

Green Bay Police Department

September 6, 2017

Internal Investigation #16-5421

Patrol Shift Harassment



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The following report is prepared as a summary of information obtained by Professional Standards Investigators during the course of the investigation. The report is not, nor is it intended to be, a transcript of those interviews or direct quotation of statements made except as specifically may be provided. The report is supplemented by video footage of these interviews, which are retained in the investigation file.

Executive Summary

The Internal Complaint Investigation, No. 16-5421, resulted in allegations of misconduct against Green Bay Police Department Employees. On December 12, 2016 at approximately 0600 hours, Professional Standards Division (PSD) investigators were made aware of allegations that a patrol officer was possibly abusing sick time. During the initial stages of that investigation, a Department supervisor said that [REDACTED] [REDACTED] approached him, and asked when the supervisors were going to do something with all of the harassment against a particular officer assigned to night watch.

Based on the information provided to PSD investigators and an initial investigation into the matter, it became apparent that a pattern of harassment of certain officers on the night shift by fellow officers and a supervisor was occurring. The harassment was toward a small group of people and was in violation of several policies of the Green Bay Police Department. The investigation determined that a substantial amount of this harassment was being done over the Mobile Data Terminals (MDT) in the squad cars. This prompted a review of 18 months of MDT messages of each of the night shift officers. This also prompted interviews with 29 members of the Green Bay Police Department, and in some cases, multiple interviews with the same officers. Prior to the completion of this investigation and prior to having the opportunity to interview Lt. Rob Korth and Officer Casey Masiak, they both resigned their positions with the Green Bay Police Department.

During the initial stages of the investigation, it was clear that a small group of officers were involved in harassment, bullying or were conducting themselves inappropriately. Officer Matt Knutson, Officer Kurt Brester, Officer Tim Eickholt, Officer Paul Spoerl, Officer Kevin Bahl and Officer Scott Salzman became the focus of the investigation.

The investigation determined that at least twenty-five of Officer Knutson's MDT messages contained messages that involved inappropriate content that were in violation of policy or were in poor taste. During his interviews with PSD, Officer Knutson admitted that the twenty-five messages were inappropriate and should not have been sent on the Department MDT system. The creation and dissemination of those messages was determined to have contributed to the inappropriate environment on night watch. Officer Knutson also admitted to printing and posting a picture of another officer in a manner that was harassing in nature. Officer Knutson also sent disparaging messages about an officer's medical condition, knowing that this officer had a medical condition. Officer Knutson admitted that his actions are considered harassment, bullying, and intimidation, directly toward other officers and in some cases, indirectly by talking negatively about them behind their back. Officer Knutson was interviewed on four separate occasions and it was not until after he was placed on Administrative Duty, that Officer Knutson was able to fully and completely answer to his role in the harassment and bullying of other officers. Officer Knutson's inability or unwillingness to provide accurate and truthful statements during his first or second interview resulted in investigators needing to interview him multiple times when they could have been working on other duties and responsibilities. The investigation determined that at least seventeen of Officer Kurt Brester's MDT messages contained messages that involved inappropriate content that were in violation of policy or were

in poor taste. During his interview with PSD, Officer Brester admitted that the seventeen messages were inappropriate and should not have been sent on the Department MDT system. The creation and dissemination of those messages was determined to have contributed to the inappropriate environment on night watch. These messages contained words, phrases or abbreviations that were not in accordance with Department policy. The creation and transmission of those inappropriate messages contributed to an inappropriate workplace environment that was hostile to some Department employees. Officer Kurt Brester was interviewed on three occasion as it relates to this internal investigation. During these interviews he was evasive in his answers and relied heavily on statements similar to "not that I can recall", "I don't remember", and "that's possible but I can't say for sure." It is understood that a police officer is required to be able to recall events and facts in order to write a report or testify in court. It appears that your statements similar to "not that I can recall", along with the other similar generalized statements were self-serving and made in an attempt to not fully answer the questions from Internal Affairs investigators.

During the Professional Standards interview with Officer Timothy Eickholt admitted to making inappropriate statements and using inappropriate language about other officers. A review of Officer Timothy Eickholt's MDT messages revealed that he was involved in harassment or bullying of certain officers. Officer Timothy Eickholt, while on duty, was involved with thirteen (13) inappropriate MDT messages and making other inappropriate comments to other officers. Officer Eickholt's messages and inappropriate comments contained words, phrases or abbreviations that were not in accordance with Department policy. The creation and transmission of those inappropriate messages contributed to an inappropriate workplace environment that was hostile to some Department employees. Officer Eickholt also admitted to making sexually explicit statements in the shift commander's office in the presence of a police supervisor and a female co-worker. He also said that he made a sexually natured comment about two other officers that were involved in a relationship. Officer Eickholt also disclosed that he may or may not have done the "[REDACTED] Walk" and said "I'm sure I've done it." The internal investigation has also revealed that other officers have confirmed that he has used the word "Nigger" ("N" word) and the phrase "Just Niggers Being Niggers." ("JNBN")

During the review of Officer Bahl's MDT messages, there was a nearly a 30 minute conversation about two MDT messages where he attempted to justify and minimize the content of the messages that you sent out. It was clear that he showed some sort of concern with the amount of time off used or how other officers used their off time. He particularly focused on this with a female Officer. When asked about why this was any concern of his or what any of the officers that he sent messages to, could do about the off time usage, he could not give an answer to this and understood that other officers could do nothing about how officers use their off time. He sent an all car message "Everyone can log off 5 min early except [REDACTED] units." [REDACTED] units on this particular date included one of the female officers. He expressed that this was out of frustration that this female officer was taking too long on a call and did not respond to another call.

Officer Bahl's message review continued to show that he had concern with one female officer taking off time and how she responds to calls for service. He also expressed in his messages

related to another female officer and what she does or does not do at work. Officer Bahl said that he takes responsibility for the messages and agreed that they should not have been sent out.

A review of Officer Scott Salzmänn's MDT messages revealed that he was not particularly involved in harassment or bullying of certain officers. However, several inappropriate messages were located that were in violation of policy. Officer Scott Salzmänn, while on duty, sent fourteen (14) inappropriate MDT messages to other officers. Those messages contained words, phrases or abbreviations that were not in accordance with Department policy. The investigation determined that at least fourteen officer's MDT messages contained messages that involved inappropriate content that were in violation of policy or were in poor taste. During his interview with PSD, Officer Salzmänn admitted that the fourteen messages were inappropriate and should not have been sent on the Department MDT system. During his internal affairs investigation interview, he said that he has told new officers that they need to work hard to earn it and that they were not part of the team until solo patrol. Officer Salzmänn said that this was said to motivate new officers to continue to work hard. He also went on to talk about the issues with this generation and their ability to take criticism and he tries to combat this by tactfully talking to the new officers. The idea that a new officer is not considered part of the team is of concern and goes against this agencies values.

Officer Paul Spoerl was interviewed by Internal Affairs Investigators on December 28, 2016 as a witness officer to the night shift internal affairs complaint. During that interview, investigators advised him to be truthful with his answers. Investigators asked him specific questions pertaining to the investigation and on numerous occasions, he initially responded by denying knowing any information, only to later reveal specific information, after further questioning. When asked during the interview why he would not have just been up front with his answers, he replied, "It's tough when they are friends." A second interview was conducted on January 29, 2017. Investigators reviewed several MDT messages that he had sent. He admitted to investigators of violating policy by sending 15 inappropriate messages that were reviewed with him. As a result of Officer Spoerl's inability to provide truthful answers to investigators, he was found to have violated the truthfulness policy as it relates to internal investigations. This information was provided to the Brown County District Attorney's Office and Officer Spoerl was determined to be a "Brady" Officer. Officer Spoerl could not be used as a witness to testify in certain court proceedings. Because of this, Officer Spoerl's usefulness as a police officer with the Green Bay Police Department was found to be limited and charges were filed with the Police and Fire Commission for his removal from his police officer position with the Green Bay Police Department.

