRNG B7C Fisher, Miranda FFT 61918 TRNG B2C Gersz, Christopher FFT 61918 TRNG B2C Gersz, Christopher FFT 61919 TRNG B2C Gersz, Christopher FFT 61920 TRNG B2A Grant, Benjamin FFT 61920 TRNG B4A Gutierrez, Logan FFT 61921 TRNG B4A Gutierrez, Logan FFT 61921 TRNG B4A Haffly, Robert FFT 61922 TRNG B4C Hard, Shawn FFT 61922 TRNG B4C Hard, Shawn FFT 61923 TRNG B9A Jaha, Trevor FFT 61924 T | Bazemore, Nicholas | TH | 61912 | TRNG | B7A | | | | | |
| Cuza, Christopher FFT 61915 TRNG B3C Damaske, Scott FFT 61916 TRNG E2B Delph, Keith FFT 61917 TRNG E7C Fisher, Miranda FFT 61918 TRNG E2C Gersz, Christopher FFT 61919 TRNG E2C Gersz, Christopher FFT 61919 TRNG E4A Grant, Benjamin FFT 61920 TRNG E4A Gutierrez, Logan FFT 61921 TRNG E4B Haffly, Robert FFT 61935 TRNG E4C Hartl, Shawn FFT 61922 TRNG T5B Hoffmann, Julia FFT 61923 TRNG E9A Jaha, Trevor FFT 61924 TRNG T5C Jenkins, Brent FFT 61925 TRNG E10A Jones, Andrew FFT 61934 TRNG E11C Miller, Quentin FFT 61926 TRN | Berry, Christopher | FFT | 61913 | TRNG | BIIA | | | | | |
| Damaske, Scott FFT 61916 TRNG E2B Delph, Keith FFT 61917 TRNG E7C Fisher, Miranda FFT 61918 TRNG E2C Gersz, Christopher FFT 61919 TRNG E2C Grant, Benjamin FFT 61920 TRNG E4A Gutierrez, Logan FFT 61921 TRNG E4B Haffly, Robert FFT 61921 TRNG E4C Hartl, Shawn FFT 61922 TRNG T5B Hoffmann, Julia FFT 61923 TRNG E9A Jaha, Trevor FFT 61924 TRNG E10A Jones, Brent FFT 61924 TRNG E10A Jones, Andrew FFT 61925 TRNG E11C Miller, Quentin FFT 61926 TRNG T12A O'connor, Sean FFT 61927 TRNG E13A Osterlund, Chad FFT 61928 TRNG <td>Copenhaver, Brent</td> <td>FFT</td> <td>61914</td> <td>TRNG</td> <td>B7B</td> | Copenhaver, Brent | FFT | 61914 | TRNG | B7B | | | | | |
| Delph, Keith FFT 61917 TRNG E7C Fisher, Miranda FFT 61918 TRNG E2C Gersz, Christopher FFT 61919 TRNG T5A Grant, Benjamin FFT 61920 TRNG E4A Gutierrez, Logan FFT 61921 TRNG E4B Haffly, Robert FFT 61921 TRNG E4B Haffly, Robert FFT 61935 TRNG E4C Hartl, Shawn FFT 61922 TRNG T5B Hoffmann, Julia FFT 61923 TRNG E9A Jaha, Trevor FFT 61924 TRNG T5C Jenkins, Brent FFT 61924 TRNG E10A Jones, Andrew FFT 61925 TRNG E11C Miller, Quentin FFT 61926 TRNG T12A O'comor, Sean FFT 61927 TRNG E13A Osterlund, Chad FFT 61928 TRNG <td>Cuza, Christopher</td> <td>FFT</td> <td>61915</td> <td>TRNG</td> <td>E3C</td> | Cuza, Christopher | FFT | 61915 | TRNG | E3C | | | | | |
| Fisher, Miranda FFT 61918 TRNG E2C Gersz, Christopher FFT 61919 TRNG T5A Grant, Benjamin FFT 61920 TRNG E4A Gutierrez, Logan FFT 61921 TRNG E4B Haffly, Robert FFT 61921 TRNG E4C Hartl, Shawn FFT 61922 TRNG TSB Hoffmann, Julia FFT 61923 TRNG E9A Jaha, Trevor FFT 61924 TRNG T5C Jenkins, Brent FFT 61924 TRNG E10A Jones, Andrew FFT 61925 TRNG E11C Miller, Quentin FFT 61934 TRNG E12A O'comor, Sean FFT 61926 TRNG T11C Poter, Clint FFT 61928 TRNG E13B Taylor, Michael J. FFT 61931 TRNG E13C Tillman, William FFT 61933 T | Damaske, Scott | FFT | 61916 | TRNG | E2B | | | | | |
| Gersz, Christopher FFT 61919 TRNG T5A Grant, Benjamin FFT 61920 TRNG E4A Gutierrez, Logan FFT 61921 TRNG E4B Haffly, Robert FFT 61935 TRNG E4C Hartl, Shawn FFT 61922 TRNG T5B Hoffmann, Julia FFT 61923 TRNG E9A Jaha, Trevor FFT 61924 TRNG T5C Jenkins, Brent FFT 61924 TRNG E10A Jones, Andrew FFT 61934 TRNG B11C Miller, Quentin FFT 61926 TRNG T12A O'comor, Sean FFT 61927 TRNG E13A Osterlund, Chad FFT 61928 TRNG T11C Porter, Clint FFT 61930 TRNG E13B Taylor, Michael J. FFT 61931 TRNG E13C Tillman, William FFT 61933 <td< td=""><td>Delph, Keith</td><td>FFT</td><td>61917</td><td>TRNG</td><td>E7C</td></td<> | Delph, Keith | FFT | 61917 | TRNG | E7C | | | | | |
| Grant, Benjamin FFT 61920 TRNG E4A Gutierrez, Logan FFT 61921 TRNG E4B Haffly, Robert FFT 61925 TRNG E4C Hartl, Shawn FFT 61922 TRNG T5B Hoffmann, Julia FFT 61923 TRNG E9A Jaha, Trevor FFT 61924 TRNG T5C Jenkins, Brent FFT 61925 TRNG B10A Jones, Andrew FFT 61934 TRNG E11C Miller, Quentin FFT 61926 TRNG T12A O'connor, Sean FFT 61926 TRNG B13A Osterlund, Chad FFT 61928 TRNG T11C Porter, Clint FFT 61929 TRNG B11B Ragston, Detrick FFT 61930 TRNG E13B Taylor, Michael J. FFT 61931 TRNG T11B | Fisher, Miranda | FFT | 61918 | TRNG | E2C | | | | | |
| Gutierrez, Logan FFT 61921 TRNG E4B Haffly, Robert FFT 61935 TRNG E4C Hartl, Shawn FFT 61922 TRNG T5B Hoffmann, Julia FFT 61923 TRNG E9A Jaha, Trevor FFT 61924 TRNG E9A Jaha, Trevor FFT 61924 TRNG E10A Jones, Brent FFT 61925 TRNG E10A Jones, Andrew FFT 61934 TRNG E11C Miller, Quentin FFT 61926 TRNG T12A O'comor, Sean FFT 61926 TRNG E13A Osterlund, Chad FFT 61928 TRNG T11C Porter, Clint FFT 61929 TRNG E13B Ragston, Derrick FFT 61931 TRNG E13C Tillman, William FPT 61933 TRNG T11B | Gersz, Christopher | FFT | 61919 | TRNG | T5A | | | | | |
| Haffly, Robert FFT 61935 TRNG E4C Hartl, Shawn FFT 61922 TRNG T5B Hoffmann, Julia FFT 61923 TRNG E9A Jaha, Trevor FFT 61924 TRNG T5C Jenkins, Brent FFT 61925 TRNG E10A Jones, Andrew FFT 61925 TRNG B11C Miller, Quentin FFT 61934 TRNG T12A O'comor, Sean FFT 61926 TRNG B13A Osterlund, Chad FFT 61927 TRNG B11B Ragston, Clint FFT 61929 TRNG B11B Ragston, Derrick FFT 61930 TRNG E13B Taylor, Michael J. FFT 61931 TRNG E13C Tillman, William FFT 61933 TRNG T11B | Grant, Benjamin | FFT | 61920 | TRNG | E4A | | | | | |
| Hartl, Shawn FFT 61922 TRNG T5B Hoffmann, Julia FFT 61923 TRNG E9A Jaha, Trevor FFT 61924 TRNG T5C Jenkins, Brent FFT 61925 TRNG E10A Jones, Andrew FFT 61925 TRNG E11C Miller, Quentin FFT 61926 TRNG T12A O'connor, Sean FFT 61927 TRNG B13A Osterlund, Chad FFT 61928 TRNG T11C Porter, Clint FFT 61929 TRNG B11B Ragston, Derrick FFT 61930 TRNG E13B Taylor, Michael J. FFT 61931 TRNG E13C Tillman, William FFT 61933 TRNG T11B | Gutierrez, Logan | PFT _ | 61921 | TRNG | E4B | | | | | |
| Hoffmann, Julia FFT 61923 TRNG E9A Jaha, Trevor FFT 61924 TRNG T5C Jenkins, Brent FFT 61925 TRNG E10A Jones, Andrew FFT 61925 TRNG E11C Miller, Quentin FFT 61926 TRNG T12A O'comor, Sean FFT 61927 TRNG E13A Osterlund, Chad FFT 61928 TRNG T11C Porter, Clint FFT 61929 TRNG E11B Ragston, Derrick FFT 61930 TRNG E13B Taylor, Michael J. FFT 61931 TRNG E13C Tillman, William FFT 61933 TRNG T11B | Haffly, Robert | FFT | 61935 | TRNG | E4C | | | | | |
| Jaha, Trevor FFT 61924 TRNG T5C Jenkins, Brent FFT 61925 TRNG E10A Jones, Andrew FFT 61934 TRNG E11C Miller, Quentin FFT 61926 TRNG T12A O'comor, Sean FFT 61927 TRNG E13A Osterlund, Chad FFT 61928 TRNG T11C Porter, Clint FFT 61929 TRNG B11B Ragston, Derrick FFT 61930 TRNG E13B Taylor, Michael J. FFT 61931 TRNG E13C Tillman, William FFT 61933 TRNG T11B | Hartl, Shawn | FFT | 61922 | TRNG | T5B | | | | | |
| Jenkins, Brent FFT 61925 TRNG E10A Jones, Andrew FFT 61934 TRNG B11C Miller, Quentin FFT 61926 TRNG T12A O'comor, Sean FFT 61927 TRNG B13A Osterlund, Chad FFT 61928 TRNG T11C Porter, Clint FFT 61929 TRNG B11B Ragston, Derrick FFT 61930 TRNG E13B Taylor, Michael J. FFT 61931 TRNG E13C Tillman, William FFT 61933 TRNG T11B | Hoffmann, Julia | FFT | 61923 | TRNG | E9A | | | | | |
| Jones, Andrew FFT 61934 TRNG B11C Miller, Quentin FFT 61926 TRNG T12A O'comor, Sean FFT 61927 TRNG B13A Osterlund, Chad FFT 61928 TRNG T11C Porter, Clint FFT 61929 TRNG B11B Ragston, Derrick FFT 61930 TRNG B13B Taylor, Michael J. FFT 61931 TRNG E13C Tillman, William FFT 61933 TRNG T11B | Jaha, Trevor | FFT | 61924 | TRNG | T5C | | | | | |
| Miller, Quentin FFT 61926 TRNG T12A O'connor, Sean FFT 61927 TRNG B13A Osterlund, Chad FFT 61928 TRNG T11C Porter, Clint FFT 61929 TRNG B11B Ragston, Derrick FFT 61930 TRNG B13B Taylor, Michael J. FFT 61931 TRNG B13C Tillman, William FFT 61933 TRNG T11B | Jenkins, Brent | FFT | 61925 | TRNG | E10A | | | | | |
| O'comor, Sean FFT 61927 TRNG B13A Osterlund, Chad FFT 61928 TRNG T11C Porter, Clint FFT 61929 TRNG B11B Ragston, Derrick FFT 61930 TRNG E13B Taylor, Michael J. FFT 61931 TRNG E13C Tillman, William FFT 61933 TRNG T11B | Jones, Andrew | FFT | 61934 | TRNG | BIIC | | | | | |
| Osterlund, Chad FFT 61928 TRNG T11C Porter, Clint FFT 61929 TRNG B11B Ragston, Derrick FFT 61930 TRNG B13B Taylor, Michael J. FFT 61931 TRNG B13C Tillman, William FFT 61933 TRNG T11B | Miller, Quentin | FFT | 61926 | TRNG | T12A | | | | | |
| Porter, Clint FFT 61929 TRNG B11B Ragston, Derrick FFT 61930 TRNG B13B Taylor, Michael J. FFT 61931 TRNG B13C Tillman, William FFT 61933 TRNG T11B | O'connor, Sean | FFT | 61927 | TRNG | E13A | | | | | |
| Ragston, DerrickFFT61930TRNGE13BTaylor, Michael J.FFT61931. TRNG. E13CTillman, WilliamFFT61933TRNGT11B | Osterlund, Chad | FFT | 61928 | TRNG | | | | | | |
| Taylor, Michael J.FFT61931TRNGE13CTillman, WilliamFFT61933TRNGT11B | Porter, Clint | FFT | 61929 | TRNG | B11B | | | | | |
| Tillman, William FFT 61933 TRNG T11B | Ragston, Derrick | FFT | 61930 | TRNG | E13B | | | | | |
| | Taylor, Michael J. | FFT | 61931 | . TRNG . | . E13C | | | | | |
| Ubernosky, Jimmy FFT 61932 TRNG E10B | Tillman, William | FFT | 61933 | TRNG | TIIB | | | | | |
| | Ubernosky, Jimmy | FFT | 61932 | TRNG | E10B | | | | | |



Issued By: Elzie L. Kitchen Jr. Internim Asst Fire Chief, Ops Approved By: Charles G. Middleton Fire Chief an NUMBER

14.015 Addendum 2

DATE 12-17-14

PERSONNEL ORDER

SUBJECT: PERSONNEL REASSIGNMENTS, EFFECTIVE: January 4, 2015, 0800 HRS.

** Effective Immediately ** The City Manager has placed a freeze on all promotions of Captain or higher until further notice.

Personnel who are changing shifts should go by the following schedule:

B Shift to C Shift:

B Shift to A Shift:

0800-2000 on Jan. 4^{th} and return at 2000 on Jan. 5^{th} 0800-2000 on Jan. 4^{th} and return at 2000 on Jan. 6^{th}

C Shift to A Shift:

0800-2000 on Jan. 5th and return at 2000 on Jan. 6th 0800-2000 on Jan. 5th and return at 2000 on Jan. 7th 0800-2000 on Jan. 6th and return at 2000 on Jan. 7th

C Shift to B Shift:

A Shift to B Shift:

A Shift to C Shift:

0800-2000 on Jan. 6th and return at 2000 on Jan. 8th

Promotion on Hold

| NAME | RANK | PR# | FROM | ТО |
|-------------------|------|-------|------|-------|
| Boyd, Scott | MFF | 00113 | T5A | TRNG |
| Grant, Patrick | MFF | 4677 | HM2B | E2C |
| Nutter, Joseph | MFF | 2200 | E11A | EHIC |
| Sturgis, Jonathan | MFF | 00154 | E11C | El 1A |

| NAME | RANK | PR# | FROM | TO |
|----------------------|------|-------|------|------|
| Cribb, Robert | CAPT | 4308 | E13C | E12B |
| Green, Sidney | CAPT | 4688 | TRNG | T11A |
| Sikes, Milton | CAPT | 2219 | E12B | T12B |
| Walker, Peter | CAPT | 2758 | TI1A | T12C |
| Waterfield, Jason | CAPT | 2137 | E2C | E13C |
| White, Michael | CAPT | 2059 | E10A | T12A |
| Dekanek, Christopher | MFF | 1845 | E12A | TIIC |
| Gutierrez, Job | MFF | 2759 | E12B | T12B |
| Hobart, Jeffrey | MFF | 1975 | E7A | T5C |
| Homan, Joshua | MFF | 10242 | E4B | E6A |

| Muenzenmyer, Brian | MFF | 4886 | ElB | B14B |
|-----------------------|-----|-------|------|------|
| Newton, Richard | MFF | 4465 | E4B | B13A |
| Parker, Curtis | MFF | 2197 | B14C | T12A |
| Peavy, Christopher | MFF | 3312 | TIIC | BIC |
| Raulerson, Michael | MFF | 2377 | B13A | E12B |
| Roehm, Jason | MFF | 10670 | E6A | HM2B |
| Spence, Ben | MFF | 3317 | T5C | B7A |
| Ward, Laron | MFF | 00156 | TIIA | BIA |
| Wilson, Marcus | MFF | 00134 | E2B | B13A |
| | | | | |
| Bender, Andrew | AFF | 2009 | B4C | E2B |
| Billotto, Colin | AFF | 61066 | E1A | B10A |
| Bladergroen, lan | AFF | 11472 | T5C | T13C |
| Carcione, David | AFF | 61078 | B7C | T12C |
| Denmark, Timothy | AFF | 2172 | B15A | T13C |
| Duray, Vincent | AFF | 11475 | E14B | TIIC |
| Emberton, Steven | AFF | 00118 | R2B | R1B |
| Gerbsch. Jonathan | AFF | 11478 | E4B | E9B |
| Hendrix, Johnny | AFF | 10240 | B10B | T12B |
| Henry, Edward | AFF | 10018 | T7B | T12A |
| Knight, Stephen | AFF | 61077 | T7C | B10C |
| Lancaster, Clarence | AFF | 10048 | E4A | E12A |
| Lang, Francis | AFF | 11489 | E10B | E11C |
| Marchione, Carlo | AFF | 10247 | T11B | T12B |
| Metivier, Matthew | AFF | 10023 | E4C | E9C |
| Moreland, James | AFF | 10679 | E15C | B10B |
| Peirce, Ryan | AFF | 10668 | RIB | R2B |
| Rivas, Abiam | AFF | 61087 | E4A | E8B |
| Singleton, Kim | AFF | 10250 | TIIC | T12C |
| | | | | |
| Bargeron, Christopher | FF | 61595 | T13C | E5C |
| Caperton, Robert | FF | 61597 | E15A | T11A |
| Chaney, Jeremiah | FF | 61632 | T7B | B14B |
| Consuegra, Solomon | FF | 61598 | R5B | E1B |
| Dixon, Nathan | 44 | 61599 | E3A | E15A |
| Fethke, Joshua | FF | 61600 | T7A | B14A |
| Fields, Mark | FF | 61634 | T13B | E5B |
| Gallagher, Michael | FF | 10660 | BIC | T13C |
| Gerweck, Samuel | FF | 61620 | E8C | T7C |
| Kritzinger, Hercules | FF | 61603 | E8B | T7B |
| Kroeck, Amber | FF | 61604 | E3B | E15B |
| McWilliams, Anthony | FF | 61605 | E5C | B1C |
| Mejia, Christopher | FF | 61606 | E8A | T7A |
| Mobley, Evan | FF | 61607 | T13A | E5A |
| Perez, James | FF | 61608 | E14A | B8A |

| Peters, Renata | FF | 61609 | T11A | E3A |
|-------------------------|-----|-------|--------|------|
| Rentiers, Todryk | प्प | 61610 | E1B | T13B |
| Rodriguez, Armando | FF | 61611 | E14C | E8C |
| Roundy, Kennith | FF | 61612 | E14B | E8B |
| Warden, Nicole | PF | 61615 | E1A | T13A |
| White, Shane | FF | 61616 | T7C | E14C |
| Wieniewitz, Christopher | FF | 61601 | E5A | BIA |
| | | | | |
| Alberts, Terry | FFT | 61911 | TRNG | B2A |
| Bazemore, Nicholas | FFT | 61912 | TRNG | B7A |
| Berry, Christopher | FFT | 61913 | TRNG | B11A |
| Copenhaver, Brent | FFT | 61914 | TRNG | B7B |
| Cuza, Christopher | FFT | 61915 | TRNG | B3C |
| Damaske, Scott | FFT | 61916 | TRNG | E2B |
| Delph, Keith | FFT | 61917 | TRNG | B7C |
| Fisher, Miranda | FFT | 61918 | TRNG | E2C |
| Gersz, Christopher | FFT | 61919 | TRNG | T5A |
| Grant, Benjamin | FFT | 61920 | TRNG | E4A |
| Gutierrez, Logan | FFT | 61921 | TRNG | E4B |
| Haffly, Robert | FFT | 61935 | TRNG | E4C |
| Harti, Shawn | FFT | 61922 | TRNG | T5B |
| Hoffmann, Julia | TH | 61923 | TRNG | E9A |
| Jaha, Trevor | FFT | 61924 | TRNG | T5C |
| Jenkins, Brent | FFT | 61925 | TRNG | E10A |
| Jones, Andrew | PPT | 61934 | TRNG | El1C |
| Miller, Quentin | TH | 61926 | TRNG | T12A |
| O'connor, Sean | FFT | 61927 | TRNG | B13A |
| Osterlund, Chad | FFT | 61928 | TRNG | TIIC |
| Porter, Clint | FFT | 61929 | TRNG | E11B |
| Ragston, Derrick | FFT | 61930 | . TRNG | E13B |
| Taylor, Michael J. | FFT | 61931 | TRNG | E13C |
| Tillman, William | FFT | 61933 | TRNG | T11B |
| Ubernosky, Jimmy | FFT | 61932 | TRNG | E10B |



Issued By: Blzie Lee Kitchen J Interim Assistant Fire Chief, Ops Approved By: Charles G. Middleton Fire Chief

NUMBER 14.015

Addendum 3 DATE 12-18-14

PERSONNEL ORDER

SUBJECT: PERSONNEL REASSIGNMENTS, EFFECTIVE: January 4, 2015, 0800 HRS.

Effective Immediately The City Manager has placed a freeze on all promotion of Captain or higher until further notice.

Personnel who are changing shifts should go by the following schedule:

B Shift to C Shift:

B Shift to A Shift:

0800-2000 on Jan. 4^{th} and return at 2000 on Jan. 5^{th} 0800-2000 on Jan. 4^{th} and return at 2000 on Jan. 6^{th}

C Shift to A Shift:

0800-2000 on Jan. 5th and return at 2000 on Jan. 6th

C Shift to B Shift:

0800-2000 on Jan. 5th and return at 2000 on Jan. 7th

A Shift to B Shift:

0800-2000 on Jan. 6^{th} and return at 2000 on Jan. 7^{th} 0800-2000 on Jan. 6^{th} and return at 2000 on Jan. 8^{th}

A Shift to C Shift:

Promotion on Hold

| NAME | RANK | PR# | FROM | TO |
|----------------|------|-------|------|------|
| Boyd, Scott | MFF | 00113 | T5A | TRNG |
| Grant, Patrick | MFF | 4677 | HM2B | E2C |
| Nutter, Joseph | MFF | 2200 | B11A | E11C |

Promoted To

| <u> </u> | | | | | |
|-------------------|------|-------|------|------|--|
| NAME | RANK | PR# | FROM | TO | |
| Sturgis, Jonathan | MFF | 00154 | B11C | E11A | |

| NAME | RANK | PR# | FROM | TO |
|----------------------|-------|-------|--------|------|
| Cribb, Robert | CAPT. | 4308 | B13C | E12B |
| Green, Sidney | CAPT. | 4688 | TRNG | TIIA |
| Sikes, Milton | CAPT. | 2219 | E12B | T12B |
| Walker, Peter | CAPT. | 2758 | TIIA | T12C |
| Waterfield, Jason | CAPT. | 2137 | E2C | B13C |
| White, Michael | CAPT. | 2059 | B10A | T12A |
| Dekanek, Christopher | MFF | 1845 | E12A | TIIC |
| Gutierrez, Job | MFF | 2759 | · B12B | T12B |
| Hobart, Jeffrey | MFF | 1975 | E7A | T5C |
| Homan, Joshua | MFF | 10242 | E4B | B6A |
| Hutcheson, Daniel | MFF | 2151 | Ti 1B | B15C |