Officer Mike Rahn was interviewed as part of this internal investigation and had participated in bullying and harassment of fellow officers. Before the conclusion of this investigation and the adjudication of discipline against Officer Mike Rahn, he resigned his position with the Green Bay Police Department. Officer Mike Rahn resigned based on a separate internal investigation in which the Brown County District Attorney's Office determined that he was untruthful in the

execution of his law enforcement duties and was issued a "Brady/Giglio Letter", which indicated that he could not be used as a witness in court proceedings.

Lieutenant Rob Korth was not interviewed by the Professional Standards Division as he had resigned prior to Investigators having the opportunity to do so. Lt. Korth was placed on paid Administrative Leave on December 14, 2016 for his role in participating in, supporting or failing to act to prevent harassment, unbecoming conduct, discrimination and prohibited speech or conduct while working as a patrol Lieutenant. Information that was obtained from interviews of witnesses, victims and other officers that had participated in harassment, unbecoming conduct, and other unprofessional behaviors, it was determined that Lt. Korth would be relieved of his official law enforcement duties. Lt. Korth was notified that he was relieved of his law enforcement duties on January 3, 2017. On January 31, 2017, Lt. Rob Korth entered into a resignation agreement which ended his employment with the City of Green Bay and ended the investigation into his involvement in this internal investigation.

Officer Casey Masiak was not interviewed by the Professional Standards Division as he had resigned prior to Investigators have the opportunity to do so. Officer Masiak was placed on paid Administrative Leave on December 15, 2016 for his role in participating in harassment, unbecoming conduct, and other unprofessional behaviors. Information that was obtained from interviews of witnesses, victims and other officers that had participated in harassment, unbecoming conduct and other unprofessional behaviors, it was determined that Officer Masiak would be relieved of his official law enforcement duties. Officer Masiak was notified that he was relieved of his law enforcement duties on January 3, 2017. Officer Masiak entered into a resignation agreement which ended his employment with the City of Green Bay on February 28, 2017 and ended the investigation into his involvement in this internal investigation.

Members of the Green Bay Police Department shall conduct themselves, whether on or off duty, in accordance with the Policies and procedures of the Green Bay Police Department, the United States and Wisconsin Constitutions and all laws, ordinances and rules enacted or established pursuant to legal authority. It is important that each member of the Green Bay Police Department understand and are familiar with the policies and procedures of the Department and are responsible for complying with them.

The investigation proved that these officers did not conduct themselves in accordance with policy based on the MDT messages that they sent, statements they made, or actions they took. These Officers should have known that the MDT messages that he sent, the statements they made, and the actions they took do not reflect the conduct of what a Green Bay Police Officer should be displaying.

The actions of these officers is considered to be unbecoming for a Police Officer of the Green Bay Police Department. These actions are contrary to the good order, efficiency and morale and will, and reflect unfavorably upon this Department and its members. These actions have

the probability of damaging the mission, reputation and professionalism of the Green Bay Police Department and its members in the eyes of the department and the public.

INITIAL INFORMATION

On December 12th, 2016, Investigator's from the Professional Standards Division received information from [REDACTED] in reference to a possible workplace harassment complaint.

At approximately 0600 hours, Investigator's arrived at work and walked into the shift commander office and met with [REDACTED] who stated he would come up to the PSD office shortly. A few minutes later, [REDACTED] and [REDACTED] came into the Professional Standards Office and closed the door.

[REDACTED] began by explaining that he was currently investigating allegations into [REDACTED] possibly abusing sick time. He advised he received complaints on shift from officers that she is taking too much time off. He said that [REDACTED]

[REDACTED] said [REDACTED]

and some officers felt this was no appropriate for her to do, given [REDACTED]

[REDACTED] said [REDACTED] and after role call she was in full gear and came into the shift commanders' office and [REDACTED]

[REDACTED] said after he read the letter, he noticed she [REDACTED] He

contacted Cmdr. Paul Ebel and he was advised by Cmdr. Ebel to [REDACTED]

[REDACTED] Cmdr. Ebel advised him that they would look into [REDACTED] the following Monday. [REDACTED] said

that he then received complaints from officers that she was again on duty, because when [REDACTED]

[REDACTED] said this prompted

him to look into her off time usage that he was working on with Cmdr. Ebel.

[REDACTED] said on Saturday, December 10th, 2016 into the morning of Sunday, December 11th, 2016, at the end of the shift, he was walking up the stairs from the men's locker room and he saw [REDACTED]. He said [REDACTED] asked him if he had seen the picture and showed him a picture text message that he had on his cell phone, which was a picture of [REDACTED], with a caption underneath saying, "Can't Work." The photo was taped to the back of the chair [REDACTED]

[REDACTED] said he told [REDACTED] he hoped he did not have anything to do with the photo and [REDACTED] told him he did not.

[REDACTED] said when he returned to work on Sunday December 11th, 2016 he began investigating the origin of the photo. He advised that [REDACTED] was in the shift commanders' office and he asked him if he knew about the photo. [REDACTED] told him he did and that he did not have anything to do with it, but he knew who had made the picture.

[REDACTED] told [REDACTED] that Officer Matt Knutson had made and posted the picture on the chair. He said he was present when Knutson was making the photo, as well as Lt. Rob Korth, who was sitting at the shift commanders' desk, as Knutson was sitting at the computer next to him, making the picture.

[REDACTED] said he had seen the picture at the Packer game on that Sunday. [REDACTED] and there were a group of officers talking. [REDACTED] by Officer Knutson, who had it on his cell phone. [REDACTED] said he didn't say anything at the time, but he thought the picture was inappropriate.

[REDACTED] said that on Sunday night, he was approached by [REDACTED] asking him when the supervisors were going to do something with all of the harassment against [REDACTED]. [REDACTED] said he got together with [REDACTED] that night and they decided to come forward with this information, which is why they were meeting with the Professional Standards Division.

Both [REDACTED] and [REDACTED] then voiced their concerns with Lt. Korth's behavior. They both talked about Korth's attitude and never taking anything seriously. They talked about Korth sending out multiple inappropriate all car MDT messages, harassing and picking on certain officers and supervisors. [REDACTED]

[REDACTED] said he is tired of the, "Frat House" mentality every time Korth is the acting shift commander. He said there is a small group of officers that hang out in the shift commanders' office when Korth is sitting the desk. [REDACTED]

[REDACTED] as being the group that hangs out in the shift commanders' office, when Korth is in there.

Both [REDACTED] and [REDACTED] said they'd had enough of Korth's antics on shift and both have told Korth this and Korth responds by telling them they need to relax and that they are company men and disregards what they are telling him.

[REDACTED] then stated, "Should I tell them?" He was looking at [REDACTED] when he asked this question. [REDACTED] shrugged his shoulders and [REDACTED] said, "I'm just going to tell them." [REDACTED] explained that he heard that Korth was walking behind [REDACTED] who is an African American officer, walking like an ape and making ape noises. [REDACTED] then spoke up and said he was in the shift commanders office and Korth was "dancing around like a monkey, making monkey noises", and said he often imitates animals and makes animal noises. They were asked if Korth's actions were directed at [REDACTED] and that fact that he is black and they stated yes.