| Love, Harrell MFF 2152 BIC T12C | | | | | |
|---|-----------------------|-----------|-------|-------------|------|
| Muenzenmyer, Brian MFF 4886 E1B B14B Parker, Curtis MFF 2197 B14C T12A Peavy, Christopher MFF 3312 T11C B1C Rauterson, Michael MFF 2377 E13A B12B Roehm, Jason MFF 106 B6A HMZB Spence, Ben MFF 3317 T3C E7A Ward, Laron MFF 00156 T11A B1A Wilson, Marcus MFF 00134 E2B B13A Wilson, Marcus MFF 2009 E4C B2B Billotto, Colin AFF 61066 B1A B10A Bander, Andrew AFF 2009 E4C B2B Billotto, Colin AFF 61066 B1A B10A Bladergroen, Jan AFF 61066 B1A B10A Bladergroen, Jan AFF 11472 T5C T7C Carcione, David AFF 61078 B7C | Love, Harrell | MFF | 2152 | | T12C |
| Parker, Curtis | McFadden, Michael | MFF | 4798 | | |
| Peavy, Christopher MFF 3312 T11C B1C Raulerson, Michael MFF 2377 B13A B12B Roehm, Jason MFF 106 B6A HM2B Spence, Ben MFF 3317 T5C B7A Ward, Laron MFF 00156 T11A B1A B1A Wilson, Marcus MFF 00134 E2B B13A B13A B13A B13A B2B B13A B13A B2B B13A B13A B2B B13A B13A B2B B13A B10A B10Acc, Andrew AFF 2009 E4C E2B B10Otto, Colin AFF 61066 B1A B10A B10Acc, | Muenzenmyer, Brian | MFF | 4886 | BIB | B14B |
| Raulerson, Michael MFF 2377 E13A E12B | Parker, Curtis | MFF | 2197 | B14C | T12A |
| Roehm, Jason MFF 106 E6A HM2B | Peavy, Christopher | MFF | 3312 | T11C | BIC |
| Spence, Ben MFF 3317 T5C E7A | Raulerson, Michael | MFF | 2377 | B13A | E12B |
| Ward, Laron MFF 00134 E1A Wilson, Marcus MFF 00134 E2B E13A Bender, Andrew AFF 2009 B4C E2B Billotto, Colin AFF 61066 E1A E10A Bladergroen, Ian AFF 61066 E1A E10A Bladergroen, Ian AFF 61078 E7C T7C Carcione, David AFF 61078 E7C T12C Denmark, Timothy AFF 2172 E15A T13C Duray, Vincent AFF 2172 E15A T13C Duray, Vincent AFF 2172 E15A T13C Babeston, Steven AFF 2172 E15A T13C Buray, Vincent AFF 2172 E15A T13C Buray, Vincent AFF 2172 E15A T13C Berbaston, Steven AFF 2172 E15A E13B Hendrich John Steven AFF 1048 E4A | Roehm, Jason | MFF | 106 | E6A | HM2B |
| Wilson, Marcus | Spence, Ben | MFF | 3317 | T5C | E7A |
| Bender, Andrew | Ward, Laron | MFF | 00156 | TllA | B1A |
| Billotto, Colin | Wilson, Marcus | MFF | 00134 | E2B | B13A |
| Billotto, Colin | | | | | |
| Bladergroen, Ian | Bender, Andrew | AFF | 2009 | E4C | E2B |
| Carcione, David AFF 61078 E7C T12C Denmark, Timothy AFF 2172 B15A T13C Duray, Vincent AFF 11475 B14B T11C Emberton, Steven AFF 10018 R2B R1B Gerbsch, Jonathan AFF 1018 R2B R1B Gerbsch, Jonathan AFF 10240 B10B T12B Hendrik, Johnny AFF 10240 B10B T12B Henry, Edward AFF 10018 T7B T12A Knight, Stephen AFF 10018 T7B T12A Knight, Stephen AFF 10018 T7B T12A Knight, Stephen AFF 10018 T7C B10C Lana, Erdward AFF 10018 B4A B12A Lang, Francis AFF 11489 B10B B11C Marcione, Carlo AFF 10247 T11B T12B Metiver, Matthew AFF 10627 <t< td=""><td>Billotto, Colin</td><td>AFF</td><td>61066</td><td>EIA</td><td>B10A</td></t<> | Billotto, Colin | AFF | 61066 | EIA | B10A |
| Denmark, Timothy | Bladergroen, Ian | AFF | 11472 | T5C | T7C |
| Duray, Vincent | Carcione, David | AFF | | B7C | |
| Emberton, Steven | Denmark, Timothy | AFF | 2172 | E15A | Ti3C |
| Gerbsch. Jonathan AFF 11478 E4B E9B Hendrix, Johnny AFF 10240 E10B T12B Hemry, Edward AFF 10018 T7B T12A Knight, Stephen AFF 10018 T7B T12A Knight, Stephen AFF 10018 T7B T12A Knight, Stephen AFF 10048 E4A E10C Lancaster, Clarence AFF 10048 B4A E12A Lang, Francis AFF 10048 B4A B12A Lang, Francis AFF 10247 T11B T12B Marchione, Carlo AFF 10227 T11B T12B Metivier, Matthew AFF 10023 B4C B9C Moreland, James AFF 106679 E15C B10B Peirce, Ryan AFF 10668 R1B R2B Rivas, Abiam AFF 61697 E4A E13B Singleton, Kim AFF 61595 T1 | Duray, Vincent | AFF | 11475 | B14B | TIIC |
| Hendrix, Johnny | Emberton, Steven | AFF | 00118 | R2B | R1B |
| Henry, Edward | Gerbsch. Jonathan | AFF | 11478 | E4B | |
| Knight, Stephen | Hendrix, Johnny | AFF | 10240 | B10B | T12B |
| Lancaster, Clarence | Henry, Edward | AFF | 10018 | T7B | T12A |
| Lang, Francis | Knight, Stephen | AFF | 61077 | T7C | B10C |
| Marchione, Carlo AFF 10247 T11B T12B Metivier, Matthew AFF 10023 B4C B9C Moreland, James AFF 10679 B15C B10B Peirce, Ryan AFF 10668 R1B R2B Rivas, Abiam AFF 61087 B4A B13B Singleton, Kim AFF 61595 T13C B5C Caperaton, Robert FF 61632 T7B B14B Consuegra, Solomon FF 61598 B5B B1B Dixon, Nathan FF 61600 T7A | Lancaster, Clarence | AFF | 10048 | E4A | E12A |
| Metivier, Matthew AFF 10023 B4C B9C Moreland, James AFF 10679 B15C B10B Peirce, Ryan AFF 10668 R1B R2B Rivas, Abiam AFF 61087 B4A B13B Singleton, Kim AFF 61087 B4A B13B Singleton, Kim AFF 61087 B4A B13B Singleton, Kim AFF 61595 T11C T12C Singleton, Kim AFF 61595 T13C B5C Capearton, Robert FF 61597 B15A T11A Chancy, Jeremiah FF 61632 T7B B14B Consucgra, Solomon FF 61632 T7B B14B Consucgra, Solomon FF 61598 E5B B1B Dixon, Nathan FF 61599 B3A B15A Fethke, Joshua FF 61600 T7A B14A Fields, Mark FF 61634 T13B | Lang, Francis | AFF | 11489 | B10B | B11C |
| Moreland, James AFF 10679 B15C B10B Peirce, Ryan AFF 10668 R1B R2B Rivas, Abiam AFF 61087 B4A B13B Singleton, Kim AFF 10250 T11C T12C Bargeron, Christopher FF 61595 T13C E5C Caperton, Robert FF 61597 E15A T11A Chancy, Jeremiah FF 61632 T7B B14B Consucgra, Solomon FF 61598 E5B B1B Dixon, Nathan FF 61599 E3A B15A Fethke, Joshua FF 61600 T7A B14A Fields, Mark FF 61634 T13B B5B Gallagher, Michael FF 61634 T13B B5B Gallagher, Hercules FF 61603 B8B T7B Kroeck, Amber FF 61604 E3B B15B MoWilliams, Anthony FF 61605 | Marchione, Carlo | AFF | 10247 | TilB | T12B |
| Peirce, Ryan AFF 10668 R1B R2B Rivas, Abiam AFF 61087 E4A E13B Singleton, Kim AFF 10250 T11C T12C Bargeron, Christopher FF 61595 T13C E5C Caperton, Robert FF 61597 E15A T11A Chaney, Jeremiah FF 61632 T7B E14B Consuegra, Solomon FF 61598 E5B E1B Dixon, Nathan FF 61599 E3A E15A Fethke, Joshua FF 61600 T7A E14A Fields, Mark FF 61634 T13B R5B Gallagher, Michael FF 61634 T13B R5B Gallagher, Hercules FF 61603 B8B T7B Kroeck, Amber FF 61604 E3B E15B MoWilliams, Anthony FF 61605 E8C E1C Mejia, Christopher FF 61606 | Metivier, Matthew | AFF | 10023 | B4C | E9C |
| Rivas, Abiam AFF 61087 E4A E13B Singleton, Kim AFF 10250 T11C T12C Bargeron, Christopher FF 61595 T13C E5C Caperton, Robert FF 61597 E15A T11A Chaney, Jeremiah FP 61632 T7B B14B Consuegra, Solomon FF 61598 E5B E1B Dixon, Nathan FF 61599 E3A E15A Fethke, Joshua FF 61600 T7A E14A Fields, Mark FF 61634 T13B B5B Gallagher, Michael FF 61634 T13B B5B Gallagher, Michael FF 61603 B8B T7B Kroeck, Amber FF 61603 B8B T7B Kroeck, Amber FF 61604 E3B E15B MeVilliams, Anthony FF 61605 E8C E1C Mejia, Christopher FF 61606 | Moreland, James | AFF | 10679 | B15C | E10B |
| Singleton, Kim | Peirce, Ryan | AFF | 10668 | RIB | R2B |
| Bargeron, Christopher FF 61595 T13C E5C | Rivas, Abiam | AFF | 61087 | E4A | E13B |
| Bargeron, Christopher FF 61595 T13C E5C | Singleton, Kim | AFF | 10250 | TIIC | T12C |
| Caperton, Robert FF 61597 E15A T11A Chancy, Jeremiah FF 61632 T7B B14B Consucgra, Solomon FF 61598 E5B E1B Dixon, Nathan FF 61599 E3A E15A Pethke, Joshua FF 61600 T7A E14A Pields, Mark FF 61634 T13B B5B Gallagher, Michael FF 61634 T13B B5B Kritzinger, Hercules FF 61603 E8B T7B Kroeck, Amber FF 61604 E3B E15B McWilliams, Anthony FF 61605 E5C E1C Mejia, Christopher FF 61606 E8A T7A Mobley, Evan FF 61607 T13A E5A Perez, James FF 61608 E14A E8A Peters, Renata FF 61609 T11A E3A Rentiers, Todryk FF 61610 E1B | | | • • | | |
| Chancy, Jeremiah FF 61632 T7B B14B Consucgra, Solomon FF 61598 E5B B1B Dixon, Nathan FF 61599 E3A E15A Fethke, Joshua FF 61600 T7A E14A Fields, Mark FF 61634 T13B E5B Gallagher, Michael FF 61634 T13B E5B Gallagher, Michael FF 61603 E8B T7B Kritzinger, Hercules FF 61603 E8B T7B Kroeck, Amber FF 61604 E3B E15B McWilliams, Anthony FF 61605 E5C E1C Mejia, Christopher FF 61606 B8A T7A Mobley, Evan FF 61607 T13A E5A Perez, James FF 61608 E14A E8A Peters, Renata FF 61610 E1B T13B Rodriguez, Armando FF 61611 E14C | Bargeron, Christopher | FF | 61595 | T13C | B5C |
| Consuegra, Solomon FF 61598 E5B E1B Dixon, Nathan FF 61599 E3A E15A Pethke, Joshua FF 61600 T7A E14A Pields, Mark FF 61634 T13B B5B Gallagher, Michael FF 10660 E1C T13C Kritzinger, Hercules FF 61603 B8B T7B Kroeck, Amber FF 61604 E3B E15B McWilliams, Anthony FF 61605 E5C E1C Mejia, Christopher FF 61606 E8A T7A Mobley, Evan FF 61607 T13A E5A Perez, James FF 61608 E14A E8A Peters, Renata FF 61609 T11A E3A Rentiers, Todryk FF 61610 E1B T13B Rodriguez, Armando FF 61611 E14C E8C | Caperton, Robert | FF | 61597 | E15A | T11A |
| Dixon, Nathan FF 61599 E3A E15A Fethke, Joshua FF 61600 T7A E14A Pields, Mark FF 61634 T13B E5B Gallagher, Michael FF 10660 E1C T13C Kritzinger, Hercules FF 61603 E8B T7B Kroeck, Amber FF 61604 E3B E15B McWilliams, Anthony FF 61605 E5C E1C Mejia, Christopher FF 61606 E8A T7A Mobley, Evan FF 61607 T13A E5A Perez, James FF 61608 E14A E8A Peters, Renata FF 61609 T11A E3A Rentiers, Todryk FF 61610 E1B T13B Rodriguez, Armando FF 61611 E14C E8C | Chancy, Jeremiah | FF | 61632 | T7B | |
| Fethke, Joshua FF 61600 T7A E14A Pields, Mark FF 61634 T13B E5B Gallagher, Michael FF 10660 E1C T13C Kritzinger, Hercules FF 61603 E8B T7B Kroeck, Amber FF 61604 E3B E15B McWilliams, Anthony FF 61605 E5C E1C Mejia, Christopher FF 61606 E8A T7A Mobley, Evan FF 61607 T13A E5A Perez, James FF 61608 E14A E8A Peters, Renata FF 61609 T11A E3A Rentiers, Todryk FF 61610 E1B T13B Rodriguez, Armando FF 61611 E14C E8C | Consucgra, Solomon | FF | 61598 | E5B | E1B |
| Pields, Mark FF 61634 T13B B5B Gallagher, Michael FF 10660 E1C T13C Kritzinger, Mercules FF 61603 B8B T7B Kroeck, Amber FF 61604 E3B E15B McWilliams, Anthony FF 61605 B5C B1C Mejia, Christopher FF 61606 B8A T7A Mobley, Evan FF 61607 T13A E5A Perez, James FF 61608 E14A B8A Peters, Renata FF 61609 T11A E3A Rentiers, Todryk FF 61610 E1B T13B Rodriguez, Armando FF 61611 E14C E8C | Dixon, Nathan | FF | 61599 | E3A | E15A |
| Pields, Mark FF 61634 T13B B5B Gallagher, Michael FF 10660 E1C T13C Kritzinger, Mercules FF 61603 B8B T7B Kroeck, Amber FF 61604 E3B E15B McWilliams, Anthony FF 61605 B5C B1C Mejia, Christopher FF 61606 B8A T7A Mobley, Evan FF 61607 T13A E5A Perez, James FF 61608 E14A B8A Peters, Renata FF 61609 T11A E3A Rentiers, Todryk FF 61610 E1B T13B Rodriguez, Armando FF 61611 E14C E8C | Pethke, Joshua | FF | 61600 | T7A | E14A |
| Kritzinger, Hercules FF 61603 B8B T7B Kroeck, Amber FF 61604 E3B E15B McWilliams, Anthony FF 61605 E5C B1C Mejia, Christopher FF 61606 B8A T7A Mobley, Evan FF 61607 T13A E5A Perez, James FF 61608 E14A E8A Peters, Renata FF 61609 T11A E3A Rentiers, Todryk FF 61610 E1B T13B Rodriguez, Armando FF 61611 E14C E8C | Pields, Mark | FF | 61634 | | B5B |
| Kroeck, Amber FF 61604 E3B E15B McWilliams, Anthony FF 61605 E5C E1C Mejia, Christopher FF 61606 E8A T7A Mobley, Evan FF 61607 T13A E5A Perez, James FF 61608 E14A E8A Peters, Renata FF 61609 T11A E3A Rentiers, Todryk FF 61610 E1B T13B Rodriguez, Armando FF 61611 E14C E8C | Gallagher, Michael | FF | 10660 | EIC | T13C |
| McWilliams, Anthony FF 61605 E5C E1C Mejia, Christopher FF 61606 E8A T7A Mobley, Evan FF 61607 T13A E5A Perez, James FF 61608 E14A E8A Peters, Renata FF 61609 T11A E3A Rentiers, Todryk FF 61610 E1B T13B Rodriguez, Armando FF 61611 E14C E8C | Kritzinger, Hercules | FF | 61603 | B8B | T7B |
| Mejia, Christopher FF 61606 E8A T7A Mobley, Evan FF 61607 T13A E5A Perez, James FF 61608 E14A E8A Peters, Renata FF 61609 T11A E3A Rentiers, Todryk FF 61610 E1B T13B Rodriguez, Armando FF 61611 E14C E8C | Kroeck, Amber | FF | 61604 | ЕЗВ | E15B |
| Mobley, Evan FF 61607 T13A E5A Perez, James FF 61608 E14A E8A Peters, Renata FF 61609 T11A E3A Rentiers, Todryk FF 61610 E1B T13B Rodriguez, Armando FF 61611 E14C E8C | McWilliams, Anthony | FF | 61605 | E5C | B1C |
| Perez, James FF 61608 E14A E8A Peters, Renata FF 61609 T11A E3A Rentiers, Todryk FF 61610 E1B T13B Rodriguez, Armando FF 61611 E14C E8C | Mejia, Christopher | FF | 61606 | E8A | T7A |
| Peters, Renata FF 61609 T11A E3A Rentiers, Todryk FF 61610 E1B T13B Rodriguez, Armando FF 61611 E14C E8C | Mobley, Evan | FF | 61607 | T13A | E5A |
| Rentiers, TodrykFF61610E1BT13BRodriguez, ArmandoFF61611E14CE8C | | FF | 61608 | B14A | E8A |
| Rodriguez, Armando FF 61611 E14C E8C | Peters, Renata | FF | 61609 | TIIA | E3A |
| | Rentiers, Todryk | FF | 61610 | E1B | T13B |
| Roundy, Kennith FF 61612 B14B B8B | Rodriguez, Armando | FF | 61611 | E14C | E8C |
| | Roundy, Kennith | FF | 61612 | B14B | B8B |

| Warden, Nicole | FF | 61615 | E1A | T13A | | | | | |
|-------------------------|-----|-------|------|------|--|--|--|--|--|
| White, Shane | FF | 61616 | T7C | B14C | | | | | |
| Wieniewitz, Christopher | FF | 61601 | E5A | E1A | | | | | |
| | | | | | | | | | |
| Alberts, Terry | FFT | 61911 | TRNG | E2A | | | | | |
| Bazemore, Nicholas | FFT | 61912 | TRNG | E7A | | | | | |
| Berry, Christopher | FFT | 61913 | TRNG | B11A | | | | | |
| Copenhaver, Brent | FFT | 61914 | TRNG | E7B | | | | | |
| Cuza, Christopher | FFT | 61915 | TRNG | E3C | | | | | |
| Damaske, Scott | FFT | 61916 | TRNG | E2B | | | | | |
| Delph, Keith | FFT | 61917 | TRNG | B7C | | | | | |
| Fisher, Miranda | FFT | 61918 | TRNG | E2C | | | | | |
| Gersz, Christopher | FFT | 61919 | TRNG | T5A | | | | | |
| Grant, Benjamin | FFT | 61920 | TRNG | E4A | | | | | |
| Gutierrez, Logan | FFT | 61921 | TRNG | E4B | | | | | |
| Haffly, Robert | FFT | 61935 | TRNG | E4C | | | | | |
| Hartl, Shawn | FFT | 61922 | TRNG | T5B | | | | | |
| Hoffmann, Julia | FFT | 61923 | TRNG | B9A | | | | | |
| Jaha, Trevor | FFT | 61924 | TRNG | T5C | | | | | |
| Jenkins, Brent | PPT | 61925 | TRNG | B10A | | | | | |
| Jones, Andrew | FFT | 61934 | TRNG | E11C | | | | | |
| Miller, Quentin | FFT | 61926 | TRNG | T12A | | | | | |
| O'connor, Sean | FFT | 61927 | TRNG | E13A | | | | | |
| Osterlund, Chad | FFT | 61928 | TRNG | TIIC | | | | | |
| Porter, Clint | FFT | 61929 | TRNG | B11B | | | | | |
| Ragston, Derrick | FFT | 61930 | TRNG | E13B | | | | | |
| Taylor, Michael J. | FFT | 61931 | TRNG | B13C | | | | | |
| Tillman, William | FFT | 61933 | TRNG | T11B | | | | | |
| Ubernosky, Jimmy | FFT | 61932 | TRNG | E10B | | | | | |



Issued By:
Benjamin W. Morse
Assistant Fire Chief, Operations

Approved By: Charles G. Middleton

Fire Chief

NUMBER

14.015

DATE 11-24-14

PERSONNEL ORDER

SUBJECT: PERSONNEL REASSIGNMENTS, EFFECTIVE: January 4, 2015, 0800 HRS.

Personnel who are changing shifts should go by the following schedule:

B Shift to C Shift: 0800-2000 on Jan. 4th and return at 2000 on Jan. 5th 0800-2000 on Jan. 4th and return at 2000 on Jan. 6th 0800-2000 on Jan. 5th and return at 2000 on Jan. 6th 0800-2000 on Jan. 5th and return at 2000 on Jan. 7th 0800-2000 on Jan. 6th and return at 2000 on Jan. 7th 0800-2000 on Jan. 6th and return at 2000 on Jan. 8th 0800-2000 on Jan. 6th and return at 2000 on Jan. 8th

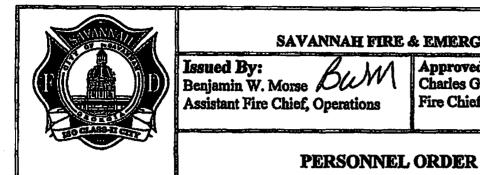
Promoted To

| NAME | RANK | PR# | FROM | TO |
|-------------------|-------|-------|------|------|
| Boyd, Scott | CAPT. | 00113 | T5A | TRNG |
| Grant, Patrick | CAPT. | 4677 | HM2B | E2C |
| Nutter, Joseph | CAPT. | 2200 | E11A | E11C |
| Sturgis, Jonathan | MPF | 00154 | El1C | B11A |

| NAME | RANK | PR# | FROM | TO |
|----------------------|-------|------|------|------|
| Cribb, Robert | CAPT. | 4308 | B13C | E12B |
| Green, Sidney | CAPT. | 4688 | TRNG | TIIA |
| Sikes, Milton | CAPT. | 2219 | E12B | T12B |
| Walker, Peter | CAPT. | 2758 | TIIA | T12C |
| Waterfield, Jason | CAPT. | 2137 | E2C | B13C |
| White, Michael | CAPT. | 2059 | E10A | T12A |
| | | | | |
| Dekanek, Christopher | MFF | 1845 | E12A | TIIC |
| Gutierrez, Job | MFF | 2759 | E12B | T12B |
| Hobart, Jeffrey | MFF | 1975 | E7A | T5C |
| Hutcheson, Daniel | MFF | 2151 | TIIB | B15C |
| Love, Harrell | MFF | 2152 | B1C | T12C |
| McFadden, Michael | MFF | 4798 | TI3C | E1B |
| Muenzenmyer, Brian | MFF | 4886 | E1B | E14B |

| Newton, Richard | MFF | 4465 | E4B | B13A |
|------------------------|------|---------|----------|---------|
| Parker, Curtis | MFF | 2197 | B14C | T12A |
| Peavy, Christopher | MFF | 3312 | TilC | BIC |
| Raulerson, Michael | MFF | 2377 | B13A | E12B |
| Redmond, Steven | MFF | 3890 | E13B | HM2B |
| Spence, Ben | MFF | 3317 | T5C | E7A |
| Ward, Laron | MFF | 00156 | TIIA | BIA |
| Wilson, Marcus | MFF | 00134 | B2B | B13B |
| | | | | 2130 |
| Bender, Andrew | AFF | 2009 | B4C | H2B |
| Billotto, Colin | AFF | 61066 | EIA | E10A |
| Bladergroen, Ian | AFF | 11472 | T5C | T13C |
| Carcione, David | AFF | 61078 | E7C | T12C |
| Denmark, Timothy | AFF | 2172 | B15A | T13C |
| Duray, Vincent | AFF | 11475 | E14B | TIIC |
| Emberton, Steven | AFF | 00118 | R2B | RIB |
| Gerbsch. Jonathan | AFF | 11478 | E4B | E9B |
| Hendrix, Johnny | AFF | 10240 | E10B | T12A |
| Henry, Edward | AFF | 10018 | T7B | T12B |
| Knight, Stephen | AFF | 61077 | T7C | E10C |
| Lancaster, Clarence | AFF | 10048 | E4A | E12A |
| Lang, Francis | AFP | 11489 | B10B | Elic |
| Marchione, Carlo | AFF | 10247 | T11B | T12B |
| Metivier, Matthew | AFF | 10023 | B4C | E9C |
| Moreland, James | AFF | 10679 | B15C | B10B |
| Peirce, Ryan | AFF | 10668 | R1B | R2B |
| Rivas, Abiam | AFF | 61087 | E4A | E8B |
| Singleton, Kim | AFF | 10250 | TIIC | T12C |
| | | | | |
| Bargeron, Christopher. | . FF | 61595 . | . T13C . | . ESC . |
| Caperton, Robert | FF | 61597 | B15A | T11A |
| Chaney, Jeremiah | FF | 61632 | T7B | E14B |
| Consuegra, Solomon | TF | 61598 | E5B | E1B |
| Dixon, Nathan | FF | 61599 | ЕЗА | B15A |
| Fethke, Joshua | FF | 61600 | T7A | B14A |
| Fields, Mark | FF | 61634 | T13B | E5B |
| Gallagher, Michael | FF | 10660 | EIC | T13C |
| Gerweck, Samuel | FF | 61620 | E8C | T7C |
| Kritzinger, Hercules | भुन | 61603 | E8B | T7B |
| Kroeck, Amber | FF | 61604 | E3B | B15B |
| McWilliams, Anthony | FF | 61605 | E5C | BIC |
| Mejia, Christopher | FF | 61606 | E8A | T7A |
| Mobley, Evan | FF | 61607 | T13A | E5A |
| Perez, James | FP | 61608 | E14A | E8A |
| Peters, Renata | FF | 61609 | T11A | E3A_ |

| FF FF FF FF FF | 61610 61611 61612 61615 61616 | BIB E14C E14B E1A | T13B E8C E8B |
|----------------------------|---|---|--|
| FF FF | 61612 61615 | E14B | E8B |
| FF FF | 61615 | | |
| FF | | E1A_ | , <i></i> |
| | 61616 | | T13A |
| FF | | T7C | E14C |
| | 61601 | B5A_ | EIA |
| | | | |
| FFT | 61911 | TRNG | E2A |
| FFT | 61912 | TRNG | B7A |
| FFT | 61913 | TRNG | BliA |
| FFT | 61914 | TRNG | B7B |
| FFT | 61915 | TRNG | E3C |
| FFT | 61916 | TRNG | E2B |
| FFT | 61917 | TRNG | E7C |
| FFT | 61918 | TRNG | E2C |
| TTT | 61919 | TRNG | T5A |
| TTT | 61920 | TRNG | E4A |
| FFT | 61921 | TRNG | E4B |
| FFT | 61935 | TRNG | E4C |
| FFT | 61922 | TRNG | T5B |
| FFT | 61923 | TRNG | E9A |
| FFT | 61924 | TRNG | T5C |
| FFT | 61925 | TRNG | E10A |
| 1भा | 61934 | TRNG | E11C |
| FFT | 61926 | TRNG | T12A |
| FFT | 61927 | TRNG | E13A |
| FFT | 61928 | TRNG | TIIC |
| FFT | 61929 | TRNG | B11B |
| FFT | 61930 | TRNG | B13B |
| FFT | . 61931 | · TRNG | E13C |
| FFT | | | TIIB |
| FFT | | | E10B |
| | PFT PFT PFT PFT PFT PFT PFT PFT PFT PFT | FFT 61912 FFT 61913 FFT 61914 FFT 61915 FFT 61916 FFT 61917 FFT 61918 FFT 61919 FFT 61920 FFT 61921 FFT 61921 FFT 61923 FFT 61923 FFT 61924 FFT 61924 FFT 61925 FFT 61925 FFT 61926 FFT 61927 FFT 61928 FFT 61929 FFT 61930 FFT 61931 FFT 61933 | FFT 61912 TRNG FFT 61913 TRNG FFT 61914 TRNG FFT 61915 TRNG FFT 61916 TRNG FFT 61916 TRNG FFT 61918 TRNG FFT 61918 TRNG FFT 61919 TRNG FFT 61920 TRNG FFT 61921 TRNG FFT 61921 TRNG FFT 61922 TRNG FFT 61923 TRNG FFT 61924 TRNG FFT 61925 TRNG FFT 61926 TRNG FFT 61927 TRNG FFT 61928 TRNG FFT 61929 TRNG FFT 61930 TRNG FFT 61931 TRNG FFT 61931 TRNG |



Approved By: Charles G. Middleton

Fire Chief

NUMBER 14.016

DATE 11-25-14

SUBJECT: PERSONNEL REASSIGNMENTS, EFFECTIVE: December 12, 2014

Personnel from Recruit Training Class 2014-02 will be assigned to a Shift (Dec 13, 14, or 15) and will be temporary assigned to positions as the need exists by the Battalion Chiefs. They will serve in this capacity until they are assigned to the rotational schedule on January 4, 5, or 6, 2015.

| Assigned to A Shift |
|---------------------|
|---------------------|

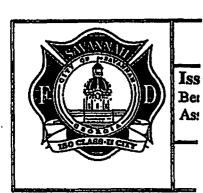
Alberts, Terry Bazemore, Nicholas Berry, Christopher Gersz, Christopher Grant, Benjamin Hoffman, Julia Jenkins, Brent Miller, Quentin O'Conner, Sean

Assigned to B Shift

Copenhaver, Brent Demaske, Scott Gutierrez, Logan Hartl, Shawn Porter, Clint Ragston, Derrick Tillman, William . Ubernosky, Jimmy

Assigned to C Shift

Cuza, Christopher Delph, Keith Fisher, Miranda Haffly, Robert Jaha, Trevor Jones, Andrew Osterlund, Chad Taylor, Michael J.



MFF MUENZameyen Assgrid

TI3 A

ENCY SERVICES NUMBER dleton 13.001 DATE 01-16-13

SUBJECT: NON-

EFFE

Hostice Work Event Chy Mine Por me In

3SIGNMENTS

S.

Personnel who are

Chief Albert TO BC

ing schedule:

C Shift to A Shift: Training to C Shift:

at 2000 on January 22

| EMPLOYEE | | FROM | TO |
|-------------------|-------|------|------|
| MFF MARIE GUTIEI | | TRNG | Elic |
| MFF RYAN NUTTEF. | | E3A | EllA |
| MFF MORGAN WINSOR | 10034 | EIIC | ЕЗА |

| SAVANNAH F | IRE & EMERGENCY SERVICES | |
|---|--|--------------------|
| Issued By: Benjamin W. Morse Asst. Fire Chief Ops | Approved By: Charles G. Middleton Fire Chief | NUMBER 13.602 |
| PERSONI | NEL ORDER | DATE 01-30-2013 |

SUBJECT: Reassignments Effective: Wednesday, February 6, 2013, 0800 Hours

Personnel who are changing shifts should go by the following schedule:

A Shift to B Shift: 0800-2000 on Feb 6^{th} , and return at 2000 on Feb 7^{th} A Shift to C Shift: 0800-2000 on Feb 6^{th} , and return at 2000 on Feb 8^{th} B Shift to A Shift: 0800-2000 on Feb 7^{th} , and return at 2000 on Feb 9^{th} C Shift to A Shift: 0800-2000 on Feb 7^{th} , and return at 2000 on Feb 8^{th} C Shift to B Shift: 0800-2000 on Feb 8^{th} , and return at 2000 on Feb 9^{th} C Shift to B Shift: 0800-2000 on Feb 8^{th} , and return at 2000 on Feb 10^{th}

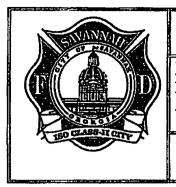
REASSIGNMENT LIST

| EMPLOYER | PR# | FROM | <u>TO</u> |
|----------------------|-------|-------------|-------------|
| Captain Brantley, G. | 31[8 | E2A | B13A |
| Captain Baton, V. | 2627 | T13A | T15B |
| Captain Johnson, H. | 4331 | E1C | B10B |
| Captain Martin, M. | 2322 | E10B | BIC |
| Captain Pridgeon, D. | 3122 | T15B | B13B |
| Captain Tomko, K. | 1995 | B12B | E2A |
| MFF Cribbs, R. | 4320 | E12A | B4A |
| MFF Dickens, G. | 00116 | E4B | B12B |
| MFF Frazier, S. | 4788 | E10C | T1A |
| MFF Gaston, G. | 2783 | E4A | B12A |
| MFF Hansil, R. | 2415 | E13A | E4B |
| AFF Baker, K. | 10661 | E3A | T13A |
| AFF Capers, G. | 10011 | T2B | TIC |
| AFF Caruso, M. | 10662 | E7C | T13C |
| AFF Davis, C. | 11173 | E5B | E3A |
| AFF Gerbsch, J. | 11478 | E12C | E2B |
| AFF Hendrix, D. | 10108 | E7B | E5B |
| AFF Hendrix, J. | 10240 | T15A | E8C |
| AFF Irving, M. | 10245 | RIC | T5B |
| AFF Jacobs, G. | 10044 | T13C | B11B |
| AFF Key, S. | 10046 | E13A | T2A |
| AFF Marchione, C. | 10247 | E11B | TIB |
| AFF McClendon, J. | 4310 | E9B | E6C |
| AFF Nefstead, T. | 11181 | E6B | B12C |
| AFF Payne, J, | 10682 | B11A | T16A |
| | | | |

| AFF Smalls, T. | 10673 | E3B | T13B |
|--------------------|-------|------|------|
| AFF Smith, M. | 2824 | E3C | T5A |
| AFF Sokolowski, S. | 11494 | T5B | RIC |
| AFF Spivey, M. | 10695 | E9C | E9A |
| AFF Stigall, R. | 3723 | TIC | T16C |
| AFF Stoneman, W. | 10052 | E6C | T5B |
| AFF Walker, C. | 10253 | T15B | T16B |
| AFF Warth, A. | 3327 | T15C | E10C |
| AFF Williard, J. | 2933 | B14C | T13C |
| AFF Zechar, N. | 11498 | B13B | E6C |

RECRUIT ASSIGNMENTS

| KECKULI ASSIGNATED | 179 | |
|--------------------|-------------------|---------------|
| EMPLOYEE | PR# | ASSIGNMENT |
| FF Bender, A. | 2009 | E4C |
| FF Billotto, C. | 61066 | B1A |
| FF Brackett, N. | 61068 | R2A |
| FF Callahan, J. | 12084 | E1C · |
| FF Carcione, D. | 61078 | E4B |
| FF Duran, J. | 61067 | B13A |
| FF Evans, J. | 61069 | E10B |
| FF Febles, A. | 6107 9 | B13B |
| FF Gablemann, R. | 61070 | E2C |
| FF Garrison, M. | 61071 | E8B |
| FF Gasperson, C. | 61072 | T15B |
| FF Goldberg, J. | 61073 | B5C |
| FF Herring, T. | 61074 | B8C |
| FF Hutcherson, C. | 61075 | B5A |
| FF Johnson, K. | 61076 | E8A |
| FF Knight, S. | 61077 | E3C |
| FF Lampley, D. | 61080 | B3B |
| FF Lenz, R. | 61081 | B14A |
| FF Marquez, R. | 61082 . | E3A |
| FF Neilson, B. | 61083 | B5B |
| FF Ortiz, L. | 61084 | B1B |
| FF Pool, T. | 61085 | B14C . |
| FF Raffield, A. | 61086 | T15C |
| FF Rivas, A. | 61087 | E4A |
| FF Simons, D. | 61088 | T15A |
| FF Soloman, M. | 61089 | E9B |
| FF Veale, J. | 61090 | E10A |
| FF Williams, A. | 61091 | E9C |
| FF Williams, R. | 61092 | E13C |
| • | | - |



Issued By: DUM

Benjamin Morse

Assistant Fire Chief Ops

Approved By: Charles G. Middleton Fire Chief NUMBER 13.003

PERSONNEL ORDER

DATE 02-13-13

SUBJECT: Personnel Reassignments: Effective February 17, 2013, 0800 Hours

Personnel who are changing shifts should go by the following:

C Shift to A Shift: 0800 - 2000 on February 17 and return at 2000 on February 18 A Shift to C Shift: 0800 - 2000 on February 18 and return at 0800 on February 20

PROMOTED TO MASTER FIREFIGHTER

| Employee | PR# | FROM | TO |
|--------------|------|------|-----|
| Stephen Long | 3307 | R2C | T5C |

NON-PROMOTIONAL REASSIGNMENTS

| Employee | PR# | FROM | <u> TO</u> |
|-------------------|---------|------|------------|
| MFF Horne, Todd | 10243 | T5C | E5A |
| AFF Lloyd, Alfred | . 11490 | E7A | R2C |
| AFF Takacs, Josh | 11495 | E14A | E7A |



Issued By:
Benjamin Morse
Assistant Fire Chief Ops

Approved By:
Charles G. Middleton
Fire Chief

NUMBER 13.004

DATE 03-29-13

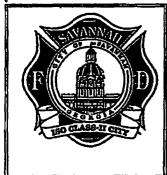
PERSONNEL ORDER

SUBJECT: Personnel Reassignments: Effective April 7, 2013, 0800 Hours.

Personnel who are changing shift should go by the following schedule:

A Shift to B Shift: 0800-2000 on April 7 and return at 2000 on April 8. A Shift to C Shift: 0800-2000 on April 7 and return at 2000 on April 9. B Shift to A Shift: 0800-2000 on April 8 and return at 2000 on April 10. C Shift to B Shift: 0800-2000 on April 9 and return at 2000 on April 11.

| Employee | PR# | FROM | TO |
|-------------------------|----------|------|------|
| PROMOTED TO MASTER FIRE | HU CHUMR | • | |
| AFF Ryan Selgren | 10028 | E7B | E14A |
| AFF Ryan Stigall | 3723 | T16C | T16C |
| REASSIGNMENTS | | | |
| AFF Caruso, Mark | 10662 | TI3C | E7B |
| AFF Coyne, Brian | 11172 | B8A | B10C |
| AFF Davis, Christopher | 11173 | ЕЗЛ | ЕЗВ |
| AFF Gerbasi, James | 11477 | TIA | T13C |
| AFF Hauck, Gabrielle | 11176 | E1A | T1A |
| AFF King, William | 11195 | ESC | R2B |



| SAVANNAH F | 5 | |
|--|--|------------------|
| Issued By: Benjamin Morse Sum Assistant Fire Chief Ops | Approved By: Charles G. Middleton Fire Chief | NUMBER 13.005 |
| PERSONI | NEL ORDER | DATE 04-26-13 |

SUBJECT: NON-PROMOTIONAL PERSONNEL REASSIGNMENTS EFFECTIVE MONDAY, APRIL 29, 2013, 0800 HOURS

| Employee | PR# | FROM | TO |
|----------------------|-------|----------|------|
| AFF Michael Harrison | 2349 | Training | E7C |
| AFF Kim Singleton | 10250 | Training | T16C |



SAVANNAH FIRE & EMERGENCY SERVICES Issued By: Benjamin Morse Benjamin Morse Assistant Fire Chief Ops Approved By: Charles G. Middleton Fire Chief 13.006

PERSONNEL ORDER

DATE 05-6-13

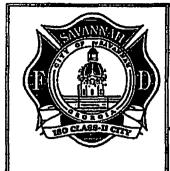
SUBJECT: Personnel Reassignments: Effective Monday, May 6, 2013, 1600 Hours.

Personnel who are changing shifts should go by the following schedule:

C Shift to A Shift:

0800 - 1600 on May 6, and return at 1600 on May 7th.

| Employee | PR# | FROM · | TO_ |
|------------------------|------|--------|------|
| MFF Brian Muenzenmeyer | 4886 | B7C | T13A |
| MFF Philmore White | 3119 | T13A | B14A |



| SAVANNAH FIRE & EMERGENCY SERVICES | | | | |
|--|---|------------------|--|--|
| Issued By: Benjamin Morse BUM Assistant Fire Chief Ops | Approved By: Charles G. Middleton Fire Chief GM | NUMBER 13.007 | | |
| PERSONNEL ORDER | | DATE 05-6-13 | | |

SUBJECT: PERSONNEL REASSIGNMENTS: EFFECTIVE MAY 19, 2013, 0800 HOURS

PROMOTED TO BATTALION CHIEF

| Employee | PR# | FROM | TO |
|--------------------------|------|------|------|
| Captain Jeffrey Alberts | 2788 | T5B | BCIA |
| | | | |
| PROMOTED TO FIRE CAPTAIN | | | |
| MFF James Thomson | 1340 | E3C | E7C |



| SAVA | NNAH F | IRE & EMERGENCY SERV | TCES |
|--|--------|--|------------------|
| Issued By: Benjamin Morse Assistant Fire Chief (| | Approved By: Charles G. Middleton Fire Chief | NUMBER 13.008 |
| P | ERSONI | NEL ORDER | DATE 05-06-13 |

SUBJECT: PERSONNEL REASSIGNMENTS: EFFECTIVE MAY 17, 2013, 0800 HOURS

Personnel who are changing shifts should go by the following schedule:

B Shift to A Shift: A Shift to B Shift: 0800 - 2000 on May 17^{th} and return at 2000 on May 19^{th} 0800 - 2000 on May 19^{th} and return at 2000 on May 20^{th}

| Employee | PR# | FROM | то |
|-------------------------|-------|------|------|
| MFF Faughey, John | 5907 | E1B | T13A |
| MFF Muenzenmeyer, Brian | 4886 | T13A | EIB |
| FF Brackett, Natasha | 61068 | E2A | E10B |
| FF Duran, Joshua | 61067 | E13A | E14A |
| FF Evans, Justin | 61069 | E10B | E2A |
| FF Gablemann, Robert | 61070 | E2C | T15C |
| FF Lenz, Ryan | 61081 | E14A | E13A |
| FF Pool, Travis | 61085 | E14C | E13C |
| FF Raffield, Adam | 61086 | T15C | E2C |
| FF Williams, Roger | 61092 | E13C | E14C |

| SAVANNAH FIRE & EMERGENCY SERVICES | | | |
|------------------------------------|--|------------------|--|
| Issued By: Benjamin Morse | Approved By: Charles G. Middleton Fire Chief | NUMBER 13.009 | |
| | NEL ORDER | DATE 05-30-13 | |

SUBJECT: PERSONNEL REASSIGNMENTS: EFFECTIVE June 2, 2013, **0800 HOURS**

C Shift to B Shift:

A Shift to B Shift:

0800-2000 on June 2^{nd} and return at 2000 on June 4^{th} . 0800-2000 on June 3^{rd} and return at 2000 on June 4^{th} . 0800-2000 on June 4^{th} and return at 2000 on June 5^{th} .

B Shift to C Shift:

PROMOTED TO FIRE CAPTAIN

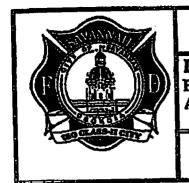
| EMPLOYEE | PR# | FROM | _TO |
|------------------|------|------|------|
| MFF Milton Sikes | 2219 | E10A | E12B |

PROMOTED TO MASTER FIREFIGHTER

| EMPLOYEE | PR# | FROM | TO. |
|----------------------|------|------|-----|
| AFF Michael Harrison | 2349 | R7C | R3C |

NON PROMOTIONAL REASSIGNMENTS

| EMPLOYEE | PR# | FROM | TO |
|------------------------|-------|------|------|
| BC Kenneth Rentiers | 2161 | B3B | B2B |
| CAPT. Charles Campbell | 2022 | E9C | E12C |
| MFF Ryan Selgren | 10028 | E14A | E10A |
| MFF Job Gutierrez | 2759 | E12B | E9C |
| AFF Jamie Willard | 2933 | T13C | E14B |



Issued By:
Benjamin Morse
Assistant Fire Chief, Operations

Approved By: Charles G. Middleton Fire Chief NUMBER

13.010

PERSONNEL ORDER

DATE 07-17-13

SUBJECT: NON-PROMOTIONAL PERSONNEL REASSIGNMENTS, EFFECTIVE: JULY 20, 2013, 0800 HRS.

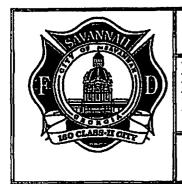
Personnel who are changing shifts should go by the following schedule:

C Shift to A Shift: 0800-2000 on July 20 and return at 2000 on July 21

C Shift to B Shift: 0800-2000 on July 20 and return at 2000 on July 22

A Shift to B Shift: 0800-2000 on July 21 and return at 2000 on July 22 A Shift to C Shift: 0800-2000 on July 21 and return at 2000 on July 23 B Shift to C Shift: 0800-2000 on July 22 and return at 2000 on July 23 B Shift to A Shift: 0800-2000 on July 22 and return at 2000 on July 24

| NAME | RANK | PR# | FROM | TO |
|-----------------------|---------|-------|------|------------|
| Bland, James | Captain | 2503 | T13C | T16B |
| Butler, Lewis | Captain | 2143 | TIB | T15C |
| Kelly, Matthew | Captain | 2208 | T16B | E14B |
| Sisco, Keith | Captain | 1489 | T15C | TIB |
| Frazier, Steven | MFF | 4788 | TIA | T16A |
| Lopez-Mena, H | MFF | 10056 | TRNG | EIIB |
| Love, Harrell | MFF | 2152 | T2A | BIC |
| Holloway, Rodney | MFF | 4587 | E14B | T2A |
| Wilson, Simon | MFF | 4816 | BIC | T13C |
| | | | | |
| Dipetro, Thomas | AFF | 5772 | BIB | T13B |
| Eilerman, Richard | AFF | 11476 | T13B | T2B |
| Haga, Phillip | AFF | 11479 | T16B | T15B |
| Lang, Francis | AFF | 11489 | E8B | E10B |
| Lillienthal, Lawrence | AFF | 10667 | T2C | E3C |
| Payne, Albert | AFF | 5788 | E12C | TIA |
| Payne, Joshua | AFF | 10682 | T16A | BIIA |
| Gasperson, Colton | FF | 61072 | T15B | TIGB |
| Herring, Taig | FF | 61074 | B8C | E8A |
| Johnson, Kyle | FF | 61076 | E8A | BSC |
| Knight, Stephen | FF | 61077 | E3C | T2C |



Issued By: Benjamin W. Morse BWN Assistant Fire Chief, Operations Approved By: Charles G. Middleton Fire Chief

NUMBER 13.011

PERSONNEL ORDER

DATE 08-01-13

SUBJECT: PERSONNEL REASSIGNMENTS, EFFECTIVE: August 11, 2013, 0800 HRS.

Personnel who are changing shifts should go by the following schedule:

Training to B Shift:

Report for duty at 0800 on Aug. 12th.

Training to C Shift:

Report for duty at 0800 on Aug.13th.
0800-2000 on Aug. 13th and return at 2000 Aug. 15th. C Shift to B Shift:

| NAME · | RANK | PR# | FROM | ТО |
|------------------|-----------------|-------|-------------------|-------------------|
| Jeffrey Alberts | Battalion Chief | 2788 | BC1A | Chief of Training |
| Edward Harris | Battalion Chief | 2618 | Chief of Training | BC2B |
| Roy Howard | Captain | 4864 | R2A | R1A |
| Santonio Johnson | Captain | 2946 | Training | E9C |
| Joseph Shaw | Captain | 2019 | R1A | Training |
| Ryan Selgren | MFF | 10028 | E10A | E3A |
| Morgan Winsor | MFF . | 10034 | E3A | R2A |
| Clinton Wallace | FF | 4446 | E9C | B12B |



Issued By: BUIL
Benjamin W. Morse
Assistant Fire Chief, Ops

Approved By:
Charles G. Middleton
Fire Chief

NUMBER 13.012

PERSONNEL ORDER

DATE 09-27-13

SUBJECT: PERSONNEL REASSIGNMENTS EFFECTIVE: OCTOBER 1, 2013, 0800 hrs.

Personnel who are changing shifts should go by the following schedule:

A Shift to B Shift: 0800-2000 on Oct. 1^{st} and return at 2000 on Oct. 2^{nd} . A Shift to C Shift: 0800-2000 on Oct. 1^{st} and return at 2000 on Oct. 3^{rd} . B Shift to C Shift: 0800-2000 on Oct. 2^{nd} and return at 2000 on Oct. 3^{nd} . C Shift to A Shift: 0800-2000 on Oct. 2^{nd} and return at 2000 on Oct. 4^{th} . C Shift to B Shift: 0800-2000 on Oct. 3^{rd} and return at 2000 on Oct. 4^{th} . C Shift to B Shift: 0800-2000 on Oct. 3^{rd} and return at 2000 on Oct. 5^{th} .

| Employee | PR# | FROM | ТО |
|---------------------|-------------|---|--------|
| CPT. BLAND, J. | 2503 | Т16В | T1C |
| CPT. GASKILL, N. | 4327 | R2B | Т5В |
| CPT. HOWARD, WS. | 4884 | E5C | R2A |
| CPT. KELLY, M. | 2208 | E14B | E7C |
| CPT. OLIVER, D. | 2969 | · · · • • • • • • • • • • • • • • • • • | . T13C |
| CPT. RALSTON, J. | 4592 | T16C | E5C |
| CPT. THOMSON, J. | 1340 | E7C | R2B |
| CPT. VANDERCOOK, M. | 3319 | T1C | E14B |
| CPT. WALKER, P. | 2758 | T16A | T1A |
| MFF BRIDGES, M. | 3300 | T16C | T1C |
| MFF EARLEY, N. | 00149 | T16A | TIA |
| MFF FRAZIER, S. | 4788 | T16A | T1B |
| MFF HUTCHESON, D. | 2151 | TIC | T2B |
| MFF IFILL, W. | 1978 | TSC | E3A |
| MFF PARKER, C. | 2197 | T16B | TIB |

| MFF PEAVY, C. | 3312 | T16B | T1C |
|--------------------|----------------|-------------|------|
| MFF ROBINSON, W. | 4870 | T1B | E10A |
| MFF SELGREN | 10028 | ЕЗА | T5C |
| AFF CAPERS, G. | 10011 | тас | E8B |
| AFF D'AMICO, F. | 10680 | E5A | E7A |
| AFF DEKANEK, C. | 1845 | T16A | E1A |
| AFF DIXON, C. | 10041 | T16C | E7B |
| AFF EILERMAN, R. | 11476 | Т2В . | T2C |
| AFF HENRY, T. | 10018 | T1B | E1B |
| AFF LILIENTHAL, L. | 10667 | E3C | E5A |
| AFF MARTINEZ, M. | 11178 | TIC | E8A |
| AFF PAYNE, A. | 5788 | TIA | E2C |
| AFF ROOSE, R. | 10671 | T16A | T1A |
| AFF SINGLETON, K | 10250 | T16C | TIC |
| AFF STIGALL, R. | 3723 | T16C | TIC |
| AFF TAKACS, J. | 11495 | E7A | E3C |
| AFF WALKER, C. | 10253 | T16B | T1B |
| AFF WALLACE, C. | 4445 | E12B | E12C |
| FF GASPERSON, | 61072 · | T168 | E8C |



Issued By: Charles G. Middleton Fire Chief Approved By: Charles G. Middleton NUMBER

13.013

PERSONNEL ORDER

DATE 10-02-13

SUBJECT: ASSISTANT CHIEF PROMOTION

It is with great pleasure that I announce that Battalion Chief Curtis Wallace has been promoted to the rank of Assistant Chief. Chief Wallace will continue to serve as the Logistics Department Head. His promotion is effective on October 6, 2013.

Please join me in congratulating Chief Wallace on his promotion and in wishing him well as our newest Assistant Chief.



Issued By:

Benjamin W. Morse BUM Assistant Fire Chief, Ops Approved By: Charles G. Middleton Fire Chief

NUMBER

13.013

PERSONNEL ORDER

DATE 10-30-13-

SUBJECT: PERSONNEL REASSIGNMENTS EFFECTIVE: November 3, 2013, 0800 hrs.

Personnel who are changing shifts should go by the following schedule:

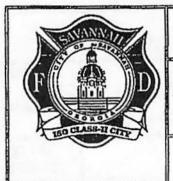
A Shift to C Shift: 0800 - 2000 on Nov. 3rd and return at 2000 on Nov. 5th

PROMOTED TO MASTER FIREFIGHTER

| Employee | PR# | FROM | то |
|----------------------|-------|------|-----|
| AFF Shamir Johnson | 00234 | E5C | E5C |
| AFF Christopher Lamb | 2185 | R1A | RIA |
| AFF Brian Smith | 10051 | R2B | T5B |

NON-PROMOTIONAL REASSIGNMENTS

| Employee | PR# | FROM | ŤO_ |
|----------------------|-------|------|------|
| Capt. Sidney Green | 4688 | T2B | TRNG |
| Capt. Tonia Snelling | 2166 | TRNG | T2B |
| MFF Steven Emberton | 00118 | T5B | R2B |
| MFF Scott Novak | 6321 | R1A | E5C |
| MFF Donald Wright | 4892 | E5C | B14C |
| AFF Tyler King | 11488 | R2A | R1A |



Issued By: Benjamin W. Morse DUM Assistant Fire Chief, Ops

Approved By: Charles G. Middleton Fire Chief

NUMBER

13.014

DATE 11-15-13

PERSONNEL ORDER

SUBJECT: PERSONNEL REASSIGNMENTS EFFECTIVE: November 17, 2013, 0800 hrs.

Personnel who are changing shifts should go by the following schedule:

C Shift to A Shift: 0800-2000 on Nov. 17^{th} and return at 2000 on Nov. 18^{th} C Shift to B Shift: 0800-2000 on Nov. 17^{th} and return at 2000 on Nov. 19^{th} A Shift to C Shift: 0800-2000 on Nov. 18^{th} and return at 2000 on Nov. 20^{th} B Shift to A Shift: 0800-2000 on Nov. 19^{th} and return at 2000 on Nov. 21^{st}

PROMOTED TO

| Employee | PR# | FROM | TO |
|-----------------------------------|-------|------|-----|
| Captain Wood, Christopher | 1979 | НМ2В | E4A |
| Master Firefighter McKenzie, Eric | 00130 | T5C | E3C |

NON-PROMOTIONAL REASSIGNMENTS

| Employee | PR# | FROM | то |
|-------------------------|-------|------|------|
| Captain Nichols, Irving | 2315 | E4A | E2A |
| MFF Carlson, Glenn | 00115 | E12C | E6C |
| MFF Faughey, John | 5907 | T13A | E12C |
| MFF Grant, Patrick | 4677 | E6C | HM2B |
| MFF Harrison, Michael | 2349 | E3C | T13A |



Issued By:
Benjamin Morse
Assistant Fire Chief Ops

Approved By: Charles G. Middleton Fire Chief

13.015

DATE 11-25-13

PERSONNEL ORDER

SUBJECT: NON-PROMOTIONAL PERSONNEL REASSIGNMENTS EFFECTIVE DECEMBER 1, 2013 0800 HOURS

Personnel who is changing shifts should go by the following:

C Shift to A Shift: 0800-2000 on Dec. 2nd and return at 2000 on Dec. 3rd A Shift to C Shift: 0800-2000 on Dec. 3rd and return at 2000 on Dec. 5th

| Employee | PR# | FROM | TO_ |
|--------------------|---------------|------|------------|
| Capt. Bland, J. | 2503 | TIC | TilC |
| Capt. Chapple, D. | 1961 | TRNG | E6B |
| Capt. Goldman, J. | 4878 | T2A | T7C |
| Capt Kitchen, E. | 5702 | E6B | TRNG |
| Capt. Sisco, K. | 1489 | TIB | T11B |
| Capt. Snelling, T. | 2166 | T2B | T7B |
| Capt. Strojny, P. | 2658 | T2C | T7A |
| Capt. Walker, P. | · 2758 | TIA | TIIA · |
| MFF Bridges, M. | 3300 | TIC | TIIC |
| MFF Earley, N. | 00149 | TIA | TIIA |
| MFF Frazier, S. | 4877 | TiB | T7B |
| MFF Holloway, R. | 4587 | T2A | T7A |
| MFF Hutcheson, D. | 2151 | T2B | TI1B |
| MFF Oswell, H. | 2855 | T2B | T7B |
| MFF Parker, C. | 2197 | T1B | T11B |
| MFF Peavy, C | 3312 | T1B | TI1B |
| MFF Phillips | 2016 | T2C | T7C |
| MFF Ward, L. | 00156 | T1A | T11A |
| FF Bilerman, R. | 11476 | T2C | T7C |
| FF Hankins, B. | 5779 | T2B | T7B |
| FF Hanks, C. | 11193 | T2A | T7A |
| FF Hauck, G. | 11176 | T1A | T11A |
| FF Key, S. | 10046 | T2A | T7A |
| FF Knight, S. | 61077 | T2C | T7C |
| FF Marchione, C. | 10247 | TIB | T11B |
| FF Roose, R. | 10671 | TIA | TllA |
| FF Singleton, K. | 10250 | T1C | TIIC |

 FF Stigall, R.
 3723
 T1C
 T11C

 FF Walker, C.
 10253
 T1B
 T11B



Issued By:
Benjamin Morse BWM
Assistant Fire Chief Ops

Approved By: Charles G. Middleton Fire Chief NUMBER 13.016

12-6-13

DATE

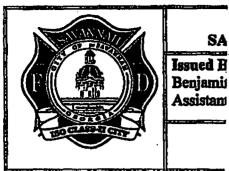
PERSONNEL ORDER

SUBJECT: NON-PROMOTIONAL PERSONNEL REASSIGNMENTS EFFECTIVE: January 1, 2014, 0800 hrs.

Personnel who is changing shifts should go by the following:

C Shift to B Shift: 0800-2000 on Jan 1st and return at 2000 on Jan 3rd A Shift to B Shift: 0800-2000 on Jan 2rd and return at 2000 on Jan 3rd B Shift to C Shift: 0800-2000 on Jan 3rd and return at 2000 on Jan 4th B Shift to A Shift: 0800-2000 on Jan 3rd and return at 2000 on Jan 5th

| Employee | PR# | KROM | TO |
|----------------------|------|------------|-----------|
| BC Dixon, John | 3045 | B2A | взв |
| BC Handy, William | 2150 | ВІВ | B2C |
| BC Harris, Edward | 2618 | B3B | В3А |
| BC Heil, Forrest | 2791 | B2C | взс |
| BC Lloyd, Michael | 3232 | взс | вів |
| BC McDaniel, Kelly | 5847 | ВЗА | B2B |
| BC Rentiers, Kenneth | 2161 | B2B | B2A |



Issued H Benjami Assistan

These Were ENTERED

By Alexadria Isthos

ON 11/24/2014

STAMM @ 2120 pm

| RGENCY SERVICES | | |
|-----------------|------------------|--|
| ldieton | NUMBER | |
| QM . | 12.001 | |
| | DATE 02-17-12 | |
| | | |

SUBJECT: PERSONNEL R

RY 20, 2012, 0800 Hours

| EMPLOYEE | PR# | FROM | TO |
|----------------------|-------|------|------|
| MFF Bobby Bell | 4372 | E10B | E14B |
| MFF Robert Gellatly | 2801 | TIC | E14C |
| MFF Daniel Hutcheson | 2151 | TIB | E10B |
| AFF Mark Oliver | 2206 | E14B | T13B |
| AFF Kim Singleton | 10250 | T2C | TIC |



Issued By: Benjamin W. Morse

Assistant Fire Chief Operations

Approved By: Charles G. Middleton Fire Chief

NUMBER

12.002

PERSONNEL ORDER

DATE 05-11-12

SUBJECT: PERSONNEL REASSIGNMENTS: EFFECTIVE JUNE \$\mathcal{1}_{\mathcal{2}},2012, 0800 HOURS.

C Shift to A Shift:

0800 - 2000 on June 1 and return at 2000 on June 2.

A Shift to C Shift:

0800 - 2000 on June 2 and return at 2000 on June 4.

B Shift to C Shift:

0800 - 2000 on June 3 and return at 2000 on June 4.

PROMOTED TO FIRE CAPTAIN

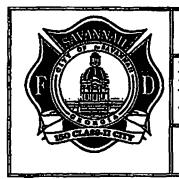
| EMPLOYEE | PR# | FROM | TO |
|---------------------|------|------|------|
| MFF Heyward Johnson | 4331 | E1A | EIC |
| MFF Stephen Waugh | 4374 | E11A | E11A |

PROMOTED TO MASTER FIREFIGHTER

| EMPLOYEE | PR# | FROM | TO |
|--------------------|-------|------|------|
| AFF Todd Home | 10243 | E5B | T16C |
| AFF Jeffrey Walton | 00155 | T13C | E1A |

NON-PROMOTIONAL REASSIGNMENTS

| EMPLOYEE | PR# | FROM | TO |
|-----------------------|------|------|------|
| Captain Curtis Wasdin | 2947 | EllA | E10C |
| Captain Keith Sisco | 1489 | EIC | T15C |



Issued By:
Benjamin W. Morse
Assistant Fire Chief, Operations

Approved By:
Charles G. Middleton
Fire Chief

NUMBER

12.003

DATE 05-11-12

PERSONNEL ORDER

SUBJECT: PERSONNEL REASSIGNMENTS: EFFECTIVE JUNE 1, 2012, 0800 HOURS.

| RANK | EMPLOYEE | PR# | FROM | TO |
|------|-------------------|------|------|-----|
| BC. | Keliy McDaniel | 5847 | BIA | ВЗА |
| BC | Nathaniel Frazier | 1657 | B2A | BIA |
| ВС | John Dixon | 3045 | ВЗА | B2A |
| ВС | Curtis Wallaco | 2211 | вів | B2B |
| BC | Kenneth Rentiers | 2161 | B2B | взв |
| ВС | William Handy | 2150 | взв | B1B |
| ВС | Forrest Heil | 2791 | B1C | B2C |
| BC | Michael Lloyd | 3232 | B2C | взс |
| вс | Dennis Cook | 1493 | ВЗС | BIC |



Issued By:

Benjamin W. Morse Asst Fire Chief Operations

ons & M

Approved By:
Charles G. Middleton
Fire Chief

NUMBER

12.004

DATE 06-14-12

PERSONNEL ORDER

SUBJECT: NON-PROMOTIONAL PERSONNEL REASSIGNMENTS: EFFECTIVE JULY 1,2012

C Shift to A Shift:

0800 - 2000 on July 1 and return at 2000 on July 2

C Shift to B Shift:

0800 - 2000 on July 1 and return at 2000 on July 3

A Shift to B Shift:

0800 - 2000 on July 2 and return at 2000 on July 3

A Shift to C Shift:

0800 - 2000 on July 2 and return at 2000 on July 4

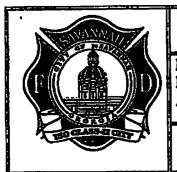
B Shift to C Shift:

0800 - 2000 on July 3 and return at 2000 on July 4

B Shift to A Shift:

0800 - 2000 on July 3 and return at 2000 on July 5

| NAME | RANK | PR# | FROM | TO |
|-------------------|---------|-------|------|--------|
| Barrett, William | Captain | 2162 | T15B | E8C |
| Bethune, Kenneth | Captain | 2990 | E13B | E4B |
| Chapple, Dietrich | Captain | 1961 | E6C | TRNG |
| Goolsby, William | Captain | 2283 | E4B | E6C |
| Howard, Marion P. | Captain | 2209 | E8C | TRNG |
| Ward, Michael | Captain | 3323 | E5A | T15B |
| Rimgren, Stephen | MFF | 4460 | RIB | E5A |
| Emberton, Steven | MFF | 00118 | R5C | TSB |
| Sikes, Milton | MFF | 2219 | E7B | T16A |
| Wright, Donald | MFF | 4892 | E5A | BSC |
| Crain, Justin | MFF | 4467 | T5B | RIB |
| Cause, Fusion | | 1.07 | 1.02 | TAGE . |
| Dixon, Cory | FF | 10041 | E8A | T16C |
| Duray, Vincent | FF | 11475 | T16A | E14B |
| Haag, Phillip | FF | 10682 | B5A | T16C |
| Haire, Edger | FF | 11481 | T16B | E12B |
| Hall, Jeremy | FF | 11482 | E12B | E9A |
| Hankins, Benjamin | FF | 5779 | E10B | T2B |
| Hauck, Gabrielle | FF | 11176 | E9A | B1A |
| Hayes, Zachary | FF | 11485 | B12A | E13B |
| Johnson, Shamir | FF | 00234 | B3A | BSC |
| King, Tyler | FF | 11488 | T16C | R2A |
| Mobley, Jonathan | PP | 11180 | BIA | E8A |
| Payne, Joshua | FF | 10682 | B14B | EllA |
| Petty, Maurice | FF | 10248 | E5C | E3A |
| Rogers, Adam | FF | 10249 | T1A | E10B |
| Singleton, Kim | FF | 10250 | TiC | T16B |



Issued By:
Benjamin W. Morse
Asst Fire Chief Operations

Approved By: Charles G. Middleton Fire Chief NUMBER

12.005 DATE

06-14-12

PERSONNEL ORDER

SUBJECT: NON-PROMOTIONAL PERSONNEL REASSIGNMENTS: EFFECTIVE JULY 15, 2012

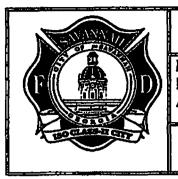
B Shift to C Shift:

0800 - 2000 on July 15 and return at 2000 on July 16

C Shift to B Shift:

0800 - 2000 on July 16 and return at 2000 on July 18

| Bandy, Joseph | Captain | 4577 | TRNG | TI6C |
|-------------------|---------|------|------|------|
| Martin, Michael | Captain | 2322 | T16C | E10B |
| Peek; Charles | Captain | 2201 | TRNG | E5A |
| Hutcheson, Daniel | MFF | 2151 | E10B | TIC |



Issued By: Benjamin W. Morse Assistant Fire Chief Ops

Approved By:
Charles G. Middleton
Fire Chief

NUMBER

12.006

PERSONNEL ORDER

DATE 06-05-12

SUBJECT: NON-PROMOTIONAL PERSONNEL REASSIGNMENTS EFFECTIVE JULY 6, 2012

A Shift to B Shift:

O800 - 2000 on July 8 and return at 2000 on July 9

O800 - 2000 on July 8 and return at 2000 on July 10

O800 - 2000 on July 6 and return at 2000 on July 8

O800 - 2000 on July 7 and return at 2000 on July 8

O800 - 2000 on July 7 and return at 2000 on July 8

O800 - 2000 on July 7 and return at 2000 on July 9

| EMPLOYEE | PR# | FROM | TO_ |
|---------------------|-------|------|------|
| MFF Boyd, Scott | 00113 | T5C | T5A |
| MFF Creech, James | 4581 | T5A | E7C |
| MFF Curry, Michael | 4329 | E7C | R2C |
| MFF Driggers, Damon | 4879 | E7A | T5A |
| MFF Hobart, Jeffrey | 1975 | T5A | E7A |
| MFF Spence, Ben | 3317 | T5A | Е7В |
| MFF Ward, Michael | 3323 | E5A | T16C |
| MFF Wright, Donald | 4892 | E5C | T2A |
| AFF Singleton, Kim | 10250 | T16B | T16C |
| AFF Peirce, Ryan | 10668 | R2B | T5A |
| AFF Smith, Brian | 10051 | T5A | R2B |
| FF Haag, Phillip | 11479 | T16C | T16B |
| FF Haire, Edgar | 11481 | E13B | E12B |
| FF Hayes, Zachary | 11485 | E13B | E9A |



Issued By:
Benjamin W. Morse
Assistant Fire Chief Ops

Approved By:
Charles G. Middleton
Fire Chief

NUMBER

12.007

PERSONNEL ORDER

DATE 06-06-12

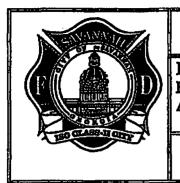
SUBJECT: NON-PROMOTIONAL PERSONNEL REASSIGNMENTS EFFECTIVE JULY 7, 2012

| EMPLOYEE | PR# | FROM | TO |
|-------------------|-------|------|------|
| MFF Home, Todd | 10243 | T16C | E5C |
| AFF Gray, Anthony | 4789 | T2A | E12A |

| SWANNIN | SAVANNAH F | TRE & EMERGENCY SERVIC | es |
|-----------|--|---|------------------|
| (F (A) D | Issued By: Benjamin Morse BMM Assistant Fire Chief Ops | Approved By: Charles G. Middleton Fire Chief CSM | NUMBER 12.008 |
| THE CHILD | PERSON | NEL ORDER | DATE 07-12-12 |

SUBJECT: PERSONNEL REASSIGNMENT, EFFECTIVE JULY 15, 2012

| NAME | PR# | FROM | ТО |
|----------------------|------|------|-----|
| Captain Joseph Bandy | 4577 | TRNG | T5A |



Issued By:
Benjamin Morse
Assistant Fire Chief Ops

Approved By:
Charles G. Middleton
Fire Chief

NUMBER 12.009

PERSONNEL ORDER

DATE 08-30-12

SUBJECT: NON-PROMOTIONAL PERSONNEL REASSIGNMENTS EFFECTIVE SEPTEMBER 3, 2012, 0800 HRS.

C Shift to A Shift: 0800 - 2000 on September 3 and return at 2000 on September 5

| NAME | PR# | FROM | ТО |
|--------------------------|-------|------|-----|
| MFF HORNE, TODD | 10243 | ESC | T5C |
| MFF WRIGHT, DONALD | 4892 | T2A | E5C |
| AFF LILIENTHAL, LAWRENCE | 10667 | T5A | T2A |



Issued By:
Benjamin W. Morse
Assistant Fire Chief, Ops

Bur

Approved By:
Charles G. Middleton
Fire Chief

NUMBER

12.010

PERSONNEL ORDER

DATE 09-26-12

SUBJECT: PERSONNEL REASSIGNMENTS EFFECTIVE SEPTEMBER 29, 2012

Personnel who are changing shifts should go by the following schedule:

| C Shift to A Shift: | 0800-2000 on September 29 and return at 2000 on September 30. |
|---------------------|---|
| C Shift to B Shift: | 0800-2000 on September 29 and return at 2000 on October 1. |
| A Shift to B Shift: | 0800-2000 on September 30 and return at 2000 on October 1. |
| A Shift to C Shift: | 0800-2000 on September 30 and return at 2000 on October 2. |
| B Shift to C Shift: | 0800-2000 on October 1 and return at 2000 on October 2. |
| B Shift to A Shift: | 0800-2000 on October 1 and return at 2000 on October 3. |

| EMPLOYEE | PR# | FROM | <u>TO</u> |
|---------------------------|----------|----------|-----------|
| • | | | |
| PROMOTED TO CAPTAIN | | | |
| MFF GOLDMAN, JEFF | 4878 | E1B | T2A |
| MFF RALSTON, JEREMY | 4592 | E5B | T16C |
| | | | |
| PROMOTED TO MASTER FIRE | EFIGHTER | | |
| AFF FAUGHEY, JOHN | 5907 | EIC | EIB |
| AFF FENNELL, CHRISTOPHER | 10238 | E3B | E5B |
| | | | |
| <u>REASSIGNMENTS</u> | | | |
| CAPTAIN DENT, THOMAS | 2471 | E12C | E9A |
| CAPTAIN HOWARD, MARION | 2209 | TRAINING | T13B |
| CAPTAIN SNELLING, TONIA | 2166 | T13B | TRAINING |
| CAPTAIN PRIDGEON, DANIEL | 3122 | T2A | T15B |
| CAPTAIN WEAVER, KYLE | 2215 | E9A | E13B |
| MFF BARTEK, JASON | 10037 | E12C | E2A |
| MFF CARLSON, GLENN | 00115 | E2A | E12C |
| MFF SIKES, MILTON | 2219 | T16A | E10A |
| AFF SPIVEY, JOSHUA | 10251 | E5A | T5A |
| AFF GOOLSBY, DARRYN | 10015 | E11C | E1C |
| AFF D'AMICO, FRANK | 10680 | E7A | E5A |
| AFF LILLIENTHAL, LAWRENCE | 10667 | T2A | T2C |
| AFF PARKS, JOEL | 10054 | E12A | E12C |
| AFF PEIRCE, RYAN | 10668 | T5A | R1B |
| AFF JACOBS, GREGORY | 10044 | | T13C |
| | | | |



SAVANNAH FIRE & EMERGENCY SERVICES Issued By: Benjamin Morse Assistant Fire Chief Ops Fire Chief PERSONNEL ORDER SAVANNAH FIRE & EMERGENCY SERVICES NUMBER 12.011 DATE 12-18-12

SUBJECT: NON-PROMOTIONAL PERSONNEL REASSIGNMENTS EFFECTIVE DECEMBER 22, 2012, 0800 HRS.

| NAME | PR# | FROM | TO |
|---------------------|-------|------|------|
| MFF STAFFORD, BRIAN | 00132 | Elic | T16C |
| MFF WINSOR, MORGAN | 10034 | TRNG | EllC |



Issued By:
Benjamin W. Morse
Acting Assistant Chief
Of Operations

Approved By: Charles G. Middleton Fire Chief NUMBER
10.001
Revised

DATE 2/17/10

PERSONNEL ORDER

SUBJECT: REASSIGNMENTS EFFECTIVE: 0800 Hrs, 2/20/2010

Method:

→ B shift to C shift: February 20, 2010, 0800 Hrs. - 2000 Hrs. February 21, 2010, 2000 Hrs. - 0800 Hrs.