Both [REDACTED] and [REDACTED] were advised that PSD would brief Captain John Balza and Chief Smith with this information and they would be contacted if they needed to come in to write details. Investigators then briefed Captain Balza and Chief Smith and Chief Smith ordered an investigation be opened into the allegations that were brought forward.

Below is a list of alleged policy violations for the offender officers. The alleged policies violated differ dependent on a specific officer's involvement in the incident.

314.3.1 DISCRIMINATION

The Department prohibits all forms of discrimination, including any employment-related action by a member that adversely affects an applicant or member and is based on race, color, religion, sex, age, national origin or ancestry, genetic information, disability, military service, sexual orientation and other classification protected by law.

Discriminatory harassment, including sexual harassment, is verbal or physical conduct that demeans or shows hostility or aversion toward an individual based upon that individual's protected class. It has the effect of interfering with an individual's work performance or creating a hostile or abusive work environment.

Conduct that may, under certain circumstances, constitute discriminatory harassment, can include making derogatory comments, crude and offensive statements or remarks, making slurs or off-color jokes, stereotyping, engaging in threatening acts, making indecent gestures, pictures, cartoons, posters or material, making inappropriate physical contact, or using written material or department equipment and/or systems to transmit or receive offensive material, statements or pictures. Such conduct is contrary to department policy and to the organization's commitment to a discrimination free work environment.

320.4 GENERAL STANDARDS

Members shall conduct themselves, whether on- or off-duty, in accordance with the United States and Wisconsin Constitutions and all applicable laws, ordinances and rules enacted or established pursuant to legal authority.

Members shall familiarize themselves with policies and procedures and are responsible for compliance with each. Members should seek clarification and guidance from supervisors in the event of any perceived ambiguity or uncertainty.

Discipline may be initiated for any good cause. It is not mandatory that a specific policy or rule violation be cited to sustain discipline. This policy is not intended to cover every possible type of misconduct.

320.5.3 DISCRIMINATION, OPPRESSION OR FAVORITISM

Discriminating against, oppressing or providing favoritism to any person because of age, race, color, creed, religion, sex, sexual orientation, gender identity or expression, national origin, ancestry, marital status, physical or mental disability, medical condition or other classification protected by law, or intentionally denying or impeding another in the exercise or enjoyment of any right, privilege, power or immunity, knowing the conduct is unlawful.

320.5.9 CONDUCT

- g. Discourteous, disrespectful or discriminatory treatment of any member of the public or any member of this department or the City.
- n. Any other on or off-duty conduct which any member knows or reasonably should know is unbecoming a member of this department, is contrary to good order, efficiency or morale, or tends to reflect unfavorably upon this department or its members.

1027.4 PROHIBITED SPEECH, EXPRESSION AND CONDUCT

To meet the department's safety, performance and public-trust needs, the following are prohibited unless the speech is otherwise protected (for example, an employee speaking as a private citizen, including acting as an authorized member of a recognized bargaining unit or officer associations, on a matter of public concern):

- a. Speech or expression made pursuant to an official duty that tends to compromise or damage the mission, function, reputation or professionalism of the Green Bay Police Department or its employees

INTERVIEW WITH [REDACTED]

On the morning of December 13, 2016, Investigators interviewed [REDACTED] and accompanying [REDACTED] was companion [REDACTED]

[REDACTED] was interviewed reference to some alleged hazing and harassment that she felt was happening on the night shift; and to paraphrase the meeting, she alleged that there is a cultural atmosphere of harassment mostly directed at her from officers and/or supervisors in the form of shaming her or embarrassing her either directly or through MDT messages and emails.

[REDACTED]
[REDACTED] She had previously known [REDACTED]
[REDACTED] She saw [REDACTED] as a possible friend and somebody that she could align herself when she came to a new police department. [REDACTED]
[REDACTED]

[REDACTED] stated that [REDACTED] and that for the first couple of months she got along great with [REDACTED] but there seemed to be a period of time where her relationship seemed to be influenced by his relationship with [REDACTED]. She described [REDACTED] relationship as best friends at work as well as away from work. She stated [REDACTED]

[REDACTED] She stated that she cannot think of any significant event where something happened that would cause him to dislike her in the way that he does. [REDACTED]
[REDACTED]
[REDACTED] that the harassment started sometime in the middle of the summer in 2015.

[REDACTED]
[REDACTED]
[REDACTED] him say one day in roll call, "It's a good night to get into a fight." She also stated [REDACTED]
[REDACTED]
[REDACTED]

During the interview Investigators questioned [REDACTED] on specifics as far as dates and times of incidents that she could remember where she felt that she had been harassed or picked on by Officer Masiak and/or other members of the night shift. [REDACTED] stated that it was her belief that the majority of the officers that she felt picked on her were the ones that were [REDACTED]. She had named Officer Tim Eickholt, Officer Kurt Brester, Officer Casey Masiak, Lt. Rob Korth and Officer Phuechi Xiong. Although she could not give any specific details or times about the other officers, she did come up with a number of specific incidents in reference to Officer Masiak.

INCIDENT 1

[REDACTED] indicated that she believes that this happened at the [REDACTED]. She stated that she and Officer Brester were assigned to a [REDACTED]
[REDACTED]. She stated that while she was on scene [REDACTED]
[REDACTED] She stated that Officer Masiak showed up on the call without being assigned and walked up to her and told her to, "Get out." [REDACTED] stated that this was just one example of every time that she would go on a call with Officer Brester that he would either call her off over the radio or show up on the call and tell her to leave. [REDACTED] She believed Lt. Paul Lewis may have also been present, because it was [REDACTED]

[REDACTED] stated that she was so bothered by this incident that she had confided in [REDACTED] about it. She had not talked to anybody else reference this incident.

When asked why she left just because an officer told her to get out, her reply was she left because, "she did not want any confrontation with Officer Masiak."

INCIDENT 2 (Believed to be GBP [REDACTED])

This incident was believed to have been somewhere [REDACTED]. She stated that Officer Masiak and Officer Brester had pulled over a car and while searching the car they requested that [REDACTED] come over and conduct a search of the female suspect in the vehicle. Subsequent to the search, [REDACTED] stated [REDACTED] which the female was later arrested and charged with.

She stated that Officer Masiak who was also on the call had walked up to her and told her not to do details on the finding of the drugs. When we asked her why an officer would ask her not to do details she replied, [REDACTED]

[REDACTED] stated that she was upset by this and at some point immediately after this incident she spoke with [REDACTED] to express her concerns to him about it.

INCIDENT 3

This incident was believed to have occurred sometime [REDACTED]. [REDACTED] stated that she and [REDACTED]

At that time [REDACTED] had gone to the front door of the house and [REDACTED] was approaching the house when Officer Masiak arrived and walked up to her and said, "OK you can go", and used his thumb, in a fashion, basically ushering her off the call.

[REDACTED] stated that later she again talked with [REDACTED] about Officer Masiak's conduct and she said that [REDACTED] told her that, [REDACTED]. She stated that she had also spoke with [REDACTED] and [REDACTED] in reference to these incidents and they were well aware of the history between herself and Officer Masiak.