→ C shift to A shift: February 21, 2010, 0800 Hrs. - 2000 Hrs. February 22, 2010, 2000 Hrs. - 0800 Hrs.

| <u>EMPLOYEE</u> | <u>PR#</u> | FROM | <u>TO</u> |
|-------------------|------------|-------|-----------|
| Captain B. Arnold | 2015 | E-11C | E-8A |
| Captain R. Smith | 2703 | E-12B | E-11C |
| Captain M. White | 2059 | E-8A | T-15C |
| MFF A. Bennett | 2057 | E-13C | T-13C |
| MFF J. Bouchea | 4579 · | E-8A | T-16A |
| MFF J. Horton | 00124 | T-16A | E-8A |
| MFF G. Dickens | 00116 | T-13C | E-13C |
| FF E. Huffman | 10244 | T-2C | E-2C |
| FF D. Mack | 6008 | E-8A | T-16A |
| FF J. Moreland | 10026 | E-2C | T-2C |
| FF T. Waters | . 10053 | T-16A | E-8A |
| | | | |



Issued By:
Benjamin Morse
Interim Operations
Chief

BWM

Approved By: Charles G. Middleton Fire Chief NUMBER

10.002

PERSONNEL ORDER

DATE

PERSONNEL ORDER

03-17-2010

SUBJECT: Assignments

The following assignments will take effect on Saturday, March 20, 2010 at 0800 hours.

| NAME | PR# | FROM | TO |
|--------------|---------|---------|--------|
| Mobley, J. | 11180 | Recruit | ElA |
| Jacobs, J. | 11177 | Recruit | E2A |
| Massie, S. | . 11179 | Recruit | E4A |
| Coyne, B. | 11172 | Recruit | E8A |
| Martinez, M. | 11178 | Recruit | E10A |
| Hanks, C. | 11193 | Recruit | E11A - |
| Sanders, T. | 11189 | Recruit | EIB |
| Hauck, G. | 11176 | Recruit | E2B |
| Doherty, T. | 11174 | Recruit | - E8B |
| Davis, C. | 11173 | Recruit | E11B |
| Morgan, K. | 1192 | Recruit | E12B |
| Wallace, C. | 4446 | Recruit | E13B |
| King, W. | 11195 | Recruit | E1C |
| Ulmer, A. | 11183 | Recruit | E2C |
| Lapp, B. | 11190 | Recruit | E3C |
| Gantt, J. | . 11175 | Recruit | E11C |
| Nefstead, T. | 11181 | Recruit | E13C |
| Goody, G. | 11187 | Recruit | E10C |

| NAME | PR# | FROM | |
|--------------------|-------|--------------|--------------|
| | | | • |
| Captain Butler, L. | 2143 | E10B | · T1B |
| Captain Small, D. | 2482 | TIB | E10B |
| MFF Sikes, M. | 2219 | R2B | E7B |
| MFF Stafford, B. | 00132 | EllB | E12B |
| AFF Bancroft, S. | 2160 | - E8B | E1B |
| AFF Boyd, S. | 00113 | E5B | T5B |
| AFF Brown, D. | 10039 | E7B | R2B |
| AFF Bryant, C. | 10040 | E12B | T15B |
| AFF Griffin, P. | 10016 | T15B | . E12B |
| AFF Kenyon, J. | 10019 | R2B | ЕЗВ |
| AFF Horne, T. | 10243 | Ť1B | E5B |
| AFF Lilienthal, L. | 10667 | ·· Ei1B | R2B |
| AFF Long, S. | 3307 | E3C | T5C |
| AFF Marchionne, C. | 10247 | E12B | E11B |
| AFF Peavy, C. | 3312 | E13B | T13B |
| AFF Preston, J. | 10669 | EIB | . E12B |
| AFF Saylor, C. | 10672 | E12A | T2B |
| AFF Selgren, R. | 10028 | E3B | E7B |



Issued By:
Benjamin W. Morse
Acting Assistant Chief,
Operations

Approved By:
Charles G. Middleton
Fire Chief

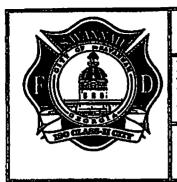
NUMBER 10.003

PERSONNEL ORDER

DATE 4/9/10

SUBJECT: REASSIGNMENTS EFFECTIVE: Monday, April 12, 2010, 0800 Hours

| EMPLOYEE | PR# | <u>FROM</u> | TO |
|-------------------------|-------|-------------|----------|
| Captain Harris, Edward | 2618 | E-1B | Training |
| Captain Howard, William | 4884 | E-7B | Training |
| MFF Gutierrez, Maria | 5777 | E-3A | T-1B |
| AFF Johnson, Shamir | 00234 | R-1A | E-3A |
| AFF Kenny, Cory | 10657 | E-10C | R-2C |
| AFF Lamb, Christopher | 2185 | R-2C | R-1A |
| AFF Magill, Brian | 10021 | E-3A | E-10C |



Issued By:
Benjamin W. Morse,
Acting Assistant Chief, Operations

Approved By: Charles G. Middleton Fire Chief NUMBER

10.014

PERSONNEL ORDER

DATE 4/29/10

SUBJECT: REASSIGNMENTS EFFECTIVE: SATURDAY, MAY 1, 2010, 0800 HOURS.

Personnel who are changing shifts should go by the following schedule:

A Shift to C Shift (4) Work 0800 - 2000 hrs. on May 2 and return on May 4 at 2000 hrs.

C Shift to A Shift (3) Work 0800 - 2000 hrs. on May 1 and return on May 2 at 2000 hrs.

C Shift to B Shift (2) Work 0800 - 2000 hrs. on May 1 and return on May 3 at 2000 hrs.

| EMPLOYEE | PR# | <u>FROM</u> | <u>TO</u> |
|------------------------|-------|---------------|-----------|
| Captain Dupree, T. | 2264 | Training Div. | EIB |
| Captain Vandercook, M. | 3319 | Training Div. | T2A |
| MFF Hillis, C. | 2155 | T15C | E11A |
| MFF Wilson, S. | 4816 | E11A | T15C |
| AFF Magill, B. | 10021 | E10C | E10B |
| AFF Parks, J. | 10054 | E4A | E13C |



Issued By:
Benjamin W. Morse
Acting Assistant Chief Operations

Approved By: Charles G. Middleton Fire Chief NUMBER 10.015

> DATE 5/27/10

PERSONNEL ORDER

SUBJECT: REASSIGNMENTS EFFECTIVE: Tuesday, June 1, 2010, 0800 Hours

Method:

- → B Shift to A Shift: 0800-2000 on June 2 and return on June 4, 2000-8000 Hours.
- → A Shift to C Shift: 0800-0800 on June 1 and return on June 3, 0800-0800 Hours.

| EMPLOYEE | PR# | <u>FROM</u> | <u>TO</u> |
|----------------------|-------|-------------|-----------|
| Captain Johnson, S. | 2946 | E3B | E13B |
| Captain Peay, S. | 1875 | E13B | T16A |
| MFF Barrett, W. | 2163 | E5C | E8C |
| MFF Horton, James. | 00124 | E8A | E9A |
| MFF Muenzenmeyer, B. | 4886 | E9A | E7C |
| MFF Shelnutt, C. | 4803 | E7C | E5C |
| AFF Bancroft, S. | 2160 | ElB | E3B |
| AFF D'Amico, F. | 10680 | TlA | E7A |
| AFF Denmark, T. | 2172 | E5A | T15A |
| AFF Greene, M. | 10663 | R2A | E5A |
| AFF Pierce, R. | 10668 | E7A | R2A |
| AFF Rogers, A. | 10249 | T15A | TlA |
| AFF Saylor, C. | 10672 | T2B | E11B |
| AFF Smalls, T. | 10673 | E7B | E3B |
| AFF Tillman, H. | 10031 | E3B | T2B |
| FF Davis, C. | 11173 | E11B | E7B |



Issued By:
Benjamin W. Morse
Acting Assistant Chief Operations

Approved By: Charles G. Middleton Fire Chief

NUMBER 10.016

> DATE 7/21/10

PERSONNEL ORDER

SUBJECT: PERSONNEL REASSIGNMENTS: EFFECTIVE JULY 24, 2010, 0800 HOURS

Method:

- > C Shift to A Shift: July 24, 0800-2000, return July 25, 2000-0800.
- > C Shift to B Shift: July 24, 0800-0800, return July 26, 0800-0800.
- > A Shift to C Shift: July 25, 0800-0800, return July 27, 0800-0800.
- > B Shift to C Shift: July 26, 0800-2000, return July 27, 2000-0800.

| EMPLOYEE | PR# | FROM | TO |
|--------------------|-------|------|------|
| Centain Bland T | 2503 | EIC | T13C |
| Captain Bland, J. | | | |
| Captain Carter, K. | 2420 | E4C | E6A |
| Captain Dent, J. | 2471 | E6A | E4C |
| MFF Gellatly, R. | 2801 | E13B | EIB |
| MFF Ifill, W. | 1978 | T13B | T16B |
| MFF Lanier, D. | 6080 | T16A | T15C |
| MFF Parker, C. | 2197 | E14B | E8B |
| MFF Wilson, S. | 4816 | T15C | T16A |
| FF Burke, P. | 4787 | E6C | E6A |
| FF Crumpler, J. | 148 | T16B | E14B |
| FF Homan, J. | 10242 | E13B | E2C |
| FF Huffman, E. | 10244 | E2C | E13B |
| FF Lambert, T. | 10047 | E6A | E6C |
| FF Mack, D. | 6008 | T16A | E13A |
| FF Roehm, J. | 10670 | EliC | E6C |
| FF Tillman, H. | 10031 | T2B | E4C |
| FF Ulmer, A. | 11183 | E2C | T2B |
| FF Wood, C. | 1979 | E6C | E13B |



Issued By:
Benjamin W. Morse Burn
Acting Assistant Chief Operations

Approved By: Charles G. Middleton Fire Chief /// NUMBER

10.018

DATE 12/28/10

PERSONNEL ORDER

SUBJECT: PERSONNEL REASSIGNMENTS: EFFECTIVE JANUARY 1, 2011, 0800 HOURS

| EMPLOYEE | PR# | FROM | TO |
|----------------------|------|------|-----|
| MFF Goldman, Jeffrey | 4878 | E3B | E1B |
| MFF Bandy, Joseph | 4577 | E1B | E3B |



Issued By:

Benjamin W. Morse BUM Acting Assistant Chief, Operations Approved By: Charles G. Middleton Fire Chief

NUMBER

11.001

PERSONNEL ORDER

DATE 03-11-2011

SUBJECT: PERSONNEL REASSIGNMENTS: EFFECTIVE MARCH 14, 2011; 0800 Hours

Method: B Shift to A Shift, March 14, 2011, 0800-0800, Return March 16, 0800, 0800-0800.

A Shift to B Shift, March 17, 0800-0800.

B Shift to C Shift, March 14, 0800-2000, Return March 15, 2000-0800.

| RANK | EMPLOYEE | PR# | FROM | TO |
|------|----------------------|-------|-------|------|
| BC | Cook, Dennis | 1493 | B2C | B3C |
| BC | Faust, Anthony | 2566 | ВЗА | B3B |
| ВС | Lloyd, Michael | 3232 | BIA | B3A |
| CAPT | Brigdon, Jack | 2139 | E5A | E13A |
| CAPT | Fogarty, Christopher | 2129 | E10A | TI5A |
| CAPT | Leighty, Thomas | 2949 | ЕЗС | T5C |
| CAPT | Monroe, Owen | 2033 | E13A | E12A |
| CAPT | Thomas, Marvin | 2246 | T5C | E3C |
| MFF | Alvin, Ronnie | 2036 | E10C | E14C |
| MFF | Barrett, William | 2162 | E8C | E10C |
| MFF | Bell, Bobby | 4372 | E8B | E10B |
| MFF | Bridges, Mark | 3300 | TIB | E10C |
| MFF | Gellatly, Rob | 2801 | EIB | EIC |
| MFF | Gutierrez, Maria | 5777 | TIB - | E8B |
| MFF | Hillis, Anthony | 2155 | TIA | T15A |
| MFF | Oliser, Andras | 1987 | E9C | E12C |
| MFF | Robinson, William | 4870 | T15B | TIB |
| MFF | Stafford, Brian | 00132 | E12B | E9C |
| AFF | Davis, Christopher | 11173 | E7B | E5B |

| AFF | Dekanek, Christopher | 1845 | T15A | TI3A |
|-------------------------|---|--|---|---|
| AFF | Goolsby, Darynn | 10015 | E2A | T2A |
| AFF | Griffin, Peter | 10016 | E12B | E13C |
| APP | Hancock, John | 4471 | E9A | E12B |
| AFF | Hauck, Gabrielle | 11176 | E2B | E9A |
| AFF | Hendrix, Dwayne | 10108 | E5B | B7B |
| AFF | Hendrix, Johnny | 10240 | T2A | T15A |
| AFF | King, William | 11195 | EIC | E14C |
| AFF | Lancaster, Clarence | 10048 | E6B | E12B |
| AFF | Lilienthai, Lawrence | 10667 | R2B | T5B |
| AFF | Long, Stephen | 3307 | T-5C | R-2C |
| AFF | McClendon, James | 4310 | E4B | E2B |
| AFF | Milie, Robert | 10049 | E5B | R2B |
| AFF | Mobley, Christian | 4462 | ВЗВ | R1B |
| | | | | |
| AFF | Mollenkamp, Brooke | 10025 | .E8B | E4B |
| AFF AFF | Mollenkamp, Brooke Moreland, James | 10025 10679 | *E8B | E4B TIC |
| | •• | | | |
| AFF | Moreland, James | 10679 | TI3C | TIC |
| AFF AFF | Moreland, James Morgan, Kevin | 10679 11192 | T13C E12B | TIC E9B |
| AFF AFF | Moreland, James Morgan, Kevin Parks, Joel | 10679 11192 10054 | T13C E12B E13C | TIC E9B E12C |
| AFF AFF | Moreland, James Morgan, Kevin Parks, Joel Peavy, Chris | 10679 11192 10054 3312 | T13C E12B E13C T13B | TIC E9B E12C T16B |
| AFF AFF AFF | Moreland, James Morgan, Kevin Parks, Joel Peavy, Chris Powell, Thomas | 10679 11192 10054 3312 10105 | T13C E12B E13C T13B E9B | TIC E9B E12C T16B E12B |
| AFF AFF AFF | Moreland, James Morgan, Kevin Parks, Joel Peavy, Chris Powell, Thomas Rogers, Adam | 10679 11192 10054 3312 10105 10249 | T13C E12B E13C T13B E9B E1A | TIC E9B E12C T16B E12B T1A |
| AFF AFF AFF AFF | Moreland, James Morgan, Kevin Parks, Joel Peavy, Chris Powell, Thomas Rogers, Adam Roose, Robert | 10679 11192 10054 3312 10105 10249 | T13C E12B E13C T13B E9B E1A T13A | TIC E9B E12C T16B E12B T1A E11A |
| AFF AFF AFF AFF AFF | Moreland, James Morgan, Kevin Parks, Joel Peavy, Chris Powell, Thomas Rogers, Adam Roose, Robert Sanders, Travon | 10679 11192 10054 3312 10105 10249 10671 11189 | T13C E12B E13C T13B E9B E1A T13A E1B | TIC E9B E12C T16B E12B T1A E11A E10B |
| AFF AFF AFF AFF AFF | Moreland, James Morgan, Kevin Parks, Joel Peavy, Chris Powell, Thomas Rogers, Adam Roose, Robert Sanders, Travon Ulmer, Andrew | 10679 11192 10054 3312 10105 10249 10671 11189 11183 | T13C E12B E13C T13B E9B E1A T13A E1B | TIC E9B E12C T16B E12B T1A E11A E10B E8C |
| AFF AFF AFF AFF AFF AFF | Moreland, James Morgan, Kevin Parks, Joel Peavy, Chris Powell, Thomas Rogers, Adam Roose, Robert Sanders, Travon Ulmer, Andrew Waiker, Cleveland | 10679 11192 10054 3312 10105 10249 10671 11189 11183 10253 | T13C E12B E13C T13B E9B E1A T13A E1B T2B E10B | TIC E9B E12C T16B E12B T1A E11A E10B E8C T15B |



Issued By: Benjamin W. Morse Asst. Fire Chief Ops Bur

Approved By:
Charles G. Middleton
Fire Chief

NUMBER

11.003

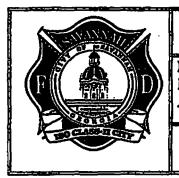
PERSONNEL ORDER

DATE 05-26-11

SUBJECT: PERSONNEL REASSIGNMENTS: EFFECTIVE JUNE 5, 2011, 0800 HOURS

Report to your Battalions on June 5, 6, or 7, 2011

| RANK | EMPLOYEE | PR# | FROM | TO |
|------|--------------------|------|----------|----------------|
| BC | Cook, Dennis | 1493 | BIC | взс |
| BC | Dixon, John | 3045 | B2A | ВЗА |
| BC | Frazier, Nathaniel | 1657 | взв | B2A |
| BC | Handy, William | 2150 | RIA | B3B |
| ВС | Harris, Edward | 2618 | Training | Training Chief |
| BC | Heil, Forest | 2791 | T5B | BIC |
| ВС | Lloyd, Michael | 3232 | ВЗА | B2C |
| BC | McDaniel, Kelly | 5847 | Training | BIA |
| ВС | Rentiers, Kenneth | 2161 | BIB | B2B |
| ВС | Wallace, Curtis | 2211 | E6C | BIB |



SAVANNAH BUREAU OF FIRE AND EMERGENCY SERVICES

Issued By:
Benjamin W. Morse
Asst. Fire Chief, Ops

Approved By: Charles G. Middleton Fire Chief NUMBER

11.004

PERSONNEL ORDER

DATE 06-24-11

SUBJECT: PERSONNEL REASSIGNMENTS

EFFECTIVE JUNE 27, 2011, 0800 HOURS

| RANK | EMPLOYEE | PR# | FROM | TO |
|------|-------------------|------|------|----------|
| CAPT | Johnson, Santonio | 2946 | E13B | Training |

EFFECTIVE JULY 4, 2011, 0800 HOURS

| RANK | EMPLOYEE | PR# | FROM | TO | _ |
|------|-----------------|------|----------|------|---|
| CAPT | Davis, Michael | 2344 | E8C | E14C | |
| CAPT | Howard, MP | 2209 | E5C | E8C | |
| CAPT | Howard, William | 4884 | Training | E5C | |
| CAPT | Strojny, Paul | 2658 | E2C | T2C | |



SAVANNAH BUREAU OF FIRE AND EMERGENCY SERVICES

Issued By:
Benjamin W. Morse
Asst. Fire Chief, Ops

Approved By: Charles G. Middleton Fire Chief NUMBER

11.005 <u>Addendum 2</u> DATE 07-14-11

PERSONNEL ORDER

SUBJECT: Reassignments Effective: Sunday, July 17, 2011, 0800 Hours

Personnel who are changing shifts should go by the following schedule:

A Shift to B Shift: 0800 - 2000 on July 17 and return at 2000 on July 18.

Dive Class Attendees must come in at 0800 only on this day.

A Shift to C Shift: 0800 - 2000 on July 17 and return at 2000 on July 19.

B Shift to C Shift: 0800 - 2000 on July 18 and return at 2000 on July 19.

B Shift to A Shift: 0800 - 2000 on July 18 and return at 2000 on July 20.

C Shift to A Shift: 0800 - 2000 on July 19 and return at 2000 on July 20.

C Shift to B Shift: 0800 - 2000 on July 19 and return at 2000 on July 21.

NON-PROMOTIONAL REASSIGNMENTS

| EMPLOYEE | PR# | FROM | TO |
|-------------------------|-------|------|-----|
| MFF Carlson, Glenn | 00115 | HM2A | E2A |
| MFF Raulerson, Michael | 2327 | E2A | E9C |
| FF Lilienthal, Lawrence | 10667 | T5B | T5A |



SAVANNAH BUKEAU OF FIRE AND EMERGENCY SERVICES

Issued By: Benjamin Morse Asst. Fire Chief, Ops/ Approved By: Charles G. Middleton Fire Chief

NUMBER

11.006

DATE

PERSONNEL ORDER

08-02-2011

SUBJECT: Reassignments Effective: Saturday, August 6, 2011, 0800 Hours

Personnel who are changing shifts should go by the following schedule:

0800-2000 on Aug 7^{th} , and return at 2000 on Aug 8^{th} 0800-2000 on Aug 7^{th} , and return at 2000 on Aug 9^{th} 0800-2000 on Aug 8^{th} , and return at 2000 on Aug 10^{th} 0800-2000 on Aug 6^{th} , and return at 2000 on Aug 7^{th} A Shift to B Shift: A Shift to C Shift: B Shift to A Shift:

REASSIGNMENT LIST

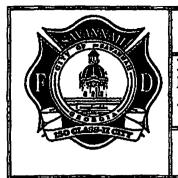
C Shift to A Shift:

| EMPLOYEE | PR# | FROM | TO |
|-----------------------|-------|------|-------|
| Captain Kelly, M. | 2208 | TIA | T16B |
| Captain McCutchen, J. | 2746 | E7C | E3A |
| Captain Oliver, D. | 2969 | T16B | TIA |
| MFF Bridges, M. | 3300 | E10C | T16C |
| MFF Curry, M. | 4329 | E3A | E7C |
| MFF Hancock, J. | 3304 | El3A | E13C |
| MFF Hansil, R. | 2415 | E13C | E13A |
| MFF Holloway, R. | 4587 | E5B | E14B |
| MFF Ligon, P. | 4024 | EllA | E14A |
| MFF Peavy, C. | 3312 | T16A | T16B |
| MFF Raiston, J. | 4592 | E14A | E5A |
| MFF Robinson, C. | 6678 | TIA | E10C |
| MFF Waugh, S. | 4374 | E14B | EllA: |
| AFF Dekanek, C. | 1845 | T16B | T16A |
| AFF Dipetro, T. | 5772 | E14A | ElB |
| AFF Hinton, J. | 10042 | E6A | E4C |
| AFF Jones, C. | 00150 | E13B | E6A |
| AFF Littlejohn, M. | 10020 | T13C | E9C |
| AFF Lopez-Mena, H. | 10056 | T16C | E14C |
| AFF Morgan, K. | 11192 | E4C | E6A |

RECRUIT ASSIGNMENTS

| EMPLOYEE | PR# | <u>ASSIGNMENT</u> |
|--------------------|-------|-------------------|
| FF Billotto, B. | 11471 | E5B |
| FF Bladergroen, I. | 41472 | T5C |
| FF Brown, K. | 11473 | R1B |

| FF Deneau, P. | 11474 | E11A |
|--------------------|-------|-------|
| FF Duray, V. | 11475 | T16A |
| FF Eilerman, R. | 11476 | T13B |
| FF Gerbasi, J. | 11477 | T1A~ |
| FF Gerbsch, J. | 11478 | E12C |
| FF Haag, P. | 11479 | E5A |
| FF Haddock, T | 11480 | E2B |
| FF Haire, E. | 11481 | T16B |
| FF Hall, J. | 11482 | E12B |
| FF Hamilton, W. | 11483 | E6C |
| FF Hardwick, B. | 11191 | T13C |
| FF Harris, B. | 11484 | E6B |
| FF Hayes, Z. | 11485 | E12A |
| FF Homan, D. | 11486 | E13C |
| FF Hummeldorff, M. | 11487 | R1C |
| FF King, T. | 11488 | T16C |
| FF Lang, F. | 11489 | E8B |
| FF Lloyd, A. | 11490 | E7A |
| FF Maier, M. | 11491 | E2A |
| FF Oldland, W. | 11492 | E2C |
| FF Petravich, N. | 11493 | E5C |
| FF Sokolowski, S. | 11494 | T5B · |
| FF Takacs, J. | 11495 | E14A |
| FF Ulisperger, A. | 11496 | E8C |
| FF Vaughan, J. | 11497 | R1A |
| FF Zechar, N. | 11498 | E13B |



SAVANNAH BUREAU OF FIRE AND EMERGENCY SERVICES

TODO N

Issued By:
Benjamin W. Morse
Asst. Fire Chief, Ops BWW

Approved By:
Charles G. Middleton
Fire Chief

NUMBER

11.007 Revision 1

PERSONNEL ORDER

DATE 09-22-11

SUBJECT: Personnel Reassignments Effective September 25, 2011, 0800 Hours.

Personnel who are changing shifts should go by the following schedule:

B Shift to A Shift: 0800-2000 on September 25 and return at 2000 on September 27. B Shift to C Shift: 0800-2000 on September 25 and return at 2000 on September 26. C Shift to A Shift: 0800-2000 on September 26 and return at 2000 on September 27. C Shift to B Shift: 0800-2000 on September 26 and return at 2000 on September 28. A Shift to B Shift: 0800-2000 on September 27 and return at 2000 on September 28. A Shift to C Shift: 0800-2000 on September 27 and return at 2000 on September 29.

| EMPLOYEE | PR# | FROM | <u> </u> |
|-----------------------|-------------|------|----------|
| PROMOTED TO CAPTAIN | | | |
| MFF Campbell, Charles | 2022 | E12B | E9C |
| PROMOTED TO MASTER | FIREFIGHTER | | |
| AFF Gaston, Gerry | 2783 | E13C | E4A |
| <u>REASSIGNMENTS</u> | | | |
| Captain Brigdon, Ross | 2139 | E13A | EIB |
| MFF Gutierrez, Job | 2759 | E4A | E12B |
| MFF Raulerson, Craig | 2377 | E9C | E13A |
| AFF Dixon, Cory | 10041 | T5A | E8A |
| AFF Hankins, Ben | 5779 | T13B | E10B |
| AFF Hart, Blaine | 10239 | E12C | E13B |
| AFF Levinson, David | 00127 | RIC | E9B |

| AFF Mack, Donald | 6008 | T16A | E10A |
|---------------------|-------|----------|------|
| AFF Miller, Scottie | 10024 | 40 Hours | Elic |
| AFF Moreland, James | 10679 | TIC | E1C |
| AFF Roose, Robert | 10671 | EllA | T16A |
| AFF Stigall, Ryan | 3723 | E1C | TIC |
| AFF Winsor, Morgan | 10034 | R2A | RIC |



SAVANNAH BUREAU OF FIRE AND EMERGENCY SERVICES

Issued By: Benjamin W. Morse Assistant Chief, Ops

Bum

Approved By:
Charles G. Middleton
Fire Chief

NUMBER

11.008

PERSONNEL ORDER

DATE 12-16-2011

SUBJECT: PERSONNEL REASSIGNMENTS: EFFECTIVE DECEMBER 19, 2011, 0800 Hours

Method:

> A Shift to B Shift

December 20, 0800-2000, return December 21, 2000

➤ C Shift to B Shift

December 19, 0800-2000, return December 21, 2000

| EMPLOYEE | PR# | FROM | то |
|--------------------------|-------|------|-----|
| MFF Hutcheson, Daniel | 2151 | T16C | TIB |
| MFF Pottorff, Charles | 4801 | R2C | E8B |
| AFF Fennell, Christopher | 10238 | T2A | E3B |
| AFF Gray, Anthony | 4789 | E10A | T2A |



SAVANNAH BUREAU OF FIRE & EMERGENCY SERVICES

Issued By:
Benjamin W. Morse
Asst. Fire Chief, Ops

Approved By: Charles G. Middleton Fire Chief NUMBER 11.002

DATE

PERSONNEL ORDER

05-03-11

SUBJECT: Personnel Reassignment Effective: May 4, 2011, 0800 Hours

EMPLOYEE

PR#

FROM

TO

BC Frazier, Nathaniel

1657

Administration

B3B

The continued diminishment of the Battalion Chief's authority

Under the current Savannah Fire Administration the authority of the Battalion Chiefs has continuously been diminished.

In the fire service the primary responsibility of the Battalion Chief is the management of assets and personnel in the field. This has always been in the administrative and emergency incident capacity, overseeing the day to day operations, emergency incidents and making sure that our mission is carried out.

Under Chief Middleton our ability to make decisions has been stripped in many areas. This has been handed down through several different chiefs of operations both permanent and temporary; there have been five separate personnel in this position under Chief Middleton.

The E-Mail on the next page will give two examples of the loss of authority which affects the bureau, the dispatch center and life safety of our citizens.

- The ability of the Battalion Chief to order single company response during severe storms ahead of the call being dispatched reduces confusion in the communications center, saves time as we usually get flooded with calls and reduces chaos in the field by having orderly call dispatch without having to constantly return fire companies.
- > The ability to stand up companies helps us to maintain adequate fire coverage during emergency incidents and scheduled events.
- > Both of these decisions were protested by the majority of the Battalion Chiefs but our concerns were ignored. The Chief of Operations is not always available when the decision needs to be made.

Note; The example given on the E-Mail as to how to handle dispatch to automatic alarms during severe weather had to be over ridden by the Chief of Logistics on June 28, 2016. A severe storm came in and caused so many calls that resources were being stretched to the limit, Chief-2 came over the radio but dispatch had to tell him to hold his traffic (they were too busy to talk to him at first), when they told him to go with his traffic Chief-2 ordered the single company response. Normally the Battalion Chief would have done this ahead of or at the start of the storm.

Page-2 on the opposite side of this folder will give 2 examples of public endangerment by the loss of authority to stand up companies.

Battalion Chief J.T. Dixon

Savannah Fire & Emergency Services

June 29, 2016.

John Dixon

From:

Jeff Alberts

Sent:

Friday, May 20, 2016 4:07 PM

To:

Edward Harris; Elzie Kitchen; Jack McCutchen Jr.; James Vickers; John Dixon; Kelly

McDaniel: Kenneth Rentiers; Michael Lloyd; Nathan Gaskill; William Handy

Cc:

Steven Floyd; Glenn Brantley; Daniel Pridgeon; Jeffrey Croslen

Subject:

Clarification on Comm's 01

Importance:

High

BC's and AA BC's

The other day the COS experienced an extremely strong weather front along the L95 corridor. The past practice was to have a BC announce over the radio that "All alarms would be a single company response during the storm". The issue that was discovered was that dispatch understood this direction as the entire city would be responding to alarms with a single unit. During this weather event, the downtown and southside areas of town experienced only moderate weather related issues. From this point further we will not be directing Dispatch to go to single company responses however, BC's and AA BC's will utilize the direction outlined in Comms 01 that states:

4.3.2. BC's will have the authority to modify the response outlined in Comms 02: Response Modes, in order to meet the tasking objectives and response times in the Standards of Cover.

Under this section of Comms 01, BC's and AA BC's will modify the response during high volume or severe weather events to maintain coverage and response capabilities. For example, during a weather event the BC will state "BC1 to Engine X, continue on, all other units return to available status".

The next clarification involves the standing up of addition units to meet response capabilities. If the BC or AA BC finds that standing up of additional units is necessary to meet our response capabilities, the BC/ AA BC will contact the Operations Chief for approval. Thank you.

Thank You,
Jeff Alberts
Interim Assistant Chief Operations
Savannah Fire & Emergency Services
jalberts@savannahga.gov
C: 912.210.6620
O: 912.651.3047



Request to stand up additional fire company denied

On May 25, 2016 Savannah Fire & Emergency Services had an extremely busy calendar which contained multiple events. These events caused gaps in fire protection coverage which the Battalion Chiefs had to shift fire company locations to keep response times as low as possible.

In the 3rd Battalion the problem was aggravated in the Northwest area (Station-13 & 14) because we were using a ladder truck that did not carry water. This situation left 1-staffed water carrying unit (Engine-14) to cover an extremely large geographical area. My simple solution was to stand up an additional company by moving three personnel to a reserve engine; this would be placed in service as Engine-18.

I contacted the Operations Chief as was outlined in our new directive via the E-Mall of May 20th to seek approval, I was denied.

I explained the situation stating that we were at a dangerously low level of fire protection for this area. The Operations Chief told me that we can pull a company from in town (Downtown, Midtown, and Southside) and I stated that the whole city was stretched because of the multiple activities. The Operations Chief started telling me about statistics concerning fire protection. I stated that I was not talking about statistics but rather having adequate resources in place should an emergency occur within this area. I explained that Truck-13 did not carry water and if we had any type of fire in that area that Truck-13 could not do anything until Engine-4 or Engine-14 arrived. Either company would take several minutes to arrive and back Truck-13 up. After continued discussion the Operations Chief stated that we would go with status quo.

In this case above the Battalion Chief has had the authority to manage adequate fire protection levels until May 20, 2016. There was no reason to deny the request to stand up the extra company as no additional cost would occur.

The next shift on May 28, 2016 we were in a similar situation as multiple fire companies were assigned to cover the 200 Club's Savannah Mile. I attempted to contact Operations Chief to request the stand up of the extra company; he did not get in contact with me until later in the day when all companies were back in place. This is another reason that this type of life safety decision needs to be left with the Battalion Chief.

Battalion Chief J. T. Dixon

Savannah Fire & Emergency Services

June 29, 2016

Savannah Fire & Emergency Services Turnover at Fire HQ

The employee list on this sheet shows turnover in various key SFES positions since 2007.

Assistant Chief of Operations

- > Stephen Bragg
- > Stanley Mosley
- ➤ Ben Morse
- > Elzie Kitchen Interim
- > Jeff Alberts Interim

Assistant Chief of Logistics

- > Stephen Miller
- ➤ Ron Butler
- > Tony Faust AA
- ➤ Earl Spikes AA
- ➤ Mike Lloyd AA
- > Nathaniel Frazier AA
- ➤ Cedric Scott
- > Curtis Wallace currant

Chief of Training

- > Tim Sendleback
- ➤ Tony Faust
- > James Vickers
- ➤ Albert Wright
- ➤ Edward Harris
- > Jeff Alberts
- > Jack McCutchen-current

Chief of Special Operations

- ▶ James Vickers
- ▶ Ben Morse



Chief of Investigations

- **▶** Bob Clitch
- Drew Baker



Senior Management Analysis

- > OJ Williams 204~ (~)
- ➤ Cheryl Brockington *
- ➤ Kerri Reid *
- ➤ Gardenia Campbell *



Public Information Officer

➤ Matt Stanley



Administrative Personnel (all listed have departed SFES)

- > Amy Benton *
- > Elizabeth Cambridge *
- > Angela LaRochester *
- ➤ Kisher Bland *
- > Kathy McBride
- ➤ Shirley Hale
- ➤ Mickey Rahn
- Demetrie Shavers *
- ➤ Tracy Gregory *

*These employees transferred to other COS Bureaus. Some are still employees with COS.

EXAMPLE OF EMPLOYEE TURNOVER. 3-YPARS

2011 EMPLOYEE SEPARATIONS- SFES

| EMPLOYEE | POSITION | TM | DEDT | 1 274221 |
|-------------------------|-----------------------|----------|------|--------------|
| Beasley, Vincent P. | Advanced Firefighter | 8/26/11 | 5140 | REASON |
| Bryant, Clifford E. | AFF | 6/06/11 | 5140 | ROE |
| Chandler, Darlene H. | Advanced FF | 3/16/11 | 5140 | DIUP |
| Cooper, Greg | Master Firefighter | 2/28/11 | 5140 | ROTH |
| Coursey, James H. | Fire Captain | 3/31/11 | 5140 | RT |
| Crager, Michael R. | Fire Captain | 3/31/11 | 5140 | RT RT |
| Culbreth, James J. | Advanced FF | 5/11/11 | 5140 | RED |
| Dupree, Todd A. | Fire Captain | 9/11/11 | 5140 | RREL |
| Faust, Anthony A. | Fire Battalion Chief | 3/31/11 | 5140 | RT |
| Gantt, John G. | Advanced FF | 4/28/11 | 5140 | ROE |
| Griffin, Peter J. | Advanced FF | 4/28/11 | 5140 | RED |
| Grotyohann, David S. | Fire Emer Mgnt Coord | 3/25/11 | 5102 | RT |
| Hofstadter, Alexander A | Advanced FF | 3/16/11 | 5140 | ROE |
| Hoover, Samuel R. | Firefighter Trainee | 10/21/11 | 5140 | ROE |
| Huffman, Erik G. | Advanced Firefighter | 8/19/11 | 5140 | RREL |
| Jackson, James E. | Rre Captain | 3/31/11 | 5140 | RT |
| Jacobs, Jr., Gregory A. | Advanced Firefighter | 10/20/11 | 5140 | ROE |
| Johnson, Edward | Master Firefighter | 3/31/11 | 5140 | RT |
| Jones, William L. | Fire Captain | 1/31/11 | 5140 | RT |
| Kenny, Cory | Advanced Firefighter | 12/17/10 | 5140 | DIB |
| Lanier, Donald E. | Master Firefighter | 3/31/11 | 5140 | RT |
| Lapp, Brian | Firefighter | 2/28/11 | 5140 | RNGS |
| Marchant, Ike H. | Fire Captain | 3/31/11 | 5140 | RT |
| McBride, Cathy L. | Admin Secretary | 3/31/11 | 5101 | RT |
| McKuhen, Wade N. | Fire Prevention Insp. | 8/08/11 | 5101 | RNGS/In |
| · | | 1 .,, | | lieu of term |
| Miller, Scottie R. | AFF | 1/15/11 | 5140 | ROE |
| Mosley, Stanley J. | Fire Battalion Chief | 3/31/11 | 5140 | RT |
| Partain, William N. | Fire Captain | 3/31/11 | 5140 | RT |
| Peay, Sidney M. | MFF | 1/31/11 | 5140 | RT |
| Robinson, Johnny | Master Firefighter | 3/31/11 | 5140 | RT |
| Sanders, Larry | Fire Captain | 3/31/11 | 5140 | RT |
| Sanders, Travon I. | Advanced Firefighter | 8/04/11 | 5140 | ROE |
| Slade, Tavaris D. | Advanced FF | 3/23/11 | 5140 | ROE |
| Small, Desmond | Fire Captain | 2/28/11 | 5140 | RT |
| Spikes, Earl | Fire Battalion Chief | 2/28/11 | 5140 | RT |
| Stribling, Jennifer M. | Admin. Secretary | 5/17/11 | 5140 | DIUP |
| Strojny, Mark | Fire Captain | 12/31/11 | 5140 | ห์ไท่บ |
| Swords, Brent M. | Advanced FF | 6/05/11 | 5140 | RREL |
| Tarase, Matthew M. | Master Firefighter | 3/31/11 | 5140 | RT |
| Waters, Timothy C. | AFF | 9/13/11 | 5140 | RFAM |
| Wright, Albert S. | Fire Battalion Chief | 3/31/11 | 5140 | RT |

2012 EMPLOYEE SEPARATIONS - SFES

| EMPLOYEE | POSITION | TM | DEPT | REASON |
|-------------------------|----------------------|----------|-------|--------|
| Gutierrez, Maria C. | Master Firefighter | 1/02/12 | 5140 | RED |
| Brockington, Cheryl B. | Sr. Mgmt Analyst | 1/31/12 | 5101 | RT |
| Boyce, Bud | Advanced Firefighter | 2/28/12 | 5140 | RREL |
| Warren, Christopher G. | Advanced Firefighter | 3/14/12 | 5140 | RFAM |
| Patrariah, riichalas B. | iicfighter | 04/17/12 | \$140 | RNGS |
| Cuevas, Elmer | Fire Captain | 04/17/12 | 5140 | DJA |
| Mobley, Christian | Advanced Firefighter | 04/23/12 | 5140 | ROTH |

| NAME | POSITION | TERM DATE | DEPT | REASON |
|------------------------|--------------------------|------------|------|---------------|
| Johnson, Benjamin W. | Emergency Mgmt. Director | 8/30/2012 | 5102 | DS VP |
| Beard, Joshua L. | Advanced Firefighter | 7/1/2012 | 5140 | RGS PERSNL |
| Bouchea, Jason | Advanced Firefighter | 10/28/2012 | 5140 | RGS OTH |
| Boyce, Bud | Advanced Fire Fighter | 2/28/12 | 5140 | RGS REL |
| Gallagher, Michael R. | Advanced Firefighter | 9/16/2012 | 5140 | RGS REL |
| Hall, Jeremy M. | Firefighter | 7/17/2012 | 5140 | RGS REL |
| Harrison, Michael C. | Advanced Firefighter | 9/13/2012 | 5140 | RGS REL |
| Jemigan, Robert K. | Master Firefighter | 6/22/12 | 5140 | RNGS OTH |
| Moreland, Jacob A. | Advanced Firefighter | 7/27/2012 | 5140 | RGS REL |
| Oliver, Mark W. | Advanced Firefighter | 5/21/12 | 5140 | RGS ED |
| Phillips, Paul | Fire Captain | 5/31/12 | 5140 | RT |
| Rahn, Micki | Administrative Assistant | 11/30/2012 | 5140 | RGS MED |
| Singleton, Jr., Kim L. | Advanced Firefighter | 9/23/2012 | 5140 | RGS REL |
| Ulmer, Andrew J. | Advanced Firefighter | 8/2/2012 | 5140 | RGS PERSNL |
| Ward, Michael | Master Firefighter | 12/20/2012 | 5140 | RGS PERSNL |
| Winsor, Morgan L. | Master Firefighter | 7/20/2012 | 5140 | RGS REL |

2013 EMPLOYEE SEPARATIONS- SFES

| | Position | Term Date | Dept | Reason |
|----------------------|--------------------------|------------|------|---------------|
| McCollum, LaDonna | Administrative Secretary | 8/23/2013 | 5101 | RGS ED |
| Scott, Cedric | Assistant Fire Chief | 3/22/2013 | 5101 | RGS OE |
| Alvin, Ronnie | Master Firefighter | 10/31/2013 | 5140 | RT |
| Bostocky, Sherrod | Master Firefighter | 7/29/2013 | 5140 | RGS REL |
| Brackett, Natasha T. | Firefighter | 7/31/2013 | 5140 | DS UP |
| Crumpler, Jared | Advanced Firefighter | 6/5/2013 | 5140 | RGS PERSNL |
| Deneau, Patrick | Advanced Firefighter | 7/14/2013 | 5140 | RGS REL |
| Elmgren, Stephen | Master Firefighter | 2/10/2013 | 5140 | RGS OE |
| Frazier, Nathaniel | Battalion Fire Chief | 5/1/2013 | 5140 | RT |
| Hardwick, Bryan | Advanced Firefighter | 10/24/2013 | 5140 | RGS PERSNL |
| Kenyon, Jahnthan A. | Advanced Firefighter | 4/1/2013 | 5140 | RGS PERSNL |
| Ligon, Phillip | Master Firefighter | 4/1/2013 | 5140 | RT |
| Neilson, Brian | Firefighter | 11/26/2013 | 5140 | RGS OE |
| Oldland, William | Advanced Firefighter | 9/13/2013 | 5140 | RGS REL |
| Parks, Joel T. | Advanced Firefighter | 9/13/2013 | 5140 | RGS ED |
| Rogers, Adam | Advanced Firefighter | 1/20/2013 | 5140 | RGS OE |
| Stafford, Brian L. | Master Firefighter | 3/12/2013 | 5140 | RGS OE |
| Tomko, Kevin | Fire Captain | 11/13/2013 | 5140 | RNGS IN |
| Cook, Dennis | Fire Battalion Chief | 12/31/2013 | 5140 | RT |

Mis-statement of reason for my absents

On December 11, 2015 I was scheduled to attend a recruit graduation off duty at the Savannah Civic Center, this was mandatory for all senior staff.

My wife developed a case of the shingles and had to receive medical treatment for this condition. The night of December 10, 2015 going into the morning hours of December 11th I was up all night with my wife as she was in extreme pain, crying most of the night.

The next morning I was so tired that I did not remember the event. I explained this to my then supervisor, Interim Operations Chief Elzie Kitchen. This was after he attempted to contact me via E-mail. I explained the situation to him for missing the event.

I received a disciplinary action for missing this event. Under the circumstances it was bad enough for this course of action but would have been more acceptable is the action was just for missing a scheduled event. Instead the form was written up in a way to suggest that I was being insubordinate and missed the event by choice.

Example of senior staff not reading information that we send to them

Example-B

Refer to the E-Mail on the opposite side of the folder marked Example-B.

Battalion Chief J.T. Dixon

Savannah Fire & Emergency Services

June 30, 2016



| EMPLOYEE'S NAME: John Dixon | | | EMPLOYEE NO: | 3045 | | |
|---|----------------------------|------------------------|------------------------|--------------------|--|--|
| DEPT. NAME: 5140 | SUPERVISOR'S | S NAME: Elzle Kito | | 12/16/2015 | | |
| Type of Action: (select one) Verbal Counseling Written Reprimand Suspended without pay for Demotion | days beginning | through | • | | | |
| Type of Infraction (select one) ☐ Attendance ☐ | Performance [| ☐ Safety | ☐ Violation o | of City Policy | | |
| Supervisor's description of infraction. I Attach additional sheet if needed. | | e, time, location, nar | nes of other employee | s involved, etc.). | | |
| The Bureau has an ongoing directive making it mandatory for Battalion Chiefs to attend all formal cermonies. Hence, I emailed a reminder on Thursday, December 10, 2015, to all Battalion Chiefs informing them that their attendance for the recruit graduation was mandatory. | | | | | | |
| On December 11, 2015, Chief Dixon did not attend a mandatory Savannah Fire & Emergency Services' event, and he also failed to communicate with me in a timely manner of any issues that would have prevented him from attending the ceremony until I requested him to give me a call about his non-compliance. | | | | | | |
| As an employee, you are required to adhere to the Bureau's orders/directives issued by the Bureau unless you have been given permission to be excused. Willfully refusing to follow all orders/directives from the Fire Chief or supervisor shows a lack of respect for authority, for the organization, and for me; which will not be tolerated. | | | | | | |
| Your failure to comply with this directive violated the following polices: Savannah Fire & Emergency Services Rules and Regulations: Section 12.06 Subordinates will follow orders and instructions in a positive, cooperative manner. Section 13.02 Knowledge of Regulations Section 13.06 Performance of Duty Section 13.20 Reporting to Duty Section 13.32. a) & c) Executing Orders | | | | | | |
| Based on your failure to notify me issuing you a verbal counseling. | that you were unable to | attend the ceremo | ny and the policy vi | olations, I am | | |
| History of any disciplinary action previous years only. List type of action, brief de | | oyee including coun | seling sessions within | the past three (3) | | |
| 1. Oral Reprimand/Performance | /9-25-13: Did not ensure c | ompliance of person | nnel within battalion. | | | |

10/21/2016

Performance Improvement - Plan for Improvement (PIP). Include specific time frames, if applicable.

The employee must complete the following activities in order to meet the acceptable standards of performance or behavior. Failure to show satisfactory improvement will necessitate further disciplinary action which may result in eventual dismissal.

Chief Dixon must understand that he shall make every effort to comply with orders/directives given by the Fire Chief and communicate any issues that arise. Please be advised that if immediate and sustained improvement in his behavior is not evident, he will be subject to further disciplinary action, which may lead to termination of employment.

| Supervisor Sylv With | Elie KITCHEN | 12-16-15 |
|------------------------------|---------------------------------------|-----------------------|
| Department Head Max | Elzie Ritchiem | Date 12-16-15 |
| Employee Signature Signature | Print Name Fork T. DIXUM Print Name | Date 12 - 16 - 2015 _ |

Signature is an acknowledgement of the action. It is not an admission of the infraction. If you feel this action is unjust, you may complete an Appeal of Disciplinary Action form as outlined in the City's Appeal of Disciplinary Action policy and present it to your supervisor. Distribution: Original to Employee, Copy to Human Resources & Department; Copy of suppensions only to Payroll.

Rev: 8/29/11

John Dixon

To:

Elzie Kitchen

.Subject:

RE: Recruit Graduation

Good Morning Chief Kitchen,

I had every intention on attending the event and was disappointed to have missed it, I always strive to support the personnel.

My wife has recently been ill with a condition which will flare up, Thursday evening was one of those times. She and I were up all night and by the morning I was tired and did not remember the event, even as I left the house later. It was not until Chief Harris asked me about it this morning (Saturday) that I was reminded.

If you would still like for me to call you I will but this is my explanation for not being present at the recruit graduation.

Respectfully.....



Battalion Chief J. T. Dixon Savannah Fire & Emergency Services (912) 210-6740

From: Elzie Kitchen

Sent: Friday, December 11, 2015 4:17 PM

To: John Dixon

Subject: RE: Recruit Graduation

Chief Dixon,

Could you call me, about missing a mandatory event.

Elzie Lee Kitchen Jr. Interim Assistant Fire Chief, Operations Savannah Fire & Emergency Services

Office: 912-651-3047 Cell: 912-210-7584 Fax: (912) 651-3195

Email: ekitchen@savannahga.gov



From: Elzie Kitchen

Sent: Thursday, December 10, 2015 4:18 PM

To: William Goolsby; Edward Harris; Irving Nichols; Jack McCutchen Jr.; John Dixon; Kelly McDaniel; Kenneth Rentiers;

Michael Lloyd; Nathan Gaskill; William Handy

Subject: Recruit Graduation

Chief Officers,

·This is a reminder that the Recruit Graduation is a mandatory function.

Elzie Lee Kitchen Jr. Interim Assistant Fire Chief, Operations Savannah Fire & Emergency Services

Office: 912-651-3047 Cell: 912-210-7584 Fax: (912) 651-3195

Email: ekitchen@savannahga.gov



John Dixon

From:

John Dixon

Sent:

Wednesday, April 15, 2015 1:21 PM

To: Subject: Elzie Kitchen Re: Acting as BC

Good Afternoon Chief Kitchen,

I absolutely did reply to your text and my reply screen shows the message as delivered. If it did not reach you than we have a system defect.

I will forward via E-Mail a photo of my text screen.

After receiving the additional E-Mails please let me know if you have any further questions.

Thank You.....

Sent from my iPhone

Battalion Chief J. T. Dixon Savannah Fire & Emergency Services (912) 210-6740

On Apr 15, 2015, at 9:02 AM, "Elzie Kitchen" < EKitchen@Savannahga.Gov > wrote:

Chief Dixon.

You and I know anytime we take leave (SL or SV) we suppose to inform the Operations office of who will be acting as BC in our absence. I texted you on April 14th asking you who was going to AA as BC while you would be on SV but you didn't reply. The person that AA in your place need to understand that in your absence they <u>assume all of your duties</u>. I'm asking you again to inform me who is AA while you're on vacation?

Elzie Lee Kitchen Jr. Interim Assistant Fire Chief, Operations Savannah Fire & Emergency Services

Office: 912-651-3047 Cell: 912-210-7584 Fax: (912) 651-3195

Email: ekitchen@savannahga.gov

<image001.jpg>



1

June 28, 2016

Stephanie Cutter City Manager City of Savannah P.O. Box 1027 Savannah, GA 31402

RE: Complaints concerning Fire Chief Charles Middleton

Dear Madam City Manager:

Please let me begin by thanking you for taking the time to address the senior managers of our organization during our recent senior staff meeting. I trust that you believe me when I say that I would have preferred that we were not meeting to discuss this situation again. My willingness to speak to these issues should not be mistaken for a preference to do so. I had much higher hopes and aspirations for this effort. I cannot speak for anyone other than myself, but I am disappointed with the lack of responsibility that the Fire Chief has taken for his previous and on-going conduct. This was not the first time that I have taken the opportunity to share my concerns with his treatment of me and my staff and therefore it is not the first time that I have listened to him deny being aware of how he is perceived and blaming others for situations that are permitted to exist in his organization. With this in mind, I offer the following:

- The Fire Chief neither during the mediation or afterwards acknowledged his role in the breakdown in morale, esprit de corps, communication, and trust, within the Fire Bureau.
 He refused to take ownership of any of the problems that were identified in his organization or frankly recognize that they existed anywhere other than in minds of those who were complaining;
- The Fire Chief never explained to the senior staff who attend the senior staff meetings the purpose of his staying for the "BC" meetings. He would simply state "Does anyone have anything that they wish to discuss." For the Training Chief, Chief Investigator, Special Operations Chief, and the other Battalion Chiefs who did not participate in the mediation, there was no point of reference and no introduction to the reason for this new invitation and why he was staying for the BC meetings from that point forward. There was no recognition of a communications concern that resulted in the implementation of this means to permit the open discussion of managers concerns;
- As we've discussed the Fire Chief violated the Family Medical Leave Act when he directed his Department head to not reinstate me as the City Fire Marshal upon my return to work. My primary complaint is with the manner in which I was treated throughout that ordeal. There was no care or consideration for my feelings or opinions.

Page 1

- On page six of the Facilitated Organizational Development document Mr. Maner identifies that an agreed upon tenant was to 'Treat people fairly and with respect'. The Fire Chief's orders to not return me to the position of Fire Marshal upon my return showed was personally and professionally embarrassing as I had to explain to customers and staff that I was unable to perform my duties as Fire Marshal.
- o Chief Wallace stated to me that he was going to get blamed for what had happened. It was crystal clear that he was acting on behalf of the Fire Chief who was hiding behind his subordinates to insulate him from repercussions.
- That this occurred within a week of the mediation meeting is evidence of his unwillingness or inability to make significant changes in behavior;
- O That the very stressor that I had identified as having caused my mental and physical conditions that resulted in my FMLA leave was the very project that I was directed to work solely upon when I returned to work. The appropriate action would have been to simply include me In the process of figuring out how to obtain the information that they needed in the time frame that they needed it.
- o The appropriate response from the person who was responsible for the act would be to admit the wrong doing and apologize. This appears to be beneath the Fire Chief.
- While I was out on FMLA leave which coincided with the St. Patrick's Festival, interviews were conducted to fill two vacancies in my Division. I believe the hiring process was accelerated and manipulated to place a person in my Division who was not qualified. I can only speculate on the motives for doing so. As the documentation is significant I am not including it but can provide it if needed. My concerns and complaints regarding this are:
 - o As the leader of the Division I was incapable of providing input on the selection of key members of my team. Waiting upon my return would have had no adverse effect upon the process or operation of the Division.
 - o Deputy Richard Griffin who was the Acting Fire Marshal was already overwhelmed with preparations for the St. Patrick's Festival. With my absence the office was trying to operate with only one third of staffing.
 - o The interviews were conducted the week prior to the weekend of the St. Patrick's Festival. Showing a total disregard for the stress and demands placed on a terribly overwhelmed employee who was being required to act on his supervisor's behalf.
 - o The Supplemental Questions section of the application states that an applicant has at least one year's experience with the enforcement of Fire Prevention Codes and that it must be listed in the Work History Section of the application.
 - O Her Work History Section mentions she 'Ensured that fire equipment was checked monthly'. It never states she performed inspections of any type and that she actually did the "checks" herself but only insured that it was done. There is no specific mentioning of performing or conducting code inspections of any type.
 Page 2

- Other more qualified and experienced applicants were not interviewed or given an opportunity to interview.
- o This position change resulted in a promotion for Tangela James/Irwin which resulted in her receiving a pay raise placing her at a higher pay rate than the majority of her more experienced and qualified coworkers.
- I have shared with Assistant Chief Wallace the complaint that the workload on my staff and I is excessive. With every single directive to do one more thing my staff and I struggle to meet customer service expectations, inspections schedules, and Bureau policy requirements. No relief has yet to be offered. Turnover in my division has been high with the transferring or leaving of four people over the last two years. The reasons given are low pay to work responsibilities and demands and a lack of support and perceived respect given this Division. Two of the individuals transferred to Development Services for similar pay with less work being required of them. Two left for positions outside the City. In all cases hundreds of hours and thousands of dollars in training have been invested in employees who find working for Savannah Fire to be intolerable. Former Savannah Fire employee Deon Groover has advised me that he would share his experiences with anyone who should ask.

I do believe that the Fire Chief has learned that he can't treat and speak to his employees in any manner that he wants. At least in open meetings he has changed the way that he talks to us. He no longer belittles, makes fun of, mocks, or disrespects us. The very notion that someone at his level would have thought this was appropriate to begin with is absolutely mind boggling but he did. The issues I have listed above are of questionable or even inappropriate conduct. I simply want to know that he is being held to the same or to even a higher standard as appropriate for his place in the organization, as you mentioned in our meeting. The perception is that he holds us to a level of accountability that he is somehow being permitted to avoid. If that isn't true then the evidence of that is not visible or measureable. Besides being an employee of the City, I am also a citizen and tax payer. The very notion that one of our highest paid employees is treating their subordinates in such a disrespectful and unprofessional manner is certainly inconsistent with the City's employee policies and professional civility.

Respectfully,

Craig D. Landolt CFCO

Fire Marshal

Savannah Fire & Emergency Services

This Firefighter was made to return to work when his family had a medical emergency at home.

Advanced Firefighter Mark Fields was held over on mandatory OT beyond his regular shift to meet minimum staffing. AFF Fields advised Battalion Chief Michael Lloyd that he had to go home as his family was very sick.

Chief Lloyd allowed AFF Fields to go home as this was a medical emergency. When Interim Operations Chief Jeff Alberts was notified he ordered Battalion Chief Lloyd to order AFF Fields to report back to work. AFF Fields did so under duress with his wife and child being seriously ill. AFF Fields mother-in-law, who was also at her home sick with the same virus, came over to take care of AFF Fields wife and child.

On AFF Fields next regular shift Interim Operations Chief Jeff Alberts called Battalion Chief Dixon and told him to charge AFF Fields sick leave for the time that he went home to take care of his family. Chief Dixon explained to Chief Alberts that someone cannot be charged for time if it was not their regular shift. It took a lengthy discussion of Chief Dixon explaining the policy to Chief Alberts before he understood that sick time cannot be taken out when it was not the firefighter's regular shift.

This situation shows two problems....

....

- > The first problem is the complete disregard for our people and their families. This firefighter cannot be expected to perform his duties under this type of stress not to mention the stress on his family.
- Second, placing inexperienced personnel in key leadership positions cause problems. In this case the Interim Operations Chief had no knowledge of the city policies concerning leave. This lack of experience also carries over into the emergency operations realm where life safety can and has been compromised.

ارت کمینات

I was temporarily assigned to Engine 13 on a Friday. Saturday morning my relief called in sick, and I was going to be held over. Around 0740 my wife called asking when I would be home because her and our children had a stomach virus. Since my wife is a type one diabetic, it is very hard on her if she has a stomach virus. She needed me to come home so I could watch over her and the children, because being diabetic, she was too sick to take care for herself and the children.

As soon as I got off the phone with my wife I told Chief Lloyd that my wife and children were sick and I couldn't stay. At this point some of the guys from C shift and I started to call everyone we knew to see if they could come in. After we were not able to find anyone, we pulled up the roster and started calling down the list. While I was trying to find someone to come in my wife kelp calling in tears for me to come home. Two hours later I was not able to find anyone to come in.

I told Captain Waterfield I had to leave. My wife and children are sick and I have to take care of them. He talked to Chief Lloyd and I was told to bring in a sick note for my wife and children. After I got home and made sure my wife and children were okay I called Captain Goldman and Chief Dixon to let them know that I had to leave because my family was sick.

Around 1300 I was called by Captain Waterfield and told that Chief Alberts had ordered me to come back in at 2000. I replied that my family was sick and I needed to stay home with them. He said it was an order from Chief Alberts and there was nothing he could do about it. I told my wife that I was ordered back in and she was afraid I would lose my job so I had to go in. I did not want to add more stress to her while she was sick so I called her mother to come over to be with my family. My wife's mother was also sick with the stomach virus since she keeps our son when we are at work.

I got back to the station around 1700 hoping that I was not away for enough time that I could be held over on A shift. I was told later that I needed to put in for sick time for the hours I was at home even though I was not working my shift. Thankfully my wife did not have any complications because if she could not keep food down her blood sugar could have dropped.

CITY OF SAVANNAH **Workplace Conflict Statement Form**

| Employee's Name; John T. Dixon | Department; 5140/Fire Operation | <u>\$</u> |
|--------------------------------|---------------------------------|-----------|
| | | |

- 1. Date, time and location the event or discussion took place: 10/17/2013 to 5/27/2014
- 2. Give a brief statement of your workplace conflict including names of all parties involved and any persons who witnessed the conflict: (Stick to the facts)

Please accept my apology but this is so complex, and took place over the last seven months, that there is no way to be brief. This is a hostile work environment situation and a situation which I believe involves cover up for bad decisions. Attached you will find a five page description of this situation.

3. State what you feel is a fair and just solution to this conflict:

It is not my place to recommend a solution for this situation. This must be reviewed by senior city officials due to the hostile work environment within Savannah Fire, and the postponement or possible loss of the opportunity to reduce insurance rates city wide,

4. Are you willing to mediate this conflict through a City certified mediator?

YES _____ NO X. This situation is beyond mediation. I talked to the Fire Chief with no results.

Employee's Signature: Date: June 10, 2014

Please complete and return to the Human Resources Employee Relations Coordinator.

Revised 5/06

This explanation will give an overview of my involvement as chair the City of Savannah's ISO Committee/Taskforce from appointment until relieved of duties on May 27, 2014 and beyond.

I was appointed to head up the ISO Project by Chief Middleton and confirmed in E-Mail from Chief Morse in late 2011/early 2012, (I have a record of the exact date on file if needed). I put together a team of people except for two personnel whom I was told would be a part of the team (Captains Brigdon, and Leighty). The ISO Taskforce met, I stated to Chief Middleton that my goal was to reach the level of ISO Class-1. We got to work during the time to Improve our classification. When the goals that we set were achieved I notified chief Middleton and the request for survey were sent to the ISO.

The survey was scheduled and took place in December of 2012. The survey went well but we found an two areas of deficiency which were costing points, (training facility use documentation and some inaccurate water system charts. I immediately corrected the two areas and held a follow up meeting with the ISO Field Inspector (Ralph Roberts) in Orange Park, FL. We were able to gain lost points back as a result of that meeting.

In 2013 the ISO was in preparation of changing over to a new Fire Suppression Rating Schedule. I received what is known as the community outreach packet which outlines criteria for points gained in the fire prevention and investigation area. In the spring/summer of 2013 I also took some personnel in the taskforce to an ISO Training Class in Winder, GA to learn more about the new Fire Suppression Rating Schedule.

Amongst the many ISO meetings, one was held in the Savannah Fire Conference Room in September of 2013. In this meeting I relayed a message from ISO to Chief Middleton. The City of Savannah was being given the choice to stay on the old ISO distribution model (where ISO tells us where every fire station and fire unit is to be located) or change over to the new NFPA 1710 model (this is where we determine station locations and the location of engine companies, ISO still determines location of ladder companies). In order to use NFPA 1710 the response time of fire equipment and personnel from the time of call to the time on scene are measured. ISO normally requires 3-years worth of data but stated that we could pick the NFPA 1710 standard as it is a new standard. Since Savannah Fire was not collecting the data by computer at this time Chief Middle chose the distribution model. I did offer to pull the numbers from the fire reports manually and create a spreadsheet, going back 1-year and we could go to the NFPA 1710 standard that way but the Fire Chief said that he did not want to go to NFPA 1710 until we could generate the report by computer.

We had another meeting (in the September/October 2013 timeframe) where Chief Morse stated that we were going to shut down Truck Company No. 16. Despite opposition from myself and several other Battalion Chiefs the decision was made to shut T-16 down. I had to update the shutdown to ISO. Calculations were done and the ISO Representative stated that he did not think that the shutdown of Truck-16 hurt us. Following the shutdown of T-16 there were disagreements about where to place its vehicle and other ladder truck movements.

Chief Middleton calls for a meeting of the ISO Committee. He ask in the meeting.... What can we do to gain the needed .83 to go to Class-1. I suggested moving the ladder companies back to regain lost points. This was protested by Chief Morse. He wanted me to look at other areas such as adding staffing to make up the difference. I told him that staffing would be the only other area where we could make up the difference at this time because other improvements would need 1 to 3 years of historical data from the time that the improvement was made so immediate improvements would not count in many areas.

After our last ISO Meeting I looked into many areas including staffing. We would be able to get the ISO Class-1 by adding 18 personnel which would bring us to 90.03. Other that personnel it kept coming back to moving the ladder companies back to previous fall 2013 locations. After running many scenarios with ISO we were given specific numbers on achieving the class-1 by moving the ladder companies as specified above. I learned of this in a phone meeting with ISO the evening before our March 19th Senior Staff Meeting. The next morning I announced that the criteria to achieve the ISO Class-1 had been reached.