INCIDENT 4

This incident is believed to have occurred [REDACTED]. [REDACTED] pulled over a suspicious vehicle near the [REDACTED]. During her investigation she smelled THC coming from the vehicle and believed that there were drugs in the car and called for a K-9 dog to come sniff the car. At some point she stated that Officer Masiak showed up and started to chastise her in front of the suspects and the other officers, specifically saying, "Why the hell did you call for a dog." He then attempted to educate her that she did not need a dog when she smelled marijuana and

that was enough for her to conduct her own search. Also present on this call was [REDACTED] and [REDACTED]

After this call, she stated that she had had enough of the harassment from Officer Masiak and she had sent an MDT message that she wanted to meet up. She believes that they met up at the [REDACTED]. At that time she told him that his actions were inappropriate and that if he had anything to tell her that he should talk to her after the call and not in front of suspects and/or fellow officers. [REDACTED] stated that this was the third time that she had reached out to Officer Masiak and indicated that his actions and threatening manners were inappropriate and that he should stop.

She again reiterated that [REDACTED] She stated that [REDACTED] She also stated that he frequently brags about all of the different women that he sleeps with and although he has never asked her out. She also commented that [REDACTED]

INCIDENT 5

The time line on this incident is unknown, but the specifics were regarding a vehicle that was stuck on the railroad tracks in the snow and [REDACTED] was dispatched. She stated that at the time there was a father and son in the vehicle and she did not make an arrest for Operating While Intoxicated (OWI), because she could not determine if the father or the son had been driving the vehicle. She stated at that time Officer Masiak showed up on the call and he was upset with her and berated her for not making an OWI when he thought that she had legal reason to do so.

INCIDENT 6 (Believed to be GBP [REDACTED])

[REDACTED] stated on this particular night she was [REDACTED]

At some point during her shift [REDACTED] had called out with a reckless vehicle, which she knew automatically would require a cover officer to be dispatched. She stated that because she and [REDACTED] were literally a block away, they got on the radio and stated that they would cover [REDACTED] with his reckless vehicle. According to [REDACTED], the driver of the reckless vehicle was intoxicated and [REDACTED] got on the radio and asked for another officer to come over and handle the OWI portion of the traffic stop. At that point, [REDACTED] was dispatched for the OWI and [REDACTED] and [REDACTED] stood by the reckless vehicle while a tow truck was called to remove it from the street.

According to [REDACTED] Officer Masiak was upset because [REDACTED] had been sent to do the OWI when Officer Masiak thought that [REDACTED] or [REDACTED] should have

done the OWI paperwork themselves. She later learned that Officer Masiak sent out an MDT message to all of the Green Bay police officers working, shortly after this. The message read something similar to, "Funny how they will take calls where there is no paperwork." [REDACTED] believes that [REDACTED] had seen the message and might possibly have counseled Officer Masiak on the tone of the message. She remembers that she and [REDACTED]

[REDACTED] She stated that things did not change and in her words, "the harassment continued." She stated that [REDACTED] is a friend and confidante of hers and she had told him about this incident and she thought that he had addressed it with Officer Masiak at some point.

At the end of her shift when she had come out of the locker room and was heading to the roll call room, at [REDACTED], she observed Officer Masiak sitting at one of the tables speaking with union representative Mike Rahn. When she walked into the room, they did not immediately see her and she overheard Mike Rahn tell Officer Masiak, "Don't worry we'll take care of you." She stated this was said in front of several other officers who she believed to be [REDACTED] and [REDACTED]

Again she believed that this was a form of harassment and she was very upset about it. Instead of being confrontational, she just took a seat and waited until the end of her shift before she could leave work. She stated that later at some point, she spoke with [REDACTED] about this incident.

INCIDENT 7 (Believed to be GBPD [REDACTED])

This incident was believed to have happened somewhere around [REDACTED] in the area of [REDACTED]. It would have involved a possible disturbance involving a domestic violence type of call. She stated that Officer Masiak and she were both dispatched to the call. While they were investigating the call, she wanted to confer with Officer Masiak on what his opinion was, if there was a violation of the law for domestic violence, or if it did not meet the statutory requirement of an arrest.

She stated at that time Officer Masiak had made a comment to her, "You should know what to do." She said that when he said this it was in a condescending way and the result was that no arrest was made on this call. She said again she was upset, because she thought that she was working as a team and when she had sought the advice from a fellow officer, she felt like she was shunned.

[REDACTED] stated that in the last ten months, on approximately three different occasions, she has been on calls with Officer Masiak and she has heard suspects, victims or witnesses say, "Why are you talking to me in this way," referring to Officer Masiak. She stated that Officer Masiak [REDACTED]

[REDACTED] She stated that officers have commented to her about Officer Masiak's conduct when speaking

with people in the community. She stated that in reference to this particular incident, she spoke with [REDACTED] and with [REDACTED]

INCIDENT 8

When she started working at the Green Bay Police Department, [REDACTED] stated that she was friends with [REDACTED]. She stated that she looked up to him and frequently would go to him with questions. She said at one point [REDACTED] had commented to her that the guys on night shift have problems with her because, "You take off too much." (Referring to off time usage.)

[REDACTED] stated that when officers take off of the night shift that means there are fewer officers working, so those officers who are working are forced to take more calls than they normally would. She stated that when [REDACTED] takes off, they also complain about her being gone as well.

INCIDENT 9

This incident is believed to have happened in [REDACTED] when the weather was cold out in the area of [REDACTED]. [REDACTED] said she believed that it was probably a male/female disturbance and that [REDACTED] and she were dispatched. She they had both pulled up to the address together. She stated that [REDACTED] was knocking on the door and she was standing at the bottom of the stairwell waiting for the people inside to answer. At some point, there was a commotion or disturbance inside of the closed door, which prompted [REDACTED] to start kicking open the door. She stated that from out of nowhere Officer Masiak arrived and he ran up the stairs and pushed her out of the way so he could help [REDACTED] kick open the door. She used this incident as another example to show Officer Masiak's [REDACTED]

[REDACTED] After this incident she stated that she did not have a conversation with either of them and she just left, again not wanting to have confrontation with them.

INCIDENT 10

This was believed to have happened in [REDACTED] stated that [REDACTED] plus she is a female, [REDACTED]

She stated on this particular night, she was coming from [REDACTED] because it was busy. She was going to drive down to the bar district of Washington Street, which is always busy. She stated her rationale for this was to show a presence on a busy bar populated road and to have a squad car drive by.

As she was driving by she noticed that Lt. Korth, Officer Masiak, Officer Brester, Officer Eickholt and Officer Xiong were all standing outside on the street next to a squad car, apparently ending or responding to a call. She said at that time, they were holding onto a female who was in

handcuffs and was not struggling. She said as she drove by Washington Street on the way to the Green Bay Police Department, they all stopped, turned and watched her drive by.

Later during her shift she had a conversation with [REDACTED] who said that Lt. Korth had made comments to him and the other officers that [REDACTED] had no reason to be driving down on Washington Street and that basically they were all "talking shit" about her in front of her peers.

INCIDENT 11

This incident was believed to have occurred sometime [REDACTED]. She stated that Lt. Korth had sent her a series of MDT messages asking why she had left her squad running in the Green Bay Police Department parking lot and that the squad car had run out of gas. She stated that it was not her car and she had tried to message Lt. Korth back telling him that. She stated that Lt. Korth just kept sending her a series of MDT messages basically being confrontational with her and accusing her of letting her car run out of gas.

To this day, she does not know whose squad car it was that ran out of gas, but she knows that it was not her car. She stated that she had spoken to [REDACTED] about this incident and had impressed upon him that she had no reason to lie specifically over MDT messages. She stated that she did not speak with Lt. Korth any further about this, because again she did not want any more confrontation, or to be picked on.

INCIDENT 12

[REDACTED] stated that she believed this incident would have been [REDACTED]. She had driven up on an open garage door [REDACTED]. She stated that the normal protocol, because it could possibly be a burglary in progress, would be to call out over the radio and wait for backup to arrive before she initiated contact with the building. She stated that she knew that if she called out with this over the radio, which was at [REDACTED], she would be disturbing the other guys at the time they eat, or the time they hang out in the Shift Commander's Office.

Knowing she was violating policy, she shined light around in the garage and she thought it was obvious that the owners [REDACTED] had simply forgotten to close the garage door. She believes that she sent an MDT message to dispatch asking for a phone number for the key holder. She stated that she had a call made up through dispatch and she was able to get a hold of the key holder and they came down and secured the door.

She stated that she would later be evaluated by [REDACTED] and that she received 2's, which is a below average rating. She stated that she has never had 2's before in her reviews, which have always included 3's or 4's (Average and above average). She admitted that her response to this type of call was inappropriate and she did violate policy, but it was another reason not to have a target on her and be harassed by her peers.

[REDACTED] stated that [REDACTED] usually sit in the Shift Commander's Office with Lt. Korth between 0330-0530 hours, almost every morning when they are not on calls for service. She stated [REDACTED]. She stated that they will frequently use each other's computers to send out fake MDT messages to request an officer to come in to see the Shift Commander or to request some other duty as a joke.

INCIDENT 13

[REDACTED] stated that this incident occurred [REDACTED]. She stated that she was [REDACTED] while working the night shift. She stated that because it was quiet, there was really nothing to do and it was [REDACTED]. She stated that [REDACTED] and Officer Eickholt were sitting in the Shift Commander's Office.

She stated that both of the Lieutenants were laughing at some joke that had been said. She stated that initially she had heard [REDACTED] telling a story reference good looking girls and that was the reason that she believed that [REDACTED] and Officer Eickholt had been initially laughing. She stated she heard part of it and was sitting in close proximity and they were laughing, so she was laughing to go along with them. She did not necessarily feel offended by what they had said, because this sort of thing, "goes on all the time."

She said at some point Officer Eickholt responded back with some story and then the laughing immediately tapered off. She did not hear what Officer Eickholt had said, but only heard [REDACTED] say something to the effect of, "that was inappropriate." She stated that the next day [REDACTED] was the Shift Commander and again [REDACTED] called in Officer Eickholt and had a closed door meeting with him. She believes [REDACTED].

She stated that she felt that [REDACTED]. She stated after Officer Eickholt had come out of the meeting with [REDACTED] Eickholt walked by her work station 3-4 times and paid no attention to her, where he would normally stop and say, "Hi." It was [REDACTED].

INCIDENT 14 (Believed to be GBPD Incident [REDACTED])

This incident is believed to have been a domestic violence incident that occurred approximately [REDACTED] stated, at that time, she was dispatched to the call with [REDACTED] and [REDACTED] and a female had been arrested.

[REDACTED] stated that she had put handcuffs on the female and stayed behind in the house to finish up on the call. She stated that [REDACTED] took her prisoner with the

handcuffs on and she assumed he was going to be transporting the prisoner to the Brown County Jail. She stated at some point she sent a message to [REDACTED] asking where her handcuffs were and he responded that Officer Masiak had actually transported the female and had her handcuffs. She stated that she contacted Officer Masiak and he either stated that he did not have the handcuffs, or refused to give them back. [REDACTED]

INCIDENT 15

This incident happened approximately [REDACTED] where Officer Matt Knutson had taken a photograph of [REDACTED] and blew it up into an 8" x 11" size piece of paper and taped it to the back of her chair. He also took another 8" x 11" piece of paper and had printed out in large font, something to the effect of, "Cant' work or won't work." Officer Knutson then took a photograph with his cell phone of the picture on the chair and texted it out to numerous friends, who are also Green Bay Police Officers. This occurred when [REDACTED] was not at her chair and must have been away from her work station.

When Investigators informed [REDACTED] of this, she stated that she had no knowledge of this and quoted, "I'm really pissed off about this." She expressed that this was another example of her being made fun of and harassed on her shift, [REDACTED]. She stated that to her knowledge, the posting of the picture must have happened on [REDACTED]. At that time, she believed that [REDACTED] was the Shift Commander and she knows that Officer Masiak was in the office both of those nights, because she had seen him there (From GBPD work rosters, it is believed that this actually occurred on [REDACTED]).

INCIDENT 16

[REDACTED] stated that [REDACTED] is a coworker and one of her confidantes at work. She stated that [REDACTED] and she believes that both of them have the same issues with Officer Masiak. She stated that Officer Masiak does not like [REDACTED] and at times, officers on the night shift refer to [REDACTED] as a "know it all", "suck up", and "company man", [REDACTED].

[REDACTED] stated that the officers on night shift make fun of him about how he talks on the radio, because he has a specific dialect and at times is hard to understand. [REDACTED] believes that this is because [REDACTED] holds his microphone too close when he speaks. [REDACTED] used this as yet another example on the how night shift officers had an attitude of picking on and harassing other officers.

Through her conversations with [REDACTED] she stated that he has said things to her such as, "You wouldn't believe what these guys say about you girls in the locker room." [REDACTED] stated that she is very offended by this and when she asked him what things were being said in the locker room, he refused to tell her, because they were, "Too bad."

INCIDENT 17

[REDACTED] was not sure of the time line or the location, but said she was dispatched to a call and asked to [REDACTED]

While she was providing security for the three suspects, she said [REDACTED] arrived on scene and asked her, "How's it been going." She believed that he was referring to the harassment that she had been receiving from the night shift officers. She responded back to [REDACTED] something to the effect of, "Nothing ever happens when I report it." [REDACTED] said that [REDACTED] then took offense to what she had just said, and snapped back at her saying that he has been doing something about it.

[REDACTED] further described the atmosphere of what it's like to work the night shift. She stated that most officers when they start their shift go outside and wait on "the wall." This is referring to the brick wall of the Police Department building on the Eastern lot, which is where officers will wait for squad cars to come in from the previous shift. She stated that almost all officers have their favorite cars, and the selection of these cars is by seniority. Most officers honor this unwritten rule of squad selection by seniority. She stated that occasionally supervisors will come outside tell them to get into cars, because of urgent pending calls for service. Any officer who takes a car that belongs to a senior officer who has not yet arrived out to the wall, will later be chastised by them.

[REDACTED] stated that she does not know what else to do about the previously stated 18 incidents. She has tried to avoid contact with most of the officers on night shift, specifically in [REDACTED] group. She does not call out on traffic stops any more, and recently did not call out on the open door (Incident 13), which potentially could have been a burglary in progress and could have compromised her safety.

She said she has gone to numerous supervisors about her perception of being harassed on the night shift. She has talked to her friends, family, and other police officers, and said this is her dream job (Police Officer) and she just does not know where to turn. She said that as a last resort, she had requested to post out of [REDACTED] District and go to a different district. It is her understanding that [REDACTED] had spoken with Commander Ebel about some of these issues she is having with Officer Masiak, but she is unsure what the outcome of that conversation was.