Third and fourth hostile infraction in this hostile work environment report....Chief Morse sent me an E-Mail at 0417 hours March 20, 2014 This E-Mail was hostile in nature and accused of bypassing him and having something more to guide me than common courtesy, see 150 Attachment C.

On the morning of March 20, 2014 I was written a letter of counseling for reporting the ISO information at the senior staff meeting without first running it through him, see ISO Attachment D.

In this March 20 disciplinary action meeting I was singled out from all other Battalion Chiefs when ordered to now report ALL ISO project information directly to Chief Morse first. This is different from everyone else as project information has always been reported to the fire chief in staff meetings.

Next we had another ISO Meeting (end of March) to implement the items needed to obtain the ISO Class-1. I received the criteria needed from ISO to obtain the Class-1 and it would not cost the City of Savannah any additional money. We would only need to move the ladder trucks back to Stations 1 and 2, and modify the response to the west side areas. ISO stated that if they had a letter from Chief Middleton, on Savannah Fire Letterhead, and it stated that the ladder trucks were moved and the response criteria modified as specified, than the City of Savannah would have everything in place to receive the ISO Class-1. I even drafted the letter needed, E-Mailed it to Ralph Roberts to see if it was what ISO needed, (see ISO Astachment) and presented it to Chief Middleton at the meeting. There was strong opposition from Chief Morse to move the ladder companies back to their original locations in order to obtain the points. He also did not like the ISO ladder truck placement and response criteria. Chief Middleton stated that we would not do anything at this time and instructed me to schedule another ISO meeting with Ralph Roberts of ISO. Chiefs Middleton and Morse wanted questions answered as to why ISO used the ladder truck placement criteria in question.

I discussed the meeting results with Ralph Roberts and we scheduled the next meeting for May 9, 2014 after confirming with everyone that this was an agreeable date.

On April 30, 2014 Ralph Roberts called me and stated that he just got off of a long conference call with ISO Headquarters in New Jersey. Ralph stated that the conclusion was that Savannah could not go the ISO Class-1 without moving the ladder companies and modifying our ladder response to reported structure fires, (in the west side area). Ralph stated that unless Savannah was willing to make this move we would not change classifications (meaning that we would remain ISO Class-2) and that there was no reason for him to travel to Savannah and no reason to have a meeting on May 9th.

I told Ralph that I would get an answer for him and that I would get back to him shortly. I first sent a text to Chief Morse (to please call me as soon as possible as I had a time sensitive ISO question) as he was on vacation. Chief Morse called me within 10 minutes and I relayed Ralph's message to him. He was not able to give me an answer so I asked him if he wanted me to go ahead and ask Chief Middleton. Chief Morse told me to contact Chief Middleton so I did. I relayed the information to Chief Middleton and he said to go ahead with the tentative agreement to move the ladder trucks to their previous fall 2013 locations and that we would modify their response as specified by ISO. I called Ralph and notified him and followed up with an E-Mail which had the tentative agreement outlined, (see 150 Attachment f).

On May 9, 2014 we had the ISO Meeting with Ralph Roberts. When the meeting started Chief Morse has a power point presentation set up and ready to go. This was odd as I was the ISO Chair and was supposed to be running the meeting. When the power point started, the first text read "We are not here to beat up on Ralph". I am not sure how Ralph felt at that point, the surprised look on his face said enough. I was embarrassed for the City of Savannah as Ralph is one of the most senior and respected ISO field representatives in the United States. The second frame text read "We are not here to accuse anyone on the ISO Committee of Anything". It didn't take long to find out where Chief Morse was going with frame two as the third frame text read "Our ISO group went to a class in Winder, GA. Upon their return we were under the impression that Savannah Fire was operating under NFPA 1710". This information was inaccurate and misleading. At no time was out senior staff ever led to believe that we were operating under the new standard. Remember on page-1 of this statement I told how we were given the option of which standard that we would operate under, Distribution Model or NFPA 1710. Chief Middleton chose the distribution model. There was absolutely no reason for this frame to have this information. It was misleading and completely untrue. I do not have a copy of the power point as it was on Chief Morse's personal thumb drive. As this power point went on Chief Morse stopped (around frame 7 or 8) and asked Ralph if he had any questions. Ralph replied, "Chief, I really don't need to see any of this".

The bottom line is that Ralph Roberts came to Savannah because of a tentative agreement to move the ladder companies and he was going to answer questions about the ISO Criteria. It was obvious that there was no intention for Savannah Fire to follow through with the tentative agreement. Our senior staff has requested that ISO consider the NFPA 1710 response data with only 6 months of recorded data, (remember that we needed a minimum of 1-year) and submitted additional training data to gain points in that area. It should also be noted that Chief Middleton dismissed my talking points reducing me to insignificants in the meeting. Also Captains Brigdon and Leighty had figures ready for Chief Morse which I had never seen. Between these figures and the power point there was definitely behind the scenes work going on with this issue.

I was so upset at the way that Ralph was treated with disrespect, the way that I was treated, the renege of the tentative agreement, that I felt ill. I had my blood pressure taken 3-hours after the meeting and it was high, it is never high, (see 150 Attachment-6). It was a direct result of the stress that was caused.

On May 27, 2014 I was relieved of my ISO duties by Chief Morse. I was removed as chair and replaced with Captain Brigdon. During our discussion Chief Morse stated that Chief Middleton wanted this done. He also stated that they would still use me for my knowledge about ISO.

On May 28, 2014 I asked Chief Middleton if I could speak with him. I asked him why I was removed from the ISO. Chief Middleton stated the following reasons...

- It had become personal with me.
- I was trying only one thing to get the class-1, moving the ladder trucks.
- I was no longer effective, that I had done all that I could do.

I countered the accusations as follows...

- This entire situation has become personal with Chief Morse. I told Chief Middleton that I can show him E-Mails where I am being berated because Chief Morse is upset on various situations at different times. Also this ISO situation was set in place for a class-1 until Chief Morse rearranged the ladder companies in the first place.
- I looked at several different angles to obtain the class-1 but everything kept leading back to restoring ladder company locations as they were prior to the fall of 2013.
- I reminded Chief Middleton that I am effective. I also reminded him of my goal of reaching class-1 status. We did just that but the Fire Administration refused to accept ISO's criteria.

In this meeting Chief Middleton told me that it was Chief Morse's decision to remove me. I said that Chief Morse informed me the day earlier that he was instructed to do so by Chief Middleton. I also outlined my work environment under Chief Morse. Chief Middleton basically told me that Chief Morse operated the Operations Department and that he gives him the latitude to do so. We discussed the situation more before the meeting was over.

Although I was relieved of my position as chair of the ISO Project Chief Morse still calls me and E-Mails me for ISO information.

In addition to the attachments I have many supporting documents which can be seen if needed upon request.

Sincerely,

Battalion Chief J. T. Dixon – Savannah Fire & Emergency Services

Hey Ben

Spect Female Charles

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Tuesday at the scorest

Thanks. That

Styrare care

as as Ben Morse

Octobrille Strategic Contraction

Thad, have any further—
ar angements been made?
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Onav?

ONE FEDERAL SERVICE AND

Can you call me about FD stuff? Sorry to have to bother you

Oct 17, 2013, 5:11 PM

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Chint if town because it is
act on ordered and area
landers. This is a big

No. 11, 2013, 10:37 #1

őhn Dixon

·From:

Kevsha Wilson

Sent:

Tuesday, October 15, 2013 9:18 AM

To:

xBureau_of_Fire_and_Emergency_Services; 'Elder Ferrell'; Father Robert Chaney

(rbrtgen@aol.com)

Subject:

Funeral Announcement: Ms. Linda Westendick, Mother In-Law of BC John T. Dixon B2A

Its with deepest sympathy to announce the passing of Ms. Linda Westendick, the Mother In-Law of Battalion Chief John T. Dixon. Funeral services will be handled by Beggs Funeral Home in Madison Florida. Services will begin this week Saturday 10/19/2013 in Florida.

Beggs Funeral Home

235 NW Orange Ave Madison, FL 32340 (850) 973-2258

Viewing:

Beggs Funeral Home Saturday 9:30am – 10:30am

Funeral:

St. Vincent's DePaul Catholic Church (directly across the street from the funeral home)
Saturday
11:00am

Please keep BC Dixon, Patty Dixon, and family in your prayers during this difficult time.

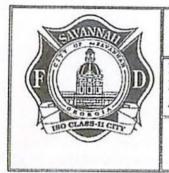
Keysha J. Wilson

Sr. Administrative Asst, Fire Chiefs Office Savannah Fire & Emergency Services 121 East Oglethorpe Avenue Savannah, Georgia 31401 Office: (912) 651-6754

Fax: (912) 651-6757 www.savannahftre.org

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150, ATTACHMENT - B



SAVANNAH FIRE & EMERGENCY SERVICES

Issued By: Benjamin W. Morse Blow Asst. Fire Chief, Operations

Approved By: Charles G. Middleton Fire Chief NUMBER

13.028 DATE

GENERAL ORDER

11-25-2013

SUBJECT: Reallocation of Resources

To strategically locate Truck and Rescue Companies throughout the City, effective 0800 hrs. on December 1, 2013, the following reallocation of Resources is directed:

- Truck 1 (Tiller) relocates to Fire Station 11, and is renamed Truck 11
- Truck 2 relocates to Fire Station 7, and is renamed Truck 7
- Rescue 2 relocates to Fire Station 2

This reallocation will accomplishes several things:

- The three Truck Companies in the main core of the City become strategically located to provide the best possible coverage for fire response.
- Truck 11 becomes much closer to the Sweetwater Plantation and Bradley Subdivisions
 providing reduced response times for Aerial apparatus to those areas.
- Rescue 2 becomes more centrally located in the southern area of the City thereby reducing response times to structure fires, vehicle accidents and technical rescue incidents.

As with all major redeployment of assets there are pro's and con's to be considered. The ISO committee has discussed those concerns thoroughly with the Administrative Staff and has found that this reallocation provides for reduced response times and better overall coverage.

The project manager for this reallocation is Battalion Chief John Dixon. Direct any questions or concerns to him for attention. He can be reached at Re -Re -Red.

This General Order will remain in effect until incorporated into a Departmental SOP.

150 ATTACHMENT - C

----Original Message----From: Ben Morse

Sent: Thursday, March 20, 2014 4:17 AM

To: John Dixon Subject: ISO

Chief;

I understand that you presented new information concerning ISO at the Senior Staff meeting yesterday that, if implemented, will directly impact the way the Operations Division is configured, and will directly impact the way we respond to fires. As the Operations Division Department Head I should have been informed about this prior to the SS meeting. Simple common courtesy should have led you to make me aware of this information prior to bypassing my office and taking this directly to the Senior Staff and the Fire Chief, but in this case you had more to guide you than common courtesy.

Not two weeks ago I directed you to keep me in the loop on all ISO communication. You chose not to do that. I also tasked you with investigating other improvements that might improve other areas of our Bureau, thereby finding those few points necessary to bring us to our mutual goal of becoming an ISO 1 Fire Department. Nothing in your report mentioned alternative methods to attaining ISO, but instead focused on relocating apparatus and responding additional apparatus to calls.

As you were previously directed, forward any communication that you have had with ISO to me immediately (by 0900).

Plan on meeting with me today at approximately 1100 hrs to discuss this new information and to handle your decision to violate my directive.

Thanks you.

Benjamin Morse

Asst Fire Chief, Operations Division

Sent from my iPhone



From:

John Dixon

Sent:

Thursday, March 20, 2014 7:37 AM

To: Subject:

Ben Morse RE: ISO

Chief Morse,

I did not violate your directive. You instructed me to cc you on any E-Mails between myself and ISO, I updated you on March 11th and that was the last information transfer via E-Mail between myself and ISO, in fact I did not hear anything from ISO until a phone conversation on the 13th where it was obvious that some of their information was incorrect in their NJ Office. I told you about that in a conversation and said that they were sending the information to Ralph for review. I did not hear from ralph until the evening before the staff meeting.

I did not look at the way that this information was presented as bypassing your office. I thought that this was wonderful news for Savannah Fire and the City of Savannah as a whole. This is something that we should all be proud of as it is a major and almost Impossible achievement.

As for me only looking only at ladder placement to gain the points, that could not be further from the truth. I looked at everything and held phone conversations with the community outreach office several weeks prior. There was not any gain in any area that was instant except this one. Gaining points when you are this high on the ISO point scale is not easy to do. Points in other areas can be gained but must be implemented and evaluated over a 1 to 3 year period.

The directive from the chief was clear, do what was necessary for the ISO Class-1 now. After exploring options that is the only option given to me by ISO, I did not make this up.

I would also like to remind you that in the summer/fall time frame of 2013 I warned (strongly) against movement of the ladder companies in the first place and stated that it looked like we were going to receive a Class-1 back then. The decision was made anyway and my predictions came true just as I stated. The loss of the points was due to the movement of the truck companies and the type of truck that T-7 was in and nothing else. Savannah Fire had gained all of the points that we could gain from the current survey. Any other improvements will need to be started now for future evaluation.

I really hope that you have not taken this personally because I can assure you that I have only had the best interest of the City of Savannah in mind. When Chief Middleton appointed me to chair the ISO Taskforce I told him at the time that the taskforce has only 1 goal....ISO Class-1.

In closing I can only say that I hope that you share in being proud of this achievement. Savannah Fire will be number 61 out of 30,000 fire agencies to obtain the ISO Class-1 designation.

Thank You..... Thad

Battalion Chief J. T. Dixon
Savannah Fire & Emergency Services
(912) 210-6740

150, ATTACHMENT - D



Savannah Fire & Emergency Services

Record of Coaching / Oral Counseling

| Employee Name: | John Dixon | Employe | e No: |
|----------------------------------|--|---|--|
| Supervisor's Name | : Benjamin Mors | e Date: 3 | 120/14 |
| Reason for Cour | nsel: | | |
| Attendance | Performance | □Safety | ☐Violation of City Policy |
| ☑1 ^{et} Counsel | 2 nd Counsel | | |
| Specify details of the | he incident(s) | | |
| Supervisor Comme | 19,0014 new informs how prior discussions tant information m HIEF prior to informations | ust be thousand | prior Staff Deportment Head. (AC OPS) Why liscussed wiet or the |
| Supervisor <u>Be</u> Employee | | Denjomin Wint Name John T. Dixom Print Name | |

Signature is an acknowledgement that the oral counseling session has taken place.

SFES: 6/16/12

150, ATTACHMENT - E

John Dixon

From:

Roberts, Ralph R. <RRoberts@verisk.com>

Sent:

Tuesday, March 25, 2014 8:45 AM

To: Cc: John Dixon Ben Morse

Subject:

RE: Savannah Fire Letter to ISO

That will work. - RALPH'S CONFIRMATION THAT THIS WAS ALL THAT WAS

----Original Message----

From: John Dixon [mailto:JDixon@Savannahga.Gov]

Sent: Monday, March 24, 2014 2:58 PM

To: Roberts, Ralph R. Cc: Ben Morse

Subject: Savannah Fire Letter to ISO

Good Afternoon Ralph,

We are having our meeting tomorrow regarding relocation of the ladder companies in order to obtain the ISO Class-1.

At that time decisions will be made about relocating ladder trucks to Stations 1 & 2 and weather the other ladder truck will be located at Station 3 or 5.

Pending these changes I would would like to show a sample letter to see if this is what ISO is looking for.....

SAMPLE LETTER.....

.....FD LETTERHEAD......

To: ISO

From: Fire Chief Charles Middleton

RE: Relocation of ladder companies

.....

Starting April 1, 2014 the Savannah Fire & Emergency Services will locate ladder companies at the following locations. Stations 1, 2, and 5. All ladder trucks will be 100' ariels and will be fully equipped. One of these ladder companies will be dispatched to any reported structure fire(s) within any part of the Savannah, GA Fire Jurisdiction.

Again, the above is just a sample letter for discussion tomorrow. Please let me know if anything needs to bee added.

Thanks..... Thad

Sent from my iPhone

Battalion Chief J. T. Dixon Savannah Fire & Emergency Services · (912) 210-6740

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150, ATTACHMENT - F

John Dixon

From:

John Dixon

Sent:

Wednesday, April 30, 2014 6:17 PM

To:

Roberts, Ralph R. (RRoberts@verisk.com)

Cc:

Charles Middleton; Ben Morse; Keysha Wilson; Curtis Wallace; Ira Harper

Subject:

Savannah, GA - Proposed Ladder Company Placement & Operation for ISO Class-1

Good Afternoon Ralph,

As per our conversation I talked with Chief Middleton and he stated to go with the Ladder 1, 2, and 5 scenario.

The final decision to execute this move will be made by Chief Middleton following our May 9th meeting.

For the purpose of running the scenario in preparation of the May 9th meeting, These are the proposed truck company locations.

- Truck-1, located at Fire Station-1 (535 East Paulsen Street).......Credited by ISO
- Truck-2, located at Fire Station-2 (5 Skyline Drive)......Credited by ISO
- > Truck-5, located at Fire Station-5 (10 West 33'd Street)......Credited by ISO
- > Truck-13, located at Fire Station-13 (11 McKenna Drive)...........Not credited by ISO but needed operationally by Savannah Fire.

Under this scenario Trucks 1, 2, and 5 will be the ISO listed ladder trucks one of which will be dispatched on any reported structure fire within the Savannah, GA fire jurisdiction. We also understand that under this scenario that ALL ladder trucks will operate out of 100' ladder trucks. Each of these ladder trucks will have 100% of the equipment required by ISO.

I will make sure that we have a list of all of our ladder trucks which will have the following information.....

- Type of ladder truck
- > Height of the ladder
- > City vehicle number
- Equipment carried

At the May 9th meeting we can give specifics on the exact vehicle which will be located at the above listed locations. This will give our Operations Chief and Fleet Coordinator time to make that determination between now and then.

To confirm the meeting time and location we will meet on Friday May 9th, 2014 at 1:00pm. Location... Savannah Fire HQ – 121 East Oglethorpe Avenue

Thank You and please let me know if I left anything out..... Thad



Battalion Chief J. T. Dixon
Savannah Fire & Emergency Services



150, ATTACHMENT - G

Savannah Fire & Emergency Services Blood Pressure Field Screening Sheet

| Location:_ | STAT | מטו | 15 |
|------------|------|-------------|----|
| | | tatta a sec | |

Date: MAY 2014

| | | | | | | | | ✓ mark for | dical Insurance "YES" or X | e? for "NO" | BP | Blo | Check one | rat | Follow-to- | ip form If high BP | Data | base Entry |
|-----|-----------------|-----|----------|-------------------|----------|----------|---------|-----------------|--------------------------------|--|---------------------------|---------------------|--------------------|---------------------|----------------------------------|-----------------------|------|------------|
| L | Race/ Gender | Age | 21p Code | Dector/ Clinic | Medicald | Medicare | Private | Reading | Normal Less Thirn 120/80 | Pre-High BP Between 120/80- 139/89 | High 140/90 or more | Client Accepted? | Cilent Refused? | Legible Initials | Responsible CO/Shift/ Date | | | |
| 1/h | NIF | 52 | 31905 | Dr. Cott | X | X | / | HO/90 148/82 | Y | , × | 1 | X | / | X | Capsittles GISA 5/9 | | | |
| | 7.17 | | | | | | | 148/82 | | | | | | WRZE | 61SH 3/9 | | | |
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I have reviewed the information in this document and I certify that the form is filled out in accordance with SFES Blood Pressure policy/procedures.

| Company Officer: | |
|------------------|---------------------|
| (Printed Name) | (Legible Signature) |

DIRECTIONS: Race: White-W, Black-B, Hispanic-H, Aslan-A, Native American-N, Other-O; Gender: Female-F Male-M. Doctor/Clinic: Please list the name of the doctor or clinic if applicable, if not record N/A Follow-up/Referral form: Complete this form if the top number is 140 or greater or if the boltsm number is 90 or greater. Return completed form to SFES Operations Department for further

* Chief DIXON (1835 5/9/14)

John Dixon

From:

John Dixon

Sent:

Friday, May 30, 2014 10:25 AM

To:

Shannon Boggs

Subject:

FW: May 2014 monthly report.

Attachments:

ISO classification photo.jpg; Monthly Report Amended 05282014.doc

Good Morning Shannon,

My amended May 2014 monthly report is attached to this E-Mail.

Thanks.....



Battalion Chief J. T. Dixon Savannah Fire & Emergency Services (912) 210-6740

From: John Dixon

Sent: Friday, May 30, 2014 8:06 AM

.To: Shannon Boggs Cc: Ben Morse

Subject: RE: May 2014 monthly report.

Good Morning Shannon,

I am working on providing the additional details and will have the amended report to you shortly.

Thank You.....



Battalion Chief J. T. Dixon Savannah Fire & Emergency Services (912) 210-6740 From: Shannon Boggs

Sent: Thursday, May 29, 2014 12:09 PM

To: John Dixon
Cc: Ben Morse

Subject: RE: May 2014 monthly report.

Chief Dixon.

Good afternoon. I reviewed your City Manager monthly report and the information you submitted was vague and lacked several details. Please keep in mind that this is not an in-house report and should include precise, detailed information for readers to understand without question.

Please review your report and provide additional informational that will provide readers the vision needed to understand your respective programs.

Please contact me should you have any questions

Thank you

Shannon Boggs

Administrative Asst., Assistant Chief of Operations Savannah Fire & Emergency Services 121. E. Oglethorpe Ave Savannah, GA 31401

Office: (912) 525-2475 Fax: (912) 651-3195 Email: shannon_boggs@savannahga.gov

From: John Dixon

Sent: Wednesday, May 28, 2014 12:25 AM

To: Shannon Boggs

Subject: May 2014 monthly report.

Good Morning Shannon,

My May monthly report is attached to this E-Mail.

Thanks.....



Battalion Chief J. T. Dixon Savannah Fire & Emergency Services (912) 210-6740

Monthly Report for May 2014 Battalion Chief J. T. Dixon

➤ Objectives for the following month (June)

- ISO >>> I have been relieved of all ISO duties by Chief Morse...No further report for the following month.
- The automatic aid agreement is still on hold by the Pooler Fire Department and there has been no response from the 165th ANG Fire & Emergency Services. I will again attempt to get these fire departments to move forward with finalizing of the automatic aid agreements.

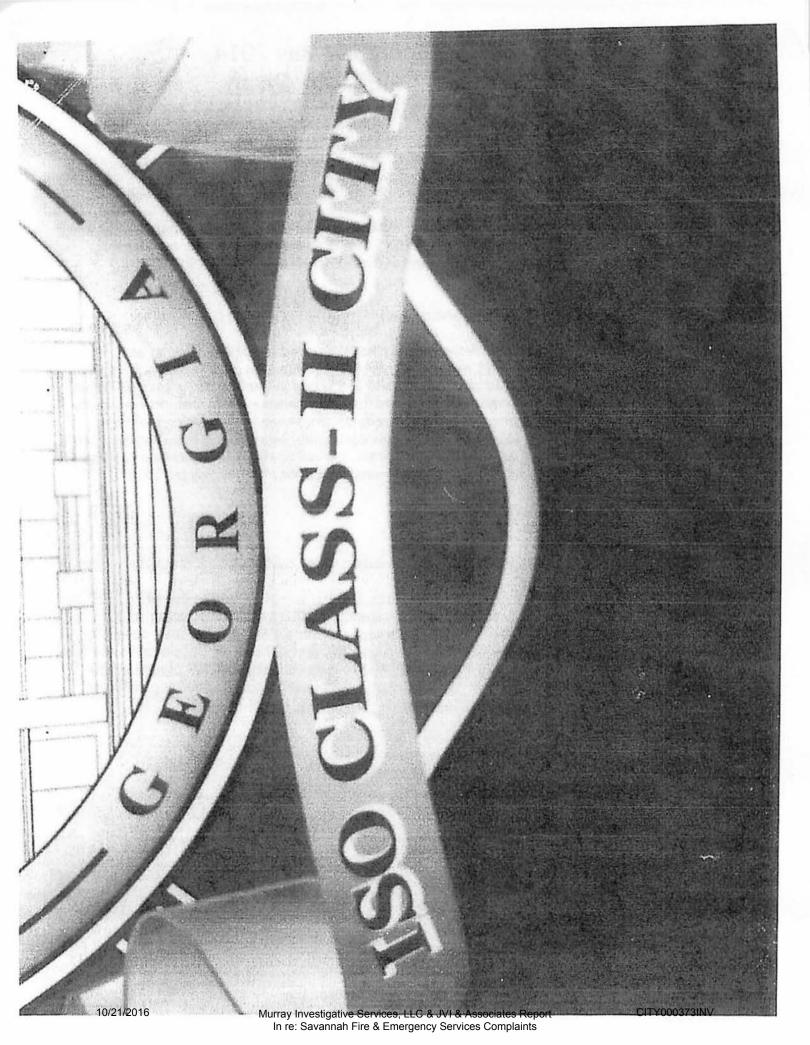
> Accomplishments of the current month (May)

- Achieved criteria for ISO Class-1 status (first presented in April by myself) and presented for the second time at a May 9th ISO Meeting with Ralph Roberts from ISO. Savannah Fire has passed on these criteria and wants to explore other avenues (NFPA 1710 and training) to make up the points. It should be noted in this report that many options to achieve a class-1 were explored. Options ranged from raising staffing numbers, apparatus locations, to the new community outreach program. Working with ISO and having their people look at all areas, ISO noted that the points to gain class-1 were found in the restoring of ladder company locations to previous fall 2013 positions.

> Specific Issues/Concerns

- I have specific concerns regarding the method which Savannah Fire is attempting to obtain the ISO Class-1.
- NFPA-1710..... This item normally requires 3-years' worth of data to use NFPA 1710 as the response standard. Since it is a new standard ISO told us in September of 2013 that we could go to the standard with 1-year worth of data. SFES did not start collecting the data until November 2013 and has requested that ISO use the data despite the fact that we are only 6-months into the NFPA 1710 data collection. IF ISO uses this data it will be a plus for the City of Savannah but they would be doing something different from what we were told last September.

Amended Report Submitted Friday May 30, 2014 @ 1023 hours



John Dixon

From:

John Dixon

Sent:

Friday, May 30, 2014 10:21 AM

To:

'Roberts, Ralph R.'

Cc:

Charles Middleton; Ben Morse

Subject:

RE: Savannah Update.

Good Morning Ralph,

. I have been relieved of my ISO Duties. Chief Morse is your contact between the City of Savannah and ISO.

Thank You for all that you have done and I will still talk to you from time to time when dealing with GSFA, GAFC, or Chatham County Fire Chiefs ISO Issues.

Thanks..... Thad



Battalion Chief J. T. Dixon Savannah Fire & Emergency Services (912) 210-6740

From: Roberts, Ralph R. [mailto:RRoberts@verisk.com]

Sent: Friday, May 30, 2014 10:12 AM

To: John Dixon
Cc: Charles Middleton
Subject: Savannah Update.

Just checking in to see if the update on training had been completed? Once I get this back I should be able to update the current survey to see if a change in Class is applicable.

Thanks.

Ralph Roberts
Sr Field Rep - ISO Community Hazard Mitigation
ISO - Commercial Property
t 904-269-2632
c 904-616-4432
rroberts@iso.com
http://www.isomitigation.com/

Verisk Insurance Solutions • ISO | AIR Worldwide | Xactware

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Savannah Fire and Emergency Services

Battalion Chief Shift Summary



From: Battalion Chief J.T. Dixon

Battalion: 3 "B" Platoon

Date: May 27, 2014.

| Activity Report | | | | | | |
|-----------------|-------------------|---|--|--|--|--|
| 0 | Fires | | | | | |
| 0 | Displaced Persons | | | | | |
| 1 | False Alarms | | | | | |
| 0 | Rescue Calls | - | | | | |

Public Service Calls Haz-Mat Calls

| 0 | Personnel Injuries |
|---|------------------------|
| 0 | Citizen Injuries |
| 0 | SFES Crashes |
| 0 | Drug Tests |
| 0 | Post Incident Analysis |

| 0 | Press Releases |
|---|--------------------|
|) | Citizen Complaints |
| 0 | Fire Blitzes |
| 0 | Home Safety Checks |

| 1 | Note: Working on projects and personnel issues in the station. |
|----|---|
| 2 | Note: Company move ups during a structure fire off of Staley Avenue and other calls and activities., |
| 3 | Note: Inc# 1402633, 2155 Benton Blvd, Building-5 – System Malfunction. (Waverly Station Apartments). Fire Marshall Mason notified. |
| 4 | Note: Delivered my FMLA leave packet to my doctor's office to be filled out. |
| 5 | Note: I (BC Dixon) was relieved of all ISO duties today by Chief Morse. Captain Ross Brigdon replaced me as ISO Chair and Chief Morse will be the contact person between Savannah Fire and ISO. |
| 6 | Note: Completed my May monthly report and E-Mailed it to Shannon Boggs. |
| 7 | |
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| 14 | |
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| 16 | |
| 17 | |
| 18 | |

Staffing Information.....

Leave Report

Sick/Injury Leave Roster

| Batt 1 | Batt 2 | Batt 3 | Name | Assign | 1 st Date off-duty | Total Shifts Off To | Type (SL-IL- LD) |
|--------|------------|--------------|------|--------|----------------------------------|---------------------------|------------------------|
| 33 | 29 | 20 | | | | Date | |
| 0 | Working | Overtime | | | | | |
| 0 | Administ | rative Leave | | | | | |
| 0 | Comp Tir | ne | | | | | |
| 0 | Extra Vac | ation | | | | 1 | |
| 0 | Injury Le | ave | | | ···· | • | 1 |
| 0 | Light Dut | y | | | | | |
| 0 | Leave w/ | o Pay | | | | | |
| 0 | Military I | eave | | | | | |
| 0 | School | | | | | | |
| 3 | Schedule | d Vacation | | | | | 1 |
| 0 | Sick Leav | /e | | | | | |
| 0 | Sick-FM | LA (SF) | | | | | |

Total Number of Personnel on Duty for Battalion-3 "B" 21

| Name Hired for OT | Hours | Reason | OT Assign | Reg Assign | Reason for OT Codes |
|-------------------|-------|--------|-----------|------------|---------------------------------|
| | | | | | |
| | | | | | AD-Administrative Leave |
| | | | | | CP-Comp Time Leave |
| | | | | | DP-Deployment |
| | | | | | (Disaster) |
| | | | | P | EV-Extra Vacation |
| | | | _ | | IL-Injury Leave |
| | | | _ | <u></u> | LD-Light Duty |
| | | | | | LP-Leave W/O Pay |
| 1 | | | | | ML-Military Leave |
| | | | | | SA-Special Assignment SC-School |
| | 1 | | | i | SL-Sick leave |
| | | | | | SF-Sick-FMLA |
| | | | | | SP-Shifting of Personnel |
| | | | | | SV-Scheduled Vacation |
| | | | | | SHC-Shift Change |
| | | - | | | (Due to Reassignment) |
| | | | | | EI-Emergency Incident |
| | | | | | RT-Rescue Tech |
| | l i | | | | HZT-Haz-Mat Tech |

John Dixon

From:

Ben Morse

Sent:

Friday, July 25, 2014 2:58 PM

To: Subject: John Dixon

RE: ISO Meeting

Chief:

All members of the ISO Committee have been invited to attend this meeting. Unfortunately, we don't have any information about the meeting, other than that Ralph Roberts has requested it.

Thanks,
Benjamin W. Morse
Assistant Fire Chief, Operations
Savannah Fire & Emergency Services
O: 912-651-3047

----Original Message----From: John Dixon

C: 912-661-3278

Sent: Friday, July 25, 2014 2:28 PM

To: Ben Morse Subject: ISO Meeting

Chief Morse,

October of 2013 there was a meeting with management and council to present Savannah Fire's fire protection plan. this meeting contained questions, answers, and comments about ISO. As the ISO Chair I was not included in that meeting.

Now that I have been removed from that position, I have received a meeting invitation from Chief Middleton for a ISO presentation at City Hall for August 20, 2014.

I am confused. Am I supposed to be at this meeting?

If so, what is the meeting about? I just need to know so that I can come prepared.

Please advise.

Thanks.....