[REDACTED] stated that officers on her shift make fun of her when she takes off of work. She is so stressed out because of the harassment, that she feels like she has to take off of work every opportunity that she can. She does this so she doesn't have to come to work and face more possible harassment from her peers, specifically Officer Masiak.

[REDACTED] stated that when [REDACTED] she spoke with Captain LePine about that incident and trouble she was having with Officer Masiak. She stated at one

point she approached Captain LePine in the parking lot and that she told him that she needed to get out of [REDACTED] District and go to a different district.

She stated [REDACTED]
[REDACTED]
[REDACTED]

When asked what [REDACTED] would like done out of this investigation, she said she wanted two things to happen; number one is for Officer Masiak to grow up and be more mature, and number two she does not want to have to work with him again in the future.

[REDACTED] stated [REDACTED]
[REDACTED]
[REDACTED] because when he logs on as the Shift Commander he always logs on as "Make NRC great again." It is believed that NRC stands for Night Rider Crew which signifies the closeness and camaraderie that the night shift officers have with each other.

INTERVIEW WITH OFFICER MATT KNUTSON PART 1 (Dec. 13th, 2017)

Officer Matthew Knutson was hired with the Green Bay Police Department on February 8th, 2010. The Green Bay Police Department sponsored Officer Knutson in the Law Enforcement Recruit Academy at Northeast Wisconsin Technical College. Officer Knutson finished the Recruit Academy in May of 2010 and started the Field Training Program at the Green Bay Police Department. He completed the Field Training Program on time and with no deficiencies noted. Officer Knutson completed 484 hours of training while employed with the Green Bay Police Department, including the three in-service trainings each year of his employment. Officer Knutson is also a certified Field Training Officer.

Prior to his employment with the Green Bay Police Department, Officer Knutson attended the University of Wisconsin – Madison and completed 12 college credits. Officer Knutson then enlisted in the United States Air Force and served from February of 2002 – February 2006. While in the Air Force, he completed 12 college credits through Central Texas College. Officer Knutson finished his Bachelor's Degree in Criminology from The University of Southern Florida.

Officer Knutson became the center of internal investigation 16-542I, when it was discovered that he had printed a derogatory employee picture of [REDACTED] and posted the picture at her work station when she [REDACTED]. Officer Knutson attached a caption on the picture, which stated "I can't work." This was an obvious concern as it was in direct conflict with several policies including General Standards of Conduct; Discrimination and Favoritism; Discrimination based on protected classes; Use of Social Media; and Prohibited Content.

During the course of this investigation, Officer Knutson was interviewed on four different occasions. The primary reasons for multiple interviews with Officer Knutson was because of a

concern that he was not providing investigators with complete and truthful information related to the investigation. Officer Knutson was relieved of his patrol duties and was placed on Administrative Duty on January 11th, 2017. Officer Knutson was re-instated to his patrol duties on January 24th, 2017 after his third interview where he provided, what appeared to be, more complete answers to the investigators questions. Officer Knutson is believed to have been assigned to the night shift on September 28, 2010. He then transferred to the day shift almost five years later on November 1, 2015.

The first interview with Officer Knutson was on December 13th, 2016. Present at the interview was [REDACTED] Officer Knutson was issued the Formal Complaint Against Personnel which listed the policy violations that he was alleged to have violated. Include in these policy violations were the following policies:

- 320.4 – Standards of Conduct
- 320.5.3 – Discrimination
- 320.5.9 – Standards of Conduct/Conduct
- 314.3.1 – Discrimination Prohibited/Discrimination
- 342.2 – Department Use of Social Media
- 342.5 – Social Media/Prohibited Content

Officer Knutson requested that the policies be read to him, which was done and he said that he understood each of the policies and was able to explain each of the policies in his own words. It was clear to investigators that he had a strong understanding of these policies based on his explanation of what each policy means and he knew that he should go to a supervisor if he had any questions related to any policy question.

Officer Knutson was asked specifically if he had talked to anyone about this investigation and he said that he had talked to the people who he sent the picture to. When asked about his, he said that he had used his cellphone camera to take a photo of the picture he had posted of [REDACTED] and he had sent the picture to [REDACTED] and [REDACTED]. The said that he was "not exactly sure on everybody" he sent the picture to.

He was asked how well he knows [REDACTED] and he said, "Not Very." He was asked to elaborate on this and [REDACTED] and he described this interaction as "it went fine." He was asked if he understood that posting the picture of [REDACTED] and being critical of her work status can be construed as harassment, to which he said "yes." Officer Knutson was asked if he posted the picture of [REDACTED] with the caption "Can't work", and he said, "Yes, it said I can't work." He was asked if he was with another employee when he printed and posted the picture of [REDACTED]

[REDACTED] When asked who printed and posted the picture, Officer Knutson again

confirmed that he printed the employee photo of [REDACTED] and posted the picture on her [REDACTED] work station. He also confirmed that he took a photo of the picture with his cell phone and sent the picture attached to the text message to five other Green Bay Police Department employees. He said that he early deleted the text message, so he was not exactly sure on who he sent the picture to.

Officer Knutson was asked what his relationship was like with [REDACTED] and he replied that does not have a relationship with her. He was asked why he would print and post this picture and he said that he heard a rumor that [REDACTED] completed a tactical instructor course [REDACTED]. Upon returning to work, she dressed in full uniform, brought her (duty) bag to her car and then said "I can't work." Officer Knutson said that according to the shift commander, she was unable to perform her duties. He was asked if he was sure if this incident actually happened. Officer Knutson responded by saying that he was not sure of anything, and he reiterated that [REDACTED] got in full uniform and went out to her car and said [REDACTED] "I forgot I can't work." Officer Knutson was told that this was not what occurred and was given the facts that [REDACTED], she attended a course that was related to core strength for law enforcement and was not a tactical instructor course. [REDACTED]

[REDACTED] Officer Knutson acknowledged this and said that he understood. He also said that he heard that [REDACTED] was bumped from a vacation pick, which did or did not play into this situation. Officer Knutson was making the assumption that she went [REDACTED] because she was upset about getting bumped from her vacation selection during the holidays. By her being on [REDACTED], she would now be able to take off.

Officer Knutson was asked if he felt his actions of printing and posting the picture of [REDACTED] was appropriate or if it was a violation of policy. He said it was a violation. He was asked if he was aware of anyone else who had posted a picture of an employee that had been critical of that employees work status. [REDACTED]

[REDACTED] He was again asked if he knew of anyone that posted a photo of another employee that was critical of someone's [REDACTED] [REDACTED] [REDACTED] [REDACTED] [REDACTED] [REDACTED]

Officer Knutson was asked if he knew of anyone else who should be interviewed in reference to this issue. [REDACTED] (Officer Knutson) admitted to doing it. [REDACTED] He was asked if Lt. Korth told him to make the photo about [REDACTED] [REDACTED] He was asked about when [REDACTED] walked into the shift commander's office, [REDACTED]

Officer Knutson was asked what prompted him to post this picture of [REDACTED]. He said that he saw that [REDACTED] and heard that she had been reassigned to somewhere else. He went on to say that *"I call people out on things that I see, and I thought, she's not at work on night shift, if she's supposed to be here [REDACTED] she's not here so I just posted it, it was a bad taste."* [REDACTED]

Officer Knutson was asked if there was anything else that he wanted to talk about related to this investigation and he said, *"It wasn't of malicious intent, that's all I got."* Officer Knutson was given the order not to discuss the investigation with anyone other than his wife, the association representation or others that are included in the considered covered by the privilege exception. He stated that he understood and the interview was ended.