Sent from my iPhone

Battalion Chief J. T. Dixon Savannah Fire & Emergency Services (912) 210-6740

2. JEFF ALBERTS WITNESS STATEMENT

On August 3 2016, Jeff Alberts, Savannah Fire and Emergency Services, Battalion Chief-Assistant of Operations (Interim), stated that he works directly for Chief Charles Middleton and the operation of the Fire and Rescue Services. He rates Chief Middleton as strong on leadership, while acknowledging that he can be abrupt.

Alberts stated that from his point of view and military service time he feels that Middleton issues corrective orders and is not abusive. His opinion is that the Battalion Chiefs complaining about a hostile work environment are the ones that are not keeping up with education and training standards. They continually resist any orders that the Chief gives and are poisoning the new employees of the fire services by their negative attitudes.

Alberts pointed out that he has military service with the 75th Ranger Battalion, four years, in long-range reconnaissance as a Specialist. Leadership in that arena is squad and section leadership but is an extremely mission-oriented environment. He has two bachelor degrees, two master's degrees and has continually boosted his education level.

He was tasked by Chief Middleton to run the Fire Department training division and he had on his staff two individuals who are now Battalion Chiefs, Jack McCutcheon and Elize Kitchens. He pointed out that in 2009 Chief Middleton issued standards to the Department requiring fire officers to enhance their education level, get more training and prepare themselves to better command firefighters in high-risk situations. Some of the Battalion Chiefs have responded positively to this; however, four are lagging behind and those are the ones complaining about the hostile work environment.

Alberts, in response to the question of who these four Battalion Chiefs are, replied Dixon, Renteir, Lloyd and McDaniel. He qualified his statement pointing out that Mike Lloyd has obtained a master's degree in this period of time, but continually aligns himself with the complainers.

Regarding the hostile work environment allegations, he pointed out that the three of the four Battalion Chiefs project animosity toward Chief Middleton in front of line firefighters. This attitude creates distrust and low morale.

Alberts in response to questions about the morale of the fire department pointed out that low pay is the primary reason that morale is low. He pointed out that the

pay scale is fouled up to a point that for example a master firefighter with lengthy time and service would make more than the captain to whom he is reporting.

Several years ago, the fire service presented Savannah City Manager with a more equitable pay arrangement. The Director of Human Resources, Beth Robinson, told him that she would not submit this to City Council because the revision would cost the City about \$9,000.00. Instead they hired a company known as Evergreen Management to do a pay study which when implemented continued the inequitable pay arrangement for firefighters.

Alberts, when asked how to improve the hostile work environment, replied the demotion of the four Battalion Chiefs to Captain and promotion of highly-educated aggressive fire officers to Battalion Chiefs would solve many of the problems.

Alberts supplied the telephone number (Reda Red -Reda as a contact for him during working hours.

3. FRED ANDERSON WITNESS STATEMENT

Fred Anderson, Fire Investigator, Savannah Fire & Emergency Services provided his contact number (Reda Red Red Red He has been with the department for 10 years. He reports to Assistant Chief Wallace. His second responsibility in the fire department is Internal Affairs investigator. He reports to Chief Charles Middleton in that capacity.

He is aware of a group of approximately 15 employees of the fire department who complain continually about conditions in the department. He cited Craig Landolt, who is Savannah Fire Marshall and supervisor of fire inspectors. Landolt and the people involved with him are so disgruntled now that he does not believe they would be happy if the Chief, Charles Middleton, gave them a huge raise.

This situation has been going on for some time, and the City Manager and Mayor used mediation and other methods to attempt to resolve the issues in the department. Jeff Croslen is another member of this group. He is highly intelligent with a lot of certifications, but is not necessarily a good field commander or firefighter. He is aware that Croslen wrote some of the material for the complaining group. He does not know what Croslen is talking about when he alleges criminal actions by Middleton.

Regarding the accreditation attained by the Department recently, he believes the effort toward accreditation, which is strenuous, time-consuming, detailed paper-driven process has caused some of the complaints.

Regarding the complaint of the firing of Natasha Brackett, a probationary firefighter who was terminated for tardiness, he is aware that Sgt. Jeremy McKinsey of the Savanah Chatham Metropolitan Police Department held a bad check warrant for her. He knows that several chiefs have come forward saying she is a great employee, but they did not know about the criminal activity.

Anderson rated the Battalion Chiefs as two groups: one very good, including William Handy, Nathaniel Gasgill, Jack McCutchen and Jeff Alberts. The complaining Battalion Chiefs are Rentiers McDaniel and Landole.

He believes that an incident involving Glenn Brantley has caused the discord in the Department. Brantley was given a verbal discipline and appealed it to the Chief, who instead of reducing the discipline gave him a two-day suspension. He compared this to the judicial system in which an appeal is designed to uphold or reduce a penalty, not increase the penalty.

Historically, the beginning of the complaints against Chief Middleton go back to him being hired by City Manager, Michael Brown, over the Interim Chief, John Rantoul, who had come out of retirement to be the Interim Chief. He was well liked by the employees of the Department and they expected him to be named chief.

Anderson pointed out that all the current Battalion Chiefs were promoted by Middleton. Some of them are well qualified, but they are complaining about the Chief who promoted them.

Regarding the suicides that are being alleged to have been caused by stress in the Department, he pointed out that one suicide was by a firefighter named Bosko in 2006 or 2007. In that case, he was highly intoxicated after a Firemen's Ball, got into a fight with his wife, and shot himself. He knows that the GBI investigated the case and found it to be a suicide.

Robby Jernigan killed himself and left a note regarding the intense pain he was suffering. The Department gave him a Dispatch job to keep him working in spite of his illness.

The final suicide was Erik Mercer, who killed himself in a domestic alcohol-driven situation. This was an off-duty death and the funeral was not well attended. Chief Middleton chastised the command staff for not requiring more people to be present.

On August 9, Anderson was interviewed in a phone call regarding the disappearance of a FEMA trailer that was property of the Savannah Fire Department. This trailer was released to the fire department by FEMA, but was not put into service, because of a threat of contamination from formaldehyde. He believes it was accidently sold off the city auction lot. He investigated this as a possible theft and made a report to SCMPD so that it would be recorded in NCIC. He does not have any suspects in the disappearance of the trailer.

He knows that Captain Ira Harper, fleet manager, has been rumored to have taken it, because he moved it to the auction lot. He does not suspect Harper had anything to do with the disappearance.

4. SCOTT CHRISTOPHER BOYD WITNESS STATEMENT

Scott Christopher Boyd stated that he is a Captain on the Savannah Fire Department, earning \$59,000.00 a year. He has 11 years of service. He holds a master's degree in Fire and Emergency Services. This master's degree provided him a \$2,500.00 a year bump in salary. He pointed out that he would get this \$2,500.00 with the master's degree or as a veteran of the United States Coast Guard. As a firefighter he cannot earn \$2,500.00 on each, but simply gets a bump in pay for one of the two.

Boyd stated that the morale in his fire company is high, because of the efforts of Battalion Chiefs Gaskill and Kitchens. Overall he feels that the fire department morale is the area of "low." The primary reason for this is that the high turnover in the fire service. He believes this indicates low morale.

Further, there is not a clear policy path to advancement in salary or promotions. He pointed out that there are minimal qualifications for testing, such as years of service. Once on the promotion list it is unclear to many of the employees of the fire department how promotions are determined. He is aware that the promotion is at the decision of the Chief of Fire.

Further on the morale issue, he feels that firefighters do not feel the Fire Chief supports them. He pointed out that the Chief seldom visits the stations and is not close with the lower employees of the department.

He pointed out that Chief Middleton started the requirements for national professional and education qualifications in the department and has taken the department to an ISO-1 level. Also, Middleton has led the department to become one of the few departments in the United States that has achieved accreditation. He worked on the accreditation process and therefore is somewhat more familiar with the big picture planning than many fire employees. He gives the Chief the credit for this.

He noted that the Chief has gotten push back from older employees as he pushed for national level education and training standards. He personally has no problems with the Chief but believe his people skills are weak.

5. JOHN CAPACHIONE WITNESS STATEMENT

On August 11, 2016, John Capachione was contacted at (Reda Red Red Red Red he is a subcontractor for the City of Savannah as a clinical psychologist.

He runs the Employee Assistance Program (EAP) for the city. He is aware of the individuals who came from Savannah Fire Department complaining about a stressful work environment. He diagnosed them from their statements as suffering acute stress and prescribed appropriate treatment. They complained that they were overloaded with work in a tough work environment with a fire chief who demanded a lot of work. These individuals went out on stress leave.

They were sent back to work when he and the patients felt that they were capable. When they returned to full-duty, there is not a requirement that they be given the job they previously had. He knows from complaints by these people that they were put on a 40-hour workweek. They were given desk duty, behind a computer and not put back on firetrucks. This aggravated them. However, this is not a violation of FMLA rules.

Capachione stated that the incidents of suicide, four in 10 years, is significant, but he does not link these suicides to the fire department. In his opinion, 15 to 20 suicides in 10 years would be a ridiculous number, but does not feel that four is a significant trend.

He pointed out that he went to every station in the Savannah Fire and Emergency Services Unit to explain EAP approximately two years ago. He noted that one of the suicides was someone named Jernigan. He offered counseling services to the family of the deceased, but they did not respond to his offer.

6. JOHN THAD DIXON WITNESS STATEMENT

John Thad Dixon, Battalion Chief, Savannah Fire and Emergency, was interviewed on July 27, 2016. Dixon stated he has been with the fire Department for 28 years. This has been his only permanent job. He has not been in the military. He provided a contact number (Reda Red - Redac

He stated that he is a member of a group of approximately eight of the fire department who has continually raised issues of the hostile work environment and unfair treatment of employees by the Chief Charles Middleton.

He stated, for example, he just came from a staff meeting in which the question was asked by another Battalion Chief regarding the stripping of authority from the Battalion Chiefs. The specific issue was that the Chiefs in weather emergency situations have been able to send a command of single engine response.

Single engine response is designed to spread assets of the department to cover multiple alarms that go off in bad weather. Many of these are false alarms and can be handled quickly. This is as opposed to sending three to four pieces of equipment with personnel and finding that the alarm is false while many other alarms go unhandled. In the past the Battalion Chiefs have had this authority, but recently for no known reason, they are required to contact the Operations Chief for authority in this area.

Dixon explained that he is a member of about eight informal ethics group personnel who have appealed to the City Manager, the Mayor and other human resources officials regarding problems with Chief Middleton. He and several of his group members presented the briefcase with a series of approximately 20 complaints to the City Manager's Office. He pointed out that these are only the tip of the iceberg.

Dixon, in order to provide more information on these issues stated as follows: one issue was driven by a former employee of the fire department named Kesha Bland, who worked as an Administrator in the Chief's office. She is now with the Savannah Sanitation Bureau. She made statements to several other employees that the people in the Chief's Office were "going to jail." He believes this statement relates to allocation of funds to specific areas of the fire department.

A number of other employees left the financial controller area and are fully identified in documents provided. The only one of these people that no longer works for the city is O. J. Williams. He pledged that he would supply contact information for Williams.

He provided some bid rigging information that is an addition to the documents previously provided. He pointed out that fire trucks, specifically ladder trucks, are put up for bid. Three companies submit bids: E-1, Pierce Fire Apparatus and Sutphen. Recently the city bought three ladder trucks for approximately \$1.4 million dollars each from Sutphen.

Related to this bid, he was approached by Julian Lovern who was the purchasing agent for E-1. Lovern indicated to him that the Sutphen bid was a done deal. On the day the bids were being read, Lovern, arrived at the fire department. He was directed to a small room for approximately 45 minutes before being told that they had missed the bidding and that the purchases had been awarded to Sutphen.

The individual in charge of taking the bids on this was a member of the fire department, Captain Ira Wilton Harper II, who is currently with Station No. 5, and at the time was the Fleet Manager. His job was known as Fleet I. Harper was removed from the job when questions were raised about this purchase. He knows that Harper is close with Chief Middleton and he has heard rumors that Harper accepted hunting trips and other compensation from Sutphen.

Harper during his time as fleet manager lost a FEMA trailer, which disappeared. This trailer was an overage given to the department around Oct 2011, after one of the hurricanes. Rumors indicate the trailer is on Harper's hunting property.

Also a pickup truck was stolen by thieves or was appropriated and is still missing. He believes that both of these matters were reported to the police.

Dixon described a situation in which Battalion Chiefs make their reports to the Chief of the Fire Services by using the Savannah City "Y" drive on their computers. In the "Y" drive is an administrative folder that the Chiefs used and it is maintained for reference. Recently, all 2014 material was deleted from the drive. He has no idea why this was done and does not have any particular suspicions, but is concerned that the information disappeared.

Further with the hostile work environment, he pointed out that Chief Wallace was promoted to Assistant Chief, the number two position in the department, without meeting the qualifications set forth by the City at the suggestion of Fire Chief Middleton. Specifically, Wallace was promoted without having the required three years of Battalion Chief experience.

Dixon related that in some of the complaints to the City, his group has pointed out that the Fire Service has suffered three suicides in the last 10 years. The only suicide prior to that was 1972, when a firefighter killed his wife, her lover and himself.

He cited the Eric Mercer suicide as probably not directly attributable to the stress of the job. The Robbie Jernigan suicide occurred in Claxton, Georgia, or Metter Georgia where he lived. Jernigan, who had been assigned to Station 9, suffered from black mold that had been in the HVAC unit at the station. He believes that Mercer took his own life because he could no longer work and the department would not bring him back on compassion.

The third suicide was Anthony Lewis a/k/a Bosko. Dixon does not have details of Bosko's death. In discussion of the suicides in the fire department, Dixon did agree that the suicide rate might not be high compared to the average population.

Dixon stated that the Savannah Fire Department has a Union. The President is Bob Miley, a Master Firefighter on Rescue 2. Miley's telephone number is Reda Reda The Union concentrates on pay issues including the Captain's lawsuit, which involves a very complicated pay schedule that has subordinates making more than their supervisors. His group concentrates on the hostile work environment.

By telephone on July 28, August 1, 3 and 6, Dixon reported several details and provided contact information for witnesses.

- The department promotion policy is not clear. He believes it is designed to promote whom Middleton wishes. Dixon was promoted to his battalion chief position by Middleton.
- Assistant Chief Alberts signed off fire fighter certification exemptions for himself and Chief Wallace. He explained that in their position they are required by Georgia Fire Academy to hold basic certification, which he does not believe they hold.

On 25th, Dixon reported by phone that in the staff meeting the day before, the department's accreditation was announced. Chief Middleton made some statements about members of the staff blocking the progress of the fire department.

Craig Landolt advised him that following the staff meeting he was suspended by Chief Middleton in lieu of termination.

Dixon advised that Gordon Henderson is the Georgia fire fighters standards director. He talked to him about whether chief Albert had the authority to exempt himself from the testing for firefighter certification. He advised that chief Vickers and Mark Burrell of Isle of Hope Fire Department were the instructors for one of the classes that Albert did not attend. These classes were Fire Office 3 and 4. Allegedly Albert also exempted assistant chief Wallace from Fire Officer 4. Dixon stated that only Gordon Henderson could exempt them. Dixon stated that Gordon Henderson told him that there were no records in his files for exemptions of Albert or Wallace.

7. IRA HARPER WITNESS STATEMENT

Chief Charles Middleton has elevated the Savannah Fire & Emergency with ISO-I and received national accreditation. However, he is a difficult person for whom to work.

He gave as an example, the fact that the fleet management job is difficult. It is basically a 24-hour on-call job to keep equipment running. He was responsible for all of the equipment on the vehicles, and until about a year before he left, he was a one-man show. The Chief had indicated to him verbally that if he took the fleet job and got his college education, he would have a chance of being promoted. He wanted to be a Battalion Chief. He has not been promoted to that position.

He pointed out that Middleton is a very good budget manager. For example, budget funding was urgently needed for a new south side station. There was money in the budget for a new station on Hutchinson Island. Middleton knew that station would be in the budget for next year and used the funds to provide the south side with a new station,

Regarding the FEMA trailer, it was brought to the Savannah Fire Department after the Katrina hurricane. It was in the inventory before he became the Fleet Manager. He turned it over to the maintenance shop for evaluation. He remembers towing it to that location and later seeing it in their salvage/auction yard. He assumes that it was sold. He denied knowing anything about the disappearance or the current location.

On August 11, 2016, Captain Ira Harper stated that he has been a member of the Fire Department for 25 years. He is currently on Engine 5, and for seven years prior to that was the Fleet Supervisor. He left that job on January 16, 2016. He provided a telephone number of Reda Red Redac

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8. ELZIE KITCHENS WITNESS STATEMENT

On August 11, 2016, Elzie Kitchens stated he is a Battalion Chief with the Savannah Fire and Emergency Services. He has been a Chief since 2013. He came to work for Savannah Fire in 1998. He provided his email address as ekitchens@savannahga.gov.

He served as the interim Assistant Chief of Operations for approximately one year, ending in November 2014. He has a Master's Degree from Columbia Southern University.

During his time as the Administrative Chief, he worked directly for Chief Charles Middleton. Middleton is a very organized person who keeps up with the assignments he delegates to subordinates and follows-up to completion with the subordinate.

He does not recall ever being belittled by Middleton. He does recall Middleton correcting him, for things that Middleton did not like that he was doing. He knows that there are complaints against the Chief by some members of the command staff. He enjoys working for Middleton, although his move from Assistant Chief to Battalion Chief was because of the stress. He pointed out that he is a much better Battalion Chief from his experience working as the assistant chief.

Salary and pay issues are the main areas that cause lack of morale in the department. These issues are difficult because there is not a clear pay structure. This problem is citywide and not the responsibility of Middleton.

The promotion problem is not difficult to understand. Middleton wants to promote people who have higher education. The qualifications for promotion are clear. Once a candidate is on the list for promotion, the decision is the Chief's. He may consult with command staff, but he is the decision maker.

Regarding the Chief's Administrative Assistant, Keysia Wilson, he does feel that she was given too much power, but she was a great help to the Chief. He does not believe there is any relationship between Wilson and the Chief beyond the job.

Regarding background checks and criminal convictions, he received a DUI in 2006 when he was a Master Firefighter. He was sentenced to community service, \$300.00 fine and 120-day suspension of his driving privileges. He pointed out that he is responsible for his DUI. He has had no problems with DUI or other criminal matters since then, and he was promoted after a period of time. He believes this is the way other criminal matters are handled in the Department.

Regarding Chief Middleton and the leadership of the Fire Department, he knows of no criminal matters and no issues that the Department faces caused by Middleton or his leadership that would subject the City of Savannah to liability.

He is aware of the group of malcontents who continually complained about the Chief and want him fired. Most members of this group feel they should be chief of fire.

When he was promoted to Assistant Chief, several members of the malcontent group complained, including Kenny Rentiers, Kelly McDonald, Michael Lloyd, and Craig Landolt. Thad Dixon is the leader of this group.

Kenny Rentiers told him face-to-face that he thought he, Rentiers, should be the Assistant Chief instead of him. Rentiers and others felt that he did not have enough time and grade for the job. This is their universal complaint about everything the Chief does. These individuals are so disgruntled that they are like a cancer on the Fire Department. Kitchens speculated that the Chief may enjoy the complaints from these people, and likes to manage by chaos.

He pointed out that in the time the Chief has been here he has advanced the professionalism of the Fire Department with ISO-1 rating and national accreditation, which will be awarded this month.

9. CRAIG LANDOLT WITNESS STATEMENT

On August 4, 2016 Craig Landolt advised he has been the Fire Marshal for Savannah Fire and Emergency Services, since 2007. His pay grade is that of a battalion chief. He reports to Assistant Chief Curtis Wallace.

Landolt acknowledge he has talked to an attorney Maury Bowen regarding complaints about Keisha Wilson, assistant to Chief Middleton. He acknowledged he understands it is not appropriate to discuss the same issue in this interview.

Landolt identified himself as one of the "stressed 9". He feels that chief Charles Middleton needs to be gone as the Fire Chief for Savannah. Landolt listed the following complaints that he has encountered with the chief:

- Chief Middleton does not refer to him as chief. He believes the title chief is appropriate to describe the fire marshal.
- Chief Middleton has not approved the single-breasted jacket for his use. This is contrary to the other fire offices dress code.
- Chief Middleton will not approve him wearing a white fire helmet.
- His city car is unmarked and not appropriate to identify him as the fire marshal.
- Chief Middleton will not sign paperwork so that he can obtain a Georgia license plate for his personal car, which would identify him as a firefighter. Middleton would not sign the document stating that he was Fire Marshall and not a firefighter.
- Chief Middleton did not recognize him in a staff meeting when he received recognition from the Westin resort on Hutchinson Island. In fact, he was orally reprimanded for not notifying the press information officer of the fire department prior to an article in the newspaper about his honor.

Landolt described the stress caused from working toward accreditation for the fire department as the reason he and other members of the stressed 9 went to the employee assistance program (EAP) and subsequently took stress leave. He described his medical condition leading up to the leave as high blood pressure 165/105 with chest and arm pain. He complained that his blood pressure remains high, because of the nit picking by the Fire Chief's office.

His stress leave was from March 25 until April 1, 2015. He complained that during this period of time his Deputy Fire Marshall was required by the Chief's office to do interviews of potential job applicants. The reason this is an issue is

that St. Patrick's Day in 2015 was coming up on the weekend, and on Thursday the 12th his Deputy, Richard Griffin, was tied up in the interviews.

Prior to St. Patty's Day, their office is very busy doing inspections of bars and restaurants that are going to jammed with people on the St. Patty's Day weekend. He felt that this was inappropriate for his Fire Marshall Deputy not to be able to do the inspections.

The person being interviewed for a job in his office was Tangela Irwin nee James. She was close with Keysha Wilson. Wilson is the Chief's secretary and causes many of the stress problems in the department. He noted that Tangela Irwin was hired even though she did not have fire code experience. She scored 100 on the life safety test and was being paid more money than one of his employees who had been hired from the West Virginia's State Fire Marshall's office. That employee is Nathan Bushek. He noted that Irwin is the second highest paid member of his staff and has the least experience.

He rated the moral of the overall Fire Department as zero. He complained that Middleton thanks no one for work they have done and retaliates for complaints. Middleton generally is hostile to everyone.

Landolt stated that all he wants is an apology from the Chief and respect. He stated, "The chief needs to be gone".

He was present during a 6 hour mediation session order by the city manager. Gordon Maner, of the University of Georgia, who broke down in tears and cried at the end, held it. Maner stated it was the worst case he had ever mediated. He recalls that Maner asked Chief Middleton "wouldn't you agree that you are not a people person." Chief Middleton simply replied "No".

Landolt in response to questions regarding race issues stated that he does not believe any of the complaints against Chief Middleton or issues in the Department are caused by racial problems.

Landolt advised that in savannahnow.com posted an undated document that sets out the same complaints as he has discussed. He does not know who posted this and does not believe anyone other than the person sending it knows. Speculation in the Department was that Assistant Chief Ronald Butler might have sent it since it came out not long after he left the City.

10. RYAN LENZ WITNESS STATEMENT

Ryan Lenz (firefighter, Savannah Fire and Emergency Services) stated on August 10, 2016 that he is currently assigned to the Headquarters Marine Unit operating the fireboat. He was employed from 2005 to 2008. He resigned in 2008 to return to Indiana where his father-in-law was ill. He re-applied in 2009-2011 but understood that the Chief did not approve his re-hiring. He was re-hired in 2013.

He provided his city cell phone number as (Reda Red Red and his city email as rlenz@savannahga.gov.

He recalls an incident that occurred in approximately 2013-2014 timeframe. He was working for Captain Glen Brantley at Station 9. Keysha Wilson and a representative of the uniform vendor came to their station house for their annual measuring. Captain Brantley asked a question of Keysia Wilson, in his presence. There was an exchange between Captain Brantley and Keysha Wilson about boots that he had ordered that had not been delivered. Both Captain Brantley and Wilson became defensive. Battalion Chief Ed Harris, who was present, intervened as a third-party and told Brantley to leave the room.

Brantley realized he might be disciplined for this exchange because of the strong reprimand of Battalion Chief Harris. Lenz asked Captain Brantley if he wanted him to prepare a statement. He prepared the statement on his own and provided it later to Captain Brantley who hand-carried it forward in the command structure on his appeal. Chief Middleton increased Captain Brantley's reprimand to two days off without pay. A second firefighter, Craig Roulerson, also prepared a statement regarding the exchange between Captain Brantley and Wilson. He feels that Wilson was out of line.

Overall, he rates the morale in the department as about a 2 on a scale of 1 to 10. He blames it on the poor leadership of Chief Middleton and his two Assistant Chiefs, Wallace and Albert. There is a great deal of micromanagement and the chain of command is broken both ways. He cited the boots incident with Captain Brantley as an example of the chain of command being broken from top to bottom; Keysha Wilson had too much authority.

Departmental pay is another morale problem. The structure of the pay puts him in a position right now of applying to be a Master Firefighter, which will give him a 5% raise. He feels that the level of responsibility assumed by a Master Firefighter is not worth the 5%.

He described himself as a dedicated firefighter who does his job, which he is glad to have. However, he does feel that the overall morale of the department is low.

11. MIKE LLOYD WITNESS STATEMENT

Mike Lloyd, Battalion Chief, Savannah Fire and Emergency Services has been with the City of Savannah in the Fire Department for 27 years. Previously he was in the U.S. Army for three years. He has a master's degree from Brewton-Parker College in business and a bachelor's degree from the University of Phoenix. He holds all the firefighter certifications required by the State of Georgia and by the Savanah Fire Department.

In 2009 he served as the Assistant Chief of Administration, which is a Battalion Chief pay grade, but puts him answering directly to Chief Middleton as one of Middleton's top two managers. He left the job after nine months because he did not get along with the Chief, did not like the way he worked and felt he was inconsistent and not a pleasant person.

He pointed out that Chief Middleton has raised the requirements for education in the firefighting service. For example, the Chief mandated that all fire officers be required to pass the basic firefighter courses. This was not required when he came to work for the fire department. Because he was a battalion chief at the time, he got the training on his own time and was not paid overtime for it. A captain or master firefighter would have been paid overtime.

Currently he is the top paid Battalion Chief, because of his length of service and his education accomplishments.

One of the morale factors in the department is the pay scale setup. For example, people reporting to a particular battalion chief may actually be paid more as a captain and people reporting to a captain as a firefighter may be paid more because of their length of service. Further, firefighters who are working in hazmat, technical rescue, and marine patrol, are not paid extra for these jobs which require more certification than the average firefighter. Therefore, many of the young firefighters do not go into the specialty areas.

Promotions are an area of concern that wreck the morale of the department. He gave an example that in 2011 promotions were posted for captains and he believes master firefighters at the time. Candidates for these jobs prepared an essay in their application. These were due on a Friday afternoon at 5:00 p.m. On Thursday afternoon, prior to the Friday, Chief Ben Morse, now retired, sent an email to him and other battalion chiefs giving the names of the people being promoted and their assignments. Knowing the structure of the fire department, he is certain that the decision about the promotions was made by Chief Middleton.

The promotion policy for the fire department is much too vague, does not set out exact requirements, and gives the Chief too much leeway in picking the promotions. He acknowledged that Battalion Chiefs serve at the pleasure of the Chief of Fire

In 2010 and 2011 there was a lawsuit filed by Simon Wilson and Ryan Stigal alleging promotions of firefighters based on false educational documentation. This case was settled. Later the case was opened at the request of several people in the fire department. It revealed the extent of the sperious educational documents.

He remembers specifically that one of the educational institutions gave a diploma to Chester Ludlow. Chester Ludlow was determined to be a dog. The diploma required only a \$ 500 payment to the institution.

He was with Chief Morse in Chief Middleton's office when the information about this situation made the news. Middleton told them specifically that they were not going to investigate the false documentation. He stated the investigations was a Human Resources job.

One of the individuals who submitted false documentation was Stephen Emberton, who was demoted at the time. In spite of that demotion he was promoted recently to captain.

He was involved in an application for promotion to Administrative Chief when he received a reprimand letter, which is in his file. The letter was from Chief Morse, with whom he was competing for the job. This reprimand was based upon the fact that he did not inform Morse or Middleton about the disposition of a DUI on a firefighter named Jack Brigdon, who is now a captain. Brigdon received no punishment from the fire department, but he, Lloyd, received a letter of reprimand

Regarding race relations, he stated that he is the single Afro-American Battalion Chief, and feels that Chief Middleton, also Afro-American, discriminates against Afro-Americans. For example, he pointed out that in 1995, the fire department had 180 employees, 55 were Afro-Americans. In 2011 and 2012, the department had 300 employees and still had the same 55 Afro-Americans. He pointed out that the City of Savannah is 56% Afro-American.

12. JACK MCCUTCHEON WITNESS STATEMENT

Jack McCutcheon on August 3, 2016 stated that he is a Battalion Chief in the Savannah Fire and Emergency Services. He has been assigned to the Training Division since January 2016.

His contact information is Red Red Red Imccutcheon02@svga.gov. McCutcheon has a Criminal Justice degree from Armstrong in Savannah, a Bachelor of Science Degree from Troy University, and an Emergency Management degree from Eastern Kentucky University.

He is aware of the complaints by several of the Battalion Chiefs including Dixon, Rentier, Landolt, McDaniel and Lloyd. This group is led primarily by Dixon who comes from the Volunteer Firefighting Industry in Georgia. Georgia has more volunteer fire departments than career departments. Dixon is big in the state firefighters groups. Dixon was a close friend of McCutcheon's father, who is now deceased.

Dixon constantly complains that Chief Charles Middleton is not qualified for his job, because he does not abide by Georgia Fire Standards. McCutcheon pointed out that these Fire Standards are primarily directed at volunteer departments.

Chief Middleton is certified and qualified through national certification agencies and has taken the Savannah Fire Department to a unique level. The department will be accredited within the next month. This is a high professional distinction among fire departments in the United States.

Along with this accreditation, Middleton has moved the department into ISO Class I. This ISO classification benefits residents and industry in the Savannah area for practical purposes of fire protection and for insurance premium savings.

McCutcheon has been active in the workup to the accreditation by National Professional Qualifications (NPQ). In this effort there are 280 performance indicators in 10 categories. Chief Middleton has farmed out the accreditation preparation to the battalion chiefs, in order to include them in the strategic planning for the department.

The battalion chiefs in the protesting group have been very slow to apply themselves to the work assigned to them in this accreditation effort. He described this group as a bunch of "whiny bitches."

13. CHARLES G. MIDDLETON WITNESS STATEMENT

Charles G. Middleton, Fire Chief, Savannah Fire and Emergency Services, stated he became the Chief of Savannah Fire in 2006. He originally is from Savannah and has been with fire departments in other cities. Prior to assuming the duties in 2006, he was with Orange County, Florida, as an Assistant Chief.

When he came to Savannah he felt he had inherited a situation that was a plantation environment and "old boy network." The Chief of Fire was an administrator and the Battalion Chiefs made all of the decisions. There were six battalions. He increased the battalions to nine, and took over many of the powers that were being welded by the battalion chiefs. Each battalion chief is responsible for providing fire service in specific areas of the city. As fire chief his view is service to the entire city. Decisions regarding equipment and manpower deployment are best made by the person with a city wide service view.

He initiated advanced education opportunities. He expected employees of the Department would take advantage of city paid advanced education. The advanced education is a benefit to citizens of Savannah, in the form of professional fire fighters. Some battalion chiefs have opposed this initiative. They argue that fires are not fought in classrooms.

He initiated national professional qualification requirements, as opposed to Georgia standards,. The Georgia standards are less demanding and sometimes in conflict with national standards. He had received strong push back from battalion chiefs are closely related to the Georgia Fire Training Academy.

Middleton stated that when he was hired to be Fire Chief of the City, a retired Chief Rentoule had been called in from retirement to fill-in on an interim basis. Originally, Chief Rentoule was not applying for the full-time job, but at the last minute he applied for the job. Rentoule was not hired. As a result, resistance was strong from Battalion Chiefs Dixon and Rentiers. Later Battalion Chiefs Kelly McDaniel, Mike Lloyd and Fire Marshall Landolt joined in opposing policies he instituted. He noted that he promoted all of these individuals, in spite of their disagreement with his policies.

Each of these fire offices resisted the education promotion policies, etc. Fire Marshall Craig Landolt became very active in criticizing the work of the Department. Landolt is in trouble at this point over an investigation he initiated that found him to be untruthful. Along with this one case, there is a second matter of a complaint by one of the staff members of his organization, Tangler Irvin.

Specifically he got resistance from Battalion Chiefs Dixon and Lloyd, and later Battalion Chief Rentier and a Captain named Glenn Brantley. They felt that the Department had always operated under Georgia's standards and nothing should be changed. He pointed out that Georgia's standards did not meet the standards of national professional qualifications.

He set out a very specific course of education to be accomplished on an annual basis. This led into the work-up to accreditation. He pointed out that the fire department is a \$30 million corporation, and he runs it in that manner. He receives constant resistance from a very small group of people arguing that it is not a business, it is a job. He replies to them that it is a profession.

He pointed out that the Department is now an ISO-1, and next week will receive National Accreditation. Both of these standards lower insurance rates and provide better firefighting professionalism for the citizens of Savannah.

He believes that communication is a difficult problem for the Department. Getting the message out regarding education has been slow, but the Department at this point is one of the most educated in the nation.

He addressed the issue of a mediation that was held to attempt resolution of the problems between his job as the Chief and the resistance from the lower ranks. It was a seven-hour meeting that he felt was unhealthy. He pointed out that the mediator at the end of it started crying.

However, as a result of the mediation, he has provided the Battalion Chiefs time with him after the bi-weekly staff meetings to raise issues. In the years since the mediation, he has had very few requests from these Battalion Chiefs, and very few issues have been raised, but he continues to give them this opportunity.

He specifically pointed out the resistance comes from Battalion Chiefs Thad Dixon, Ken Rentiers and Kelly McDaniel. He pointed out that a health and wellness and a safety program he installed in the Department was heavily resisted by these individuals.

The health and wellness provided a yearly physical exam and fitness test for everyone. Immediately a health issue was identified for one of the firefighters. He feels that this testing has been beneficial to the operation of the department and also beneficial to the members of the department, personally.

14. BEN MORSE WITNESS STATEMENT

On August 10, 2016, Ben Morse was contacted at Red Red Red Red Red Assistant Fire Chief for the City of Savannah Fire Department, working under Chief Charles Middleton, for seven to eight years. He is retired from the U.S. Army National Guard as a Master Sergeant after 21 years. He lives in Darien, Georgia, at this time and in his retirement is driving for Chemical South Transport.

Because of his current job, he is on the road a great deal and would like to conduct this interview telephonically.

Charles Middleton as Chief of Fire for Savannah is difficult to work with. He occasionally loses his temper, but this problem goes both ways. Some of his command staff is constantly complaining about the same old issues. These are usually things that are not particularly important. Many of the complaints and allegations directed at Middleton were also directed at Ben Morse himself.

The Chief's Assistant, Keysha Wilson, received some of the complaining against her, because Middleton invested her with a great deal of authority. He feels that she somewhat deteriorated the authority of the command staff. However, Chief Middleton has advanced the professionalism of the Savannah Fire Department enormously with the ISO-I rating and accreditation.

He specifically addressed the issue of a Fire Captain named Glenn Brantley, who complained about Keysha Wilson. He was unhappy because he did not get boots he was ordering in a timely fashion. He raised the issue in an inappropriate manner in front of the firefighters who worked for him. His Battalion Chief wrote him up and Chief Middleton extended the reprimand to two days with loss of pay. Brantley and the others in the malcontent group have constantly raised this as a fault of Middleton.

John Thadd Dixon, a Battalion Chief, is the leader of the malcontent group. He routinely shows no respect for authority of the Chief. Dixon believes that he should be able to pick and choose his tasks rather than be directed by the Chief or assistant chiefs.

Morse indicated that morale is an issue in the Department, but stated that in an emergency, the firefighters and command staff will protect the citizens of Savannah and put aside their complaints against their leadership.

Morse pointed out that he is a good friend of Battalion Chief Ken Rentiers, who is a member of the complaining group. He pointed out that Rentiers and the others all went out on FMLA stress leave at the same time. He recalled that Rentiers had just returned from an Airforce National Guard tour in Iraq and feels that some of the stress was related to that.

He described Craig Landolt and Kelly McDaniel, other members of the complaining group, as marginally competent.

He recalls a situation over promotions when McDaniel was promoted to Battalion Chief. Her competition for this promotion was Tonya Snellings, who he thought was the best candidate. The Fire Chief appointed McDaniel, which is his prerogative.

15. KENNETH RENTIERS WITNESS STATEMENT

On August 4, 2016, Battalion Chief Kenneth Rentiers, Savannah Fire Department (SFD), telephone number Re Reada email address krentiers@savannahga.gov, was interviewed by Investigators John Insogna and George Murray. Rentiers voluntarily furnished the following information:

Rentiers is a 20 year veteran of the SFD. He was promoted to the rank of Captain in 2007 and was promoted to Battalion Chief by Chief Middleton. Rentiers was asked to rate the morale of the SFD, on a scale of 1 to 10, with 1 being the lowest and 10 being the highest. Rentiers said he would rate the current morale at SFD as a level 2.

Rentiers gave the following reasons for his level 2 rating:

- Lack of leadership on the part of Chief Middleton
- Chief Middleton's former Administrative Assistant Keysha Wilson, had more power in the SFD than the 2 Assistant Chiefs. Wilson was sometimes referred to as Chief Wilson.
- In Rentiers 23 year service in the Air Force he has never seen a leader talk down to any one as much as Chief Middleton does.
- Chief Middleton would degrade senior management during meetings

In 2015 as things started to deteriorate in the SFD a group of managers to include Battalion Chiefs and Captains formed together to voice their concerns and complaints to city management. This group included; himself, Chief Thad Dixon, Chief Mike Lloyd, Chief McDaniel, Captain Pat Howard, Captain Jeff Croslen, Captain Tony Johnson (no longer with SFD) and Fire Marshall Craig Landolt. They filed a formal complaint with City Manager Stephanie Cutter about the actions of Chief Middleton. The group prepared a power point presentation to show to the city manager in an attempt to resolve the issues in the SFD.

Rentiers estimates that they met with City Manager Stephanie Cutter on 2 or 3 occasions but nothing changed in the department as a result of these meetings. It got to the point that something had to give, it was either the Chief had to go or the group would go. It was at this time City Manager brought in mediator Gordon Maner to help resolve the issues in the SFD.

In April 2015, a mediation meeting was held at the police department conference room. All the parties that had met with the City Manager were invited to the mediation meeting as well as Chief Middleton. Also present was Chief Wallace and Chief Kitchens. At the outset of the meeting they were given guidelines regarding what they could discuss. They could not talk about the pay issue because of the pending law suit.

Rentiers stated that all of their concerns were aired out during the meeting. It was an 8 hour meeting that lasted all day. At times it became heated and very contentious. At the end of the meeting Chief Middleton stood up and said "tomorrow starts a new day."

Leadership

Rentiers said he would rate Chief Middleton's leadership skills as being very poor both morally and ethically. Rentiers is not aware of any criminal activity on the part of Chief Middleton. In Rentiers opinion Chief Middleton cares more about himself than he does the department.

Morale

Some of the issues affecting the morale in SFD are:

- The department seems to be pushing the "specialty" certifications. People in specialty companies seem to be getting priority over the regular firefighters
- Regular firefighters don't seem to be getting the same perks afforded to those in specialty companies
- Chief Middleton is aware of the problems in the department but does nothing to correct them.
- Chief Middleton does not seem to care
- Pay scale is a big issue in the department- Rentiers noted that Chief Nathan Gaskill who
 has been a Battalion Chief less time than he has makes more money than Chief Rentiers.

Promotions

Promotions in the department are another big area of concern. There is no promotion policy in place other than whatever Chief Middleton decides it to be. Rentiers cited an example of this with the promotion of Chief Wallace to the position of Assistant Chief. The department policy states that in order to be eligible for promotion to the position of Assistant Chief the candidate must have served as a Battalion Chief for at least 3 years. When Chief Middleton promoted Chief Wallace to Assistant Chief, Chief Wallace had not served as a Battalion Chief for three years. Rentiers feels that Chief Wallace is doing an outstanding job as an Assistant Chief but "he drinks Chief Middleton's cool aide."

After Chief Morse retired in 2014, Chief Middleton appointed Chief Kitchens to be the interim Assistant Chief of Operations. Chief Kitchens had only been a Battalion Chief for 6 months. Chief Kitchens only lasted in that position for 1 year. Chief Jeff Alberts is now the interim Assistant Chief of Operations.

Rentiers recalled that former SFD, Assistant Chief Cedric Scott, was hired out of Waycross, GA and brought into SFD and named Assistant Chief. Scott only stayed with SFD for 2 years and left because of Chief Middleton.

Hostile Work Environment

Rentiers feels that a hostile work environment exists in the SFD. He attributes this to the way Chief Middleton deals with people. He also thinks Chief Middleton suffers from being bi-polar and that makes him difficult to deal with.

Rentiers said he felt slighted when the Honor Guard was taken away from him. Rentiers said he had been a member of the Honor Guard for the past 19 years and resents that it was taken away from him for no apparent reason.

16. CEDRIC SCOTT WITNESS STATEMENT

Cedric Scott, Fire Chief, Suffolk, Virginia, Red Redact Redact Suffolk, Virginia, returned a call from his cell phone (Reda Red



Chief Scott stated that he has been with Suffolk, Virginia, Fire Services for three years. He has been a firefighter for 29 years. He served as Assistant Fire Chief of Logistics for the City of Savannah from 2011 to 2013reporting directly to Fire Chief, Charles Middleton. At the time, the other Assistant Fire Chief was Ben Morse.

In response to the investigator's description for the reason for this interview, Chief Scott replied that the relationship with Chief Charles Middleton was the worse relationship he could imagine. It is unfathomable to him how Chief Middleton could be as abusive to his command staff and employees and still have a successful firefighting service. He attributes the success of the department to the command staff and employees, but feels that Chief Middleton is a tyrant.

He explained that he met Chief Middleton in the course of professional firefighter meetings and networking. He went to work for him because they shared common goals in elevating firefighting service professionalism throughout the ranks. Because of his problems with Chief Middleton, he went to the city managers. He pointed out that most of his reports to the city managers were to the current City Manager, Stephanie Cutter.

In approximately 2012, the City Manager appointed an investigator (who he believes was named McMillian) to look into the complaints against Chief Middleton. He was interviewed by McMillian and immediately knew the investigation was going nowhere because McMillian told him he was a close friend of Chief Middleton. He pointed out that everything he will state in this interview has been provided previously to the City Manager.

He attributed the most important morale problem in the department was the Chief's administrative assistant, Keysha Wilson. He recalled for example that she took it upon herself to discipline an administrative secretary named Boggs and assumed all types of managerial power. For instance, he as the Assistant Chief for Logistics was responsible for firefighter and staff uniforms. Chief Middleton turned this responsibility over to Wilson. He recalls a number of incidents where firefighters got into squabbles with Wilson about very simple issues-such as replacement of uniform and equipment. He recalls on one occasion that a request went all the way through approval by an Assistant Chief, and then was denied by

Wilson. This is one of the primary reasons that there are complaints by staff and employees of the Savannah Fire and Emergency Services.

During the period of this problem with Wilson and the uniforms, one of his staff members was Larry Beasley, who was his Quartermaster and would have been the person to handle uniform requests. Wilson was constantly interfering and overruling Beasley, whom he recalled has a bachelor's degree from Armstrong College.

Staff meetings are attended by command staff, administrative personnel and other employees who were subordinates of the command staff. In these meetings, Chief Middleton routinely humiliated and disrespected members of his command staff in front of secretarial and firefighter level employees.

He recalls on one occasion that Chief Middleton went on a tirade about the fire records and stated to several of the command staff in the meeting "if I have to instruct you on how to handle the records of this fire department, why do I need you?"

He recalls that Chief Middleton cost the City of Savannah money in a variety of different ways, including a lawsuit that was filed against the Department alleging college credits had been falsified. Prior to the filing of the suit, he became aware of the problem. After talking to Assistant Chief Morse, they met with Chief Middleton. He suggested that he and Morse examine the college credits in question and determine if they were valid or not and settle the issue. Chief Middleton went into a tirade and berated both of them. Middleton stated Human Resources were responsible for the investigation. He ordered they were not to do anything with this matter. He recalls that Chief Middleton made the statement "tell them to bring this suit on, we'll handle it." In fact, a suit was filed and went through litigation to settlement, which obviously cost the City of Savannah money.

Chief Middleton is extremely uncooperative with the Firefighter Union, which is not a union in the truest sense of the word. In Georgia, there are no firefighter unions, but several years ago the City of Savannah voted to recognize the Firefighter Union. Chief Middleton is very uncooperative with the Union representatives, and his attitude is unproductive in matters that the Union brings to his attention. As far as his personal relationship with Chief Middleton, he noted that Chief Middleton turned against him hard after he brought to Chief Middleton's attention the Keysha Wilson abuse of power issue.

In reply to questions about the accreditation of the Savannah Fire Department, Chief Scott pointed out that the Department is an excellent fire service, because of the employees and the command staff. As far as the accreditation is concerned, he provided an example of two horses pulling a load. The person driving the horses drives them hard to reach a certain objective, and when they end up at the City Hall door as the objective and the accolades are passed out, they come outside and find the horses dead. In other words, they achieve the goal but kill the inside morale of the fire department.

Chief Scott pointed out that Chief Middleton constantly has a conflict with other city departments, including water, maintenance, etc., and gets along with no one. Again he stated that the department is successful in spite of Chief Middleton.

As far as promotions are concerned in the Department, Chief Middleton makes all of those decisions and promotes whom he wishes. There is no transparency to enable the employees to understand requirements of promotion.

Chief Middleton is an Afro-American chief and Chief Scott has personally heard him use derogatory racial terms about personnel of the Department who are also Afro-American. He cited an instance where Chief Middleton directly stated to him that one of the battalion chiefs reminded him a field hand wearing a handkerchief on his head. He pointed out that he did not tell this battalion chief about this instance. However, he did provide this information to the City Manager, Stephanie Cutter.

He recalls that the city manager has tried to satisfy the complaints against Chief Middleton by mediation, meeting with the City Manager, and a previous investigation. From a behavioral point of view, the Chief usually settles down for a short period of time and then returns to his tyrannical pattern.

He left the Department when the Suffolk Virginia position came up. He was fearful that working with Chief Middleton was going to affect his health, and was looking for a solution to the problem. Even though he was not actively seeking a chief job at the time the City of Suffolk contacted him.

In conclusion, he stated that it is hard for him to understand how Chief Middleton has remained Chief, because the media is sensitive to these

issues. In the Dan Stower's case, the Savannah media printed much of what is being stated in this interview.

He does not know whether Chief Middleton is so politically connected that he can survive this problem of a hostile work environment. He is not aware of Middleton's connection with the City Council or other political figures in Savannah.

17. DAN STOWERS WITNESS STATEMENT

On July 29, 2016, Dan Stowers was reached at (Reda Red Reda Red Reda He is aware that an inquiry is in progress regarding complaints made about Chief Middleton and Savannah Fire and Emergency Services. He agreed to speak by telephone and stated that he is currently working at Henry County Georgia High School as an instructor.

He resigned in May of 2016 as the Emergency Manager for the City of Savannah. In that position, he answered to Fire Chief Charles Middleton. Usually this position answers to a City Manager.

At the time he resigned, an official of Human Resources for the City asked him to write down the complaints that were compelling him to resign. Initially he declined to do this. After a conversation with Chief Middleton in which Middleton berated him regarding acquisition of emergency food and water supplies, he decided to write down his complaints for Human Resources.

As a result of writing this material down, the Savannah Morning News/Savannah Now posted an article May 28 2016, that includes most of his complaints. This article indicated that Stowers was hired in 2013 and attributed his resignation to what Stowers perceived as a lack of support for his one-man department and the harassment he endured under Middleton.

Stowers described Middleton as spiteful and insecure. He claimed the Chief talked down to him and frequently cussed at him. He stated that Middleton's abusive treatment extended to fire department employees as well. Stowers complained that any time complaints were made to management of the City or Human Resources about Middleton they were ignored.

Stowers further claimed in his resignation that his one-man department did not receive adequate support from Middleton or the City Manager. This lack of support included inability to get a meeting with the City Manager to present an emergency management plan that was the first update since 1998.

Stowers alleged that Middleton rejected his repeated requests to purchase ready-toeat meals in preparation for an emergency. Only when tropical storm Erika was approaching the coast in August 2015 did the chief agree to the request. At that point, the purchase was an emergency purchase with no bidding process in order to get the food in time. Stowers, in his list of complaints to the City that were published in the news media, pointed out that the number 1 threat in Savannah is not hurricanes but hazardous materials.

18. JAMES VICKERS WITNESS STATEMENT

On August 3, 2016, James Vickers, Special Operations Chief, Savannah Fire Department (SFD), telephone number Red Red Red email address; ivickers@savannahga.gov, was interviewed by Investigator John V. Insogna. Vickers voluntarily furnished the following information:

Vickers current position with the SFD is that of Special Operations Chief, two years ago his title was that of Division Chief to Chief of Operations. Vickers joined the SFD back in 2004. Prior to hiring on with SFD, Vickers worked for the State of Georgia, Public Safety Training Center located in Forsyth, GA.

Educational Background

Vickers has:

- Associate Degree in Fire Technology
- Bachelor of Science in Fire Science Administration
- Master's in Public Administration with a concentration in Emergency Services Management
- Currently in his 2nd year in Leadership & Organization Management

Vickers was asked to rate the current status of the morale in the SFD on a scale of 1 to 10, 1 being the lowest and 10 being highest. Vickers rated the SFD morale at a level 1. Vickers claimed morale is the lowest that he has seen since he came to SFD. Vickers attributed the low morale to current leadership, namely Chief Middleton and pay.

Vickers stated that the SFD looks good on the outside but is falling behind. Vickers described the atmosphere at SFD as being "toxic."

Leadership

Vickers feels that SFD is not moving forward and that Chief Middleton is responsible for that. Chief Middleton's management style is a "top to down style" meaning whatever Chief Middleton says goes and that is it. It is a, "my way or the high way" style of management. Chief Middleton does not seek any input from

his program managers, he just does not want to hear It and he makes decisions on his own without consulting his management team. Chief Middleton will often change his mind and listens to the wrong people and makes bad decisions.

Vickers gave as an example of how Chief Middleton operates he stated that in late 2015 Chief Middleton cancelled all special operation training classes without asking Vickers for any input. Vickers stated he had all the special operations training classes scheduled for the entire year, however 2 to 3 weeks before the classes were to start the Chief cancelled them. When Vickers questioned Chief Middleton about his decision Chief Middleton told Vickers that he did not need the classes. Vickers said he pointed out to Chief Middleton that if they did not put the special operation training classes on it would seriously jeopardize the department's ability to staff certain positions with qualified personnel. Vickers went on to say that by June 2015, the staffing shortages that he predicted would happen started to occur. It was then necessary for the department to pay overtime in order to fill these positions. In Vickers opinion this was a waste of resources. Toward the end of 2015, Chief Middleton told Vickers to re-instate the special operation training classes. Vickers stated that Chief Middleton does not support the training program.

Vickers stated that Chief Middleton is in the habit of laying blame on subordinates especially during staff meetings. Vickers described some of these meetings as being "brutal." Some people have left the department because of the way Chief Middleton has treated them.

Pay Scale

Vickers stated the pay scale, "effects morale big time." The feeling in the department is that Chief Middleton does not fight to get more money for the firefighters. Chief Middleton sees the pay issue as a Human Resources problem not a SFD problem. Vickers also pointed out that there is no incentive pay. As a result of this there are people who refuse to take any specialty training.

Corrective Action

Vickers sees the following areas that need to be addressed to improve the morale of the SFD;

- Chief Middleton has to earn the trust of his men. He has to bring the department back to where it needs to be.
- Chief Middleton when making decisions has to include members of his management staff in the process. Right now only 1 or 2 individuals are making all the decisions.
- Establish committees and have his management staff be active members of these committees
- Increase training
- Show more support for the troops
- Fix relationships with other fire departments in the area. Establish better relations with the police department and other bureaus with in the city of Savannah.
- Re-evaluate members of his management staff. Stop promoting people to high positions who act as "yes people" to him.

On August 14, Vickers sent the following email to Insogna:

Mr. Insogna,

I met with you a few weeks back in reference to the current fire department investigation. At that time I was under the impression that I was to answer specific questions and then I would be contacted for further information if necessary. Since then I have discussed the intent of the meeting with others and found I was suppose to share any instances that I was personally aware of that could be questionable and therefore I would like to share some additional information.

The following is just various events that I have personally witnessed or was specifically told of by the one in question:

Charles Middleton, Fire Chief

State Certification - Chief Middleton never tested for certification in Georgia - required under OCGA 25-4-8. Contact Georgia Firefighter Standards and Training Council (GFSTC) Director Gordon Henderson for further details on requirements. GFSTC (912) 993-4521. He does not hold any other fire service certification.

Promotional process - Other issues exist such as placement of Assistant Chiefs and Battalion Chiefs not meeting job description requirements at time of promotion or being placed in positions while not being qualified on an "interim" basis. The specific promotion I feel is warrant further investigation is the most resent Captain's promotion. A total of four personnel were promoted to the rank of Captain and three could be questioned as to how each were selected since they were not the most qualified but one in particular should be reviewed, Captain Steve Emberton. Previously, Steve Emberton was allowed to sit for test and promoted to Master Firefighter (MFF) but did not meet job description requirements. A short time later Human Resources (HR) identified through assistance of firefighters requesting an open records request that Steve Emberton in fact did not meet requirements and was therefore demoted back to Firefighter by direction of the HR Director. One year later Emberton was allowed to sit again for the MFF promotional exam and was promoted again. The point in question is that he was allowed to sit for the Captain promotional assessment

while still on probation as a MFF. This was allowed by using time served as a MFF prior to being demoted. This was done under the coordination of Chief Alberts while he was serving as the Training Division Chief and Chief Wallace as the Logistics Chief. The Training Division coordinates the promotional testing process. Chief Alberts and Steve Emberton both served as Army Rangers, and assigned for an extended period of time in the same fire company. Emberton was recently promoted to Captain but would not meet job description requirements if he was not allowed to use time served as a MFF prior to demotion back to firefighter for submitting false documents. These actions place in question promotional process under the current administration.

Budget - Funding from other department budgets have been utilized for other fire department purchases on numerous occasions. More specifically, I was able to catch hazmat department (5155) funding being moved and requested the funds be replaced a few times over the last ten years and other times I did not catch it until the following budget year while reviewing funding close outs. The HazMat funding is unique; funding is received through a combined 50% industrial hazmat storage fees, 25% County match, and 25% City of Savannah match. This funding is earmarked for cost associated with performing hazmat inspections, and limited equipment replacement. Some grant funding is provided through GEMA for support of regional response. This movement of funding can be verified through financial journal entries and previous Fire Bureau Budget Analyst.

Certification requirement bias - Numerous personnel lacking national certification were threatened to either get the certifications or they would be terminated or must retire or resign. One Battalion Chief (Nathan Frazier) was forced to retire because he was unable to complete the certifications before the deadline. Throughout the timeframe given these personnel were harassed and reminded that the deadline was coming soon. The certifications require a written and practical exams through GFSTC. Current Captains were required successfully obtain Firefighter I, Firefighter II, Fire Instructor I, Fire Officer I, and Fire Officer II. Chiefs were required to successfully obtain the same and in addition Fire Instructor II, and Fire Officer III. All personnel were able to successfully complete the testing process except Chief N. Frazier and Captain C. Fogarty. Chief Middleton exempted himself from being required to successfully complete any certifications. These certifications mentioned above other than Firefighter I are an agency implemented requirement and not required by GFSTC. Captain C.

Fogarty is still employed but Chief Frazier was forced out due to some disagreements between him and Chief Middleton.

Curtis Wallace, Assistant Chief of Logistics

Grant supplanting attempts - On numerous occasions attempts have been made to use grant equipment purchase as part of the fireboat for other apparatus. Specifcally, there have been multiple attempts to pull the new Self Contained Breathing Apparatus (SCBA's) assigned to Marine 1 (fireboat) and replace them with older models so that money allocated to use in purchase of new SCBAs could be used for something else. The first attempt to pursued me was made by Chief Wallace while I was in his office for another item. He asked what I thought about the idea of taking the SCBAs off the boat and placing them on an engine so he could use those funds for another initiative and in three years he would replace them with new ones. I explained that would be considered supplanting funds and was in direct contrast to grand funding policies. The second attempt was made in writing through the Fleet Manager (Captain Ira Harper), who answers directly to Chief Wallace. I replied to the email and copied the Grant Manager (Dan Stowers. previous Savannah Emergency Management Director) and explained that it would be inappropriate. The last attempt was made in 2016 while in Chief Middleton's office for another topic when he asked my opinion on Chief Wallace's request. I informed Chief Middleton it was inappropriate and possibly would fall into a category of supplanting funds which is illegal. Chief Middleton said he would take it under consideration and no further action has taken place.

Certification in question - Simply put Chief Wallace did not attend a training course to be eligible to test for Fire Officer VI certification in 2014. I became aware of this issue after he was tested. I specifically asked Chief Alberts which class Chief Wallace attended that met the requirements to test. Chief Alberts stated Chief Wallace has a degree and it should meet requirements so he signed him up to test. This being the case supply or condoning submission of false information is a violation of Georgia Law 1968 PP 1249, 1310. Chief Alberts was the Training Division Chief at that time and responsible for verifying qualifications prior to signing up personnel to test. I am involved because I am a GFSTC test proctors for the region. GFSTC has specific requirements to test and detailed degree information must be submitted. This was not done.

Haz-mat certification - An initiative to require all personnel to successfully complete nationally certified in hazardous materials at the operations level was adopted in 2015. All personnel has achieved this certification except two to include Chief Wallace who has exempted himself from the requirement. The other person is Chief Middleton. This makes personnel question how one or two people are not held accountable to meet a department requirement.

Jeff Alberts, Interim Assistant Chief of Operations

Certification in question - Like Chief Wallace, Chief Alberts did not attend a training course to be eligible to test for Fire Officer III in 2013 nor Fire Officer IV in 2014 (tested same day as Chief Wallace). I became aware of this issue the same way as with Chief Wallace, after he tested. I asked Chief Alberts which classes he attended to met the requirements to test for certification, Chief Alberts stated he has a Master degree and meets requirements to test. Again, it is not as simple as saying a degree meets requirements. The degree curriculum must be matched and verified by GFSTC to be approved for use to meet a specific certification testing requirements. Supply or condoning submission of false information is a violation of Georgia Law 1968 PP 1249, 1310. Chief Alberts was the Training Division Chief at that time of the violation and had access to sign himself up to test without further validation.

Encouraging of false documentation - Various times students have been encouraged to copy and paste exact verbiage on lesson plans, and taskbooks to submit to state for meeting testing requirements. Documents for certification are to be individual activities and verified by two levels of evaluators in the agency and then a final review is conducted by the GFSTC Proctor prior to sending to GFSTC. On one specific incident a folder was created by Chief Alberts on the COS Y:drive and students were instructed to all submit the same information for Incident Safety Officer testing. These attempts to submit false documentation were identified by me personally because I am one of the regional GFSTC proctors. All taskbooks submitted in the June 2014 incident for the Incident Safety Officer certification contained copied and paste materials; not one taskbook was acceptable. Each time these issues have been discussed with Chief of Training, the instructors, the Assistant Chiefs to include Chief Wallace but no disciplinary actions have been taken. On one occasion GFSTC personnel met on

site with Chief Wallace, myself and the Chief of Training for false documentation. We were also warned that any further attempts to falsify documents would endanger fire department certification, and individual certifications. GFSTC was notified of the issues and I was advised I was to hold a meeting with the fire chief to discuss but he would not meet with me and a meeting was setup with his designees. In the case of the falsified Incident Safety Officer taskbooks, a meeting was held with Assistant Chief Wallace, Assistant Chief Morse (previous Operations Chief), and Training Division Chief Albert concerning the issues. It was confessed that a folder was created by Chief Alberts and students were told to copy verbatim in the taskbook documents to ensure they passed. Those with taskbooks involved were Chief Alberts, Chief Wallace's brother Clinton Wallace, and Jeff Walton who was recently promoted to Captain. No disciplinary actions were taken against any of the participants and they were just asked to resubmit a new taskbook for review. These inappropriate actions can be verified through David Cummings, GFSTC Test Program Manager and Ben Morse, former Assistant Chief of Operations SFES.

These incidents are only some of the many issues with current administration that have contributed in destruction of this once great fire department. I suspect it can be great again with proper leadership and I want to thank you for giving us some hope to see it come true.

If you have further questions please feel free to contact me.

Sent from Windows Mail

On August 27, Vickers sent the following Email to Insogna:

"Mr. Insogna,

In light of the threats made by the fire chief in the last staff meeting, the termination of the fire marshal, and statements being made over the last few days in reference to big changes when the report (your report) is received, I want to resend all statements made as part of this investigation. I do not feel the city is going to do anything to correct the mistreatment and will dismiss or water down what is reported as they did with Chief Lovett. I cannot afford to be terminated in retaliation and have my reputation, license, and certifications placed in jeopardy. I did not catch it when you stated that "do you know you are an at will employee, and not protected." I thought you were referring to the incident I explained during the interview. I am sorry for any confusion or extra work this may have caused you and hope you understand my concerns.

Can you please reply when you receive this email so I know you received it

Thank you,

James Vickers

19. CURTIS WALLACE WITNESS STATEMENT

On August 4, 2016, Assistant Chief of Logistics, Curtiss Wallace, telephone number Record email address cwallace01@savannahga.gov was interviewed by Investigators John Insogna and George Murray. Wallace furnished the following information:

Wallace is currently the Assistant Chief of Logistics, for the Savannah Fire Department (SFD). He has been a member of the SFD for the past 19 years having joined the department as a rookie fireman back in January 1997.

Duties

Wallace reports directly to Chief Middleton. Wallace is responsible for the administrative side of the department to include pay, uniforms, housing and other administrative duties.

Morale

Wallace was asked to rate the morale of the SFD, on a scale of 1 to 10, with 1 being the lowest and 10 being the highest. Wallace said he rates the current morale at no better than a level 6. Wallace listed some of the reasons he feels the morale is at a level 6 is because:

- People act differently to accountability and criticism- some people resent being held accountable for their work and resent being criticized
- Pay scale is not fair- when Wallace was promoted to the position of Battalion Chief he made more money as a Captain.
- Some of the managers in place today complain too much. If the complainers would stop complaining and start focusing in on their jobs things would be better.
- Some of the upper managers complain down to their subordinates and that drives down morale
- This discontent filters down to the new hires

Management/Leadership

Wallace described Chief Middleton as a demanding leader that expects results and that you do your job. He holds people accountable some people can't handle this. Chief Middleton is not a patient man and expects results. Chief Middleton treats all people the same way. Wallace has not seen Chief Middleton treat anyone differently than he treats other people. Some people get offended when Chief Middleton, "gets on their ass." Chief Middleton is not a friendly type of a guy and some people are offended by this.

Issues

Wallace feels that many of the problems in the department are because some of the core middle managers should not be middle managers. This group of managers are "complainers." The majority of the issues in the department are created by the "complainers." This group has gone outside of the chain of command and caused problems in the department by going to city management. Wallace stated that at the end of the day Chief Middleton is our boss. He was the

one the city hired to run the department. He puts the "flag out there and it is our job to go get the flag."

Wallace identified one issue is the fact that back in 2011 the department implemented a better record management system which allows management to better track results and gives the department better accountability to monitor projects. This allows upper management to determine if people are doing their jobs. Some people resent being held accountable.

Improvements

Wallace would like to see more support staff in order to free up the Battalion Chiefs so they can do their jobs as Battalion Chiefs. Wallace would recommend bringing on more civilian personnel to help with some of the administrative responsibilities.

On August 1 2016, O. J. Williams, retired City of Savannah employee, was contacted at Red Red Williams stated that he retired from the Savannah Fire and Emergency Services in 2007 as the Principal Management Analyst. He spent 27 years with the City of Savannah as a police officer, an employee in the Public Development Department, and finally in the fire department for 20 years.

As the Principal Management Analyst, he was in charge of payroll, computers, fire department records and budgets. When Chief Charles Middleton came into the department, he hired a lady named Reid to take his place. This change occurred shortly after Middleton arrived, in spite of the fact he had managed the budget for 20 years under four fire chiefs.

He described Middleton as a strong-minded manager who is about control. He does not consider Middleton a good manager. Middleton moved personnel around different departments to create a situation where allegiances could not be formed among management reporting to him.

He does not know of irregularities that Middleton committed as far as the budget is concerned and does not know of anything done for his personnel gain.

When Middleton came into the job as chief, there was not a requirement that a fire officer have qualifications as a basic firefighter. Middleton made those changes in an upgrade to the requirements for fire officers.