While proceeding with this investigation and reviewing the first interview with Officer Knutson, it was found that there were some inconsistencies and possible omissions with Officer Knutson's responses to the questions. Officer Knutson was ordered to meet with investigators again on December 14, 2016. Officer Knutson was told that they were looking to clarify some of the issue that were discussed with him back on December 13th during his first interview.

Officer Knutson was reminded that he told investigators that he heard a rumor about [REDACTED] and why [REDACTED]. He was asked if he remembered where that rumor came from [REDACTED]. He was asked if he heard this rumor on the night that he posted the picture of [REDACTED]. It was suggested to him that this was a pretty specific rumor and Officer Knutson. [REDACTED]

[REDACTED]. He was asked if it came from night shift officers [REDACTED]. He was asked who (from night shift), supervisors, patrol officers, [REDACTED]. He was asked if the rumor was locker room or roll call chatter. [REDACTED]

[REDACTED]. Investigators then confirmed with Officer Knutson that *"you don't remember who at all?"* [REDACTED]. He was asked if he and Lt. Korth had a conversation about it [REDACTED]

[REDACTED]. Officer Knutson was asked again if there was any conversation between him and Lt. Korth about putting up the picture [REDACTED]

Officer Knutson was asked why he was working night shift on the night he made and posted the photo of [REDACTED] when he is normally assigned to the day shift. Officer Knutson said that he was working overtime on OWI patrol (Operating while intoxicated patrol) and he had stopped in at the shift commander's desk to turn in some paperwork. He was again asked what triggered him to print and post the picture of [REDACTED]. He said, "Um, seeing the empty chair probably." He was again asked to clarify who he had text the photo to, [REDACTED]

[REDACTED] and [REDACTED]. He was asked if he had any conversations prior to this with these officers as it related to [REDACTED]. He was asked why he sent the text to these specific officers, [REDACTED]

Investigator again attempted to have Officer Knutson remember and explain who he heard the rumor from about [REDACTED]

[REDACTED] Officer Knutson was asked if [REDACTED] knew about the picture [REDACTED]

Officer Knutson was again asked about his conversation with Lt. Korth, as it related to [REDACTED] on the night the picture was made and posted on her chair. He was asked who initiated the conversation about why [REDACTED] chair was vacant, and who that conversation was within the Shift Commanders office. [REDACTED]. He was asked what sparked the conversation [REDACTED]

Officer Knutson was asked if there was any other conversation with Lt. Korth about [REDACTED] at this time [REDACTED]. He was asked if he didn't remember of if he didn't know if Lt. Korth said anything else about [REDACTED]

[REDACTED] Officer Knutson was asked what happened after this conversation with Lt. Korth and he said that he logged onto the other computer at the shift commanders desk and made a picture and a caption that said, "I can't work." He then posted the caption on [REDACTED] empty chair and took a photo of it. He said he took down the caption and put it in the shredder. Officer Knutson was asked if Lt. Korth had a reaction to his [REDACTED]

[REDACTED]
[REDACTED]
[REDACTED]
[REDACTED] He was told that part of this investigation was to determine who was saying what and what they were saying to him and how did he develop the information that caused him to feel the need to post the picture of [REDACTED]

[REDACTED] He was asked what [REDACTED] said [REDACTED]
[REDACTED]
[REDACTED]

[REDACTED] He was asked when this conversation with [REDACTED] took place and [REDACTED]
[REDACTED]

[REDACTED] Officer Knutson was asked what opened this conversation between him and [REDACTED] and [REDACTED]

[REDACTED] Officer Knutson was asked who [REDACTED] was talking with [REDACTED]
[REDACTED]

[REDACTED] He was asked if he could guess who it was based on the person's voice [REDACTED] ([REDACTED] and [REDACTED] were both interviewed at a later date and said that they never had a conversation about [REDACTED] and did not remember having a conversation in the locker room when Officer Knutson was around)

Officer Knutson was asked if there were any incidents, conversations, or concerns with [REDACTED] performance, or anything similar to this related to this incident or another time and [REDACTED]
[REDACTED]
[REDACTED]
[REDACTED]
[REDACTED]
[REDACTED]
[REDACTED]
[REDACTED]
[REDACTED]
[REDACTED]
[REDACTED]
[REDACTED]
[REDACTED]
[REDACTED]
[REDACTED]

[REDACTED] Officer Knutson was asked if he addressed any of his concerns with supervisors, or the training division [REDACTED]
[REDACTED]
[REDACTED]

[REDACTED]. He said that he was not trying to cover anything up or be deceptive. [REDACTED]

[REDACTED] The second interview with Officer Knutson was concluded at this point.

The investigation into the conduct of several officers continued into January of 2017. During interviews with other officers and supervisors, more information related to Officer Knutson's involvement and knowledge of posting the picture of [REDACTED] and misconduct related to his involvement with bullying and harassment. Based on interviews with Officers and Supervisors that he named in his second interview, it was clear that Officer Knutson was omitting information and was answering questions with self-serving responses in an attempt to limit his responsibility for his actions.

Officer Knutson was placed on Administrative Duty on January 11th, 2017 and was assigned to a position where he would not have contact with other officers or the public. On January 19th, 2017, Officer Knutson was interviewed for a third time. Officer Knutson was reminded that all the previous instructions and policy violations were still in place for this interview. Officer Knutson said that he wanted to get on the record and say that he was not prepared for the interview at all (previous two interviews) and did not know if it was "nerves or whatever", but he did not feel that he had time to review the incident. He said, "Frankly when I was asked those questions, I didn't remember at the time." Officer Knutson went on to say that he had a number of sleep cycles since then, along with a number of hours and a chance to sit and replay in his mind of exactly how it went down.

Officer Knutson made mention that he did not feel that he was done answering a question and another question was presented to him and he was not sure if he was rushed. Officer Knutson was reminded that he has been through interviews in the past and he should understand that if he has more to say he can say it and he agreed with this. Officer Knutson was told that part of the frustration with his lack of providing complete information when Investigators knew there was more information that he should have provided. He said that he agreed with this and wanted to get everything out on the table.

Officer Knutson was reminded that he told Investigators that he has no connection to [REDACTED] and has no relationship with her. He was told that in the course of the investigation, we had interviewed 20 or more officers and had reviewed MDT messages from those involved in this investigation. It was clear that Officer Knutson's MDT messages showed a pattern of behavior that was in violation of policy and appeared to be focused on [REDACTED]. Investigators reviewed the following MDT messages that Officer Knutson sent, received or responded to:

Number	Sent To/from	Date	Subject	Victim	Agreed that Policy was violated
MK1	B. Stanton	06/11/2015what a waste of my time and makes me look like an a\$\$	[REDACTED]	Yes
MK2	R. Korth	06/13/2015	WOW Award for [REDACTED]. District [REDACTED] does more work than all afternoon shift Officers	[REDACTED]	Yes
MK3	Masiak	6/13/2015	Not so awesome now, broken down huh	[REDACTED]	Yes
MK4	Dispatch	06/13/2015	Call him [REDACTED] next time	[REDACTED]	Yes
MK5	All car message	7/7/2015	Message was reference to statistic broken down by district	[REDACTED] District night officers	Yes
MK6	All car message	06/14/2015	SOMEBODY CHECK ON [REDACTED], I think Crisis might've abducted her.	[REDACTED]	Yes
MK7	R. Korth	07/13/2015	Apparently the slugs don't respect because im honest and call them out so from this point forward, my all cars will only be a select few people, rgr? r. that's a good all car	Selected night shift officers	Yes
MK8	S. Dantoin	08/23/2015	I'm sorry you think that I handled this call so poorly, I was just doing what my sr officer told me to do	[REDACTED]	No
MK9	Masiak, M. Rahn	08/23/2015	How did I get stuck at KT? WTF?	[REDACTED]	Yes
MK10	Masiak	08/23/2015	Better not have been more than 2 at the PD. [REDACTED] probably wants to take me to jail then since I hurt her feelings ☺	[REDACTED]	Yes
MK11	R. Korth	08/29/2015	Add yourself to reetz call, this kid needs transport to Manitowoc county line. Knutson response - I don't want to, I don't like you. Why doesn't he [REDACTED] drive the kid Or I will tell her I got a complaint, up to you.	[REDACTED]	Yes
MK12	R. Korth	08/30/2015	Tell your girl she can slow down too...no need to drive 60 on main to cut me off and get to your stop	[REDACTED]	Yes
MK13	Masiak	09/17/2015	Oh, [REDACTED] left.....weird	[REDACTED]	Yes
MK14	K. Brester, Masiak	09/25/2015	[REDACTED] status "out at headquarters", just reached 1000 min for the month of sept.	[REDACTED]	Yes
MK15	R. Korth	10/07/2015	County complain on me?	County Sgt.	No
MK16	Masiak	10/09/2015	Oh, just like your sister, 80 min [REDACTED] ☺. [REDACTED] Knutson was made aware of on Sept 25 th	[REDACTED]	Yes
MK17	Masiak	10/09/2015	I really don't want to do too much with the people in [REDACTED]	[REDACTED]	Yes

			tonight.	Officers	
MK18	All Car	12/16/2015	Disregard all his messages he had too much Kool-aid today	Lt. Korth / [REDACTED]	Yes
MK19	Angela Knutson	03/16/2016	Biemeret apparently has an 'N' added to it and is pronounced "beer-mint" seriously people, and its someone that's not new	[REDACTED]	Yes
MK20	All Car message	03/24/2016	Lets play a game try to figure out where [REDACTED] is	[REDACTED]	No
MK21	Engelbrecht	05/23/2016	That's because I've been reading lexipol all morning.....knowledge is power☺	[REDACTED]	Yes
MK22	All Car message	06/26/2016	Trivia question. How many Goof Troop squads still in the lot?	[REDACTED]	Yes
MK23	All Car message	06/26/2016	Anyone have a flashlight I can borrow?	R. Korth	no
MK24	Masiak	07/08/2016	You better hang out in [REDACTED] tonight	[REDACTED]	Yes
MK25	Masiak	07/08/2016	So she's in the river	[REDACTED]	Yes
MK26	Bahl, Masiak, Spoerl, Eickholt, Xiong	11/13/2016	I will never come take an OWI for [REDACTED] again....ever	[REDACTED]	Yes
MK27	All Car Message	11/13/2016	Can't find mainmuseum on my map	[REDACTED]	Yes
MK28	All Car message	11/27/2016	[REDACTED] ran over my duty bag tonight. Yes, completely over the top. Think there's some truth to that driving thing	[REDACTED]	Yes
MK29	R. Korth-All car message	12/11/2016	HOW COME [REDACTED] AND [REDACTED] NEVER FIGHT OVER TAKING CALL?	[REDACTED]	Yes

The review of Mobile Data Terminal messages showed that there were several concerning messages. Of the 29 messages listed above (MK1-MK29) Officer Knutson admitted that there was a policy violations for 25 of the messages.

When asked about message MK1, Officer Knutson agreed that this message would not look good to the public as he had essentially spelled out the word "Ass" using \$ in place of the "S." Officer Knutson agreed that this was a policy violation.

MK2 was sent by Officer Knutson and was in reference to [REDACTED] officers. Officer Knutson agreed that this was not professional and it was offensive and inappropriate. He agreed that this was a policy violation.

MK3 was also sent by Officer Knutson to Officer Masiak and it was in reference to [REDACTED]. He again agreed that this was not appropriate and was a policy violation.

MK4 was a message sent by Officer Knutson to Dispatch, asking dispatch to call [REDACTED] in reference to [REDACTED] "T" units are the traffic officer's call signs. Officer Knutson was asked if it was a policy or contract violation for [REDACTED] to make traffic stops and he answered, "No." He was asked if it was a policy violation as it relates to sending an MDT message about a supervisor, and he agreed that it was a policy violation.

MK5 was a message sent by Officer Knutson to Officer N. Walvort and Officer Conley. [REDACTED] Officer Knutson looked at all of the statistical numbers and put a spreadsheet together while working, so he would be able to show the Bravo District officers that Charles District officers were more active. Officer Knutson was asked if it was his responsibility to send this message out to justify his job and he said that it was not his responsibility to do this.

MK6 was a message sent by Officer Knutson in reference to [REDACTED]. Officer Knutson sent the message, "somebody check on [REDACTED] Also in the message that Officer Knutson sent in reference to [REDACTED] was "One of my finer moments." He sent this after a response from Officer Robbins who said that this was a funny message. It was pointed out to Officer Knutson that he had originally told Investigators that he did not know [REDACTED] very well and he did not have any sort of relationship with her. He was told that this was the first of many MDT messages that showed that he had some connection or specific knowledge about [REDACTED]. During the initial interview with Officer Knutson, he said that he posted the picture of [REDACTED] in an effort to, "Call her out." He said that when he sees something that is not right, he will call people out on it. He was reminded that what he did was not "calling her out", because he did this behind her back and she initially had no idea that he had posted the picture of her. When asked if message MK6 was a violation of policy, Officer Knutson agreed that it was.

MK7 is a message that Officer Knutson received from Lt. Korth. The message was in reference to Lt. Korth "....slugs don't respect me because I'm honest.....my all-cars will only be sent to a select few roger." Officer Knutson responded to this message "ah just start giving them 2's and 1's....." Officer Knutson was asked if this was an appropriate message for Lt. Korth to send out and he said, "I do not." He was asked what he should have done with this message and he said that he should have told Lt. Korth that it was not appropriate or bring it to a Captain.

MK8 is a message that Officer Knutson received from [REDACTED]. This message was [REDACTED] trying to explain what she did on a call and why. Officer Knutson attempted to give [REDACTED] some advice on officer safety concerns. It appears that [REDACTED] look

this advice well; however, Officer Knutson sends Officer Masiak a message and tells him about how [REDACTED] screwed up. Officer Knutson did not believe this was in violation of policy.

MK9 is a message between Officer Knutson and Officer Kurt Brester. [REDACTED]

Officer Knutson responds to Officer Brester with, "WTF." Officer Knutson was asked what this means and he said, "what the fuck." He was asked if this was appropriate and a violation of policy and he said that it was not appropriate and was a violation of policy.

MK10 is a message that Officer Knutson sent to Officer Masiak [REDACTED]. Officer Masiak responded back that he heard the new chief doesn't like that, when more than two officers are out on meal break. This message went on with Officer Masiak saying he wanted to take someone to jail, because that person hurt his feelings. Officer Knutson responds back, "[REDACTED] probably wants to take me to jail then since I hurt her feelings :(" This message continued on about how [REDACTED] handled a call poorly. This is related to the message Officer Knutson received from [REDACTED] in message MK8. Officer Knutson was asked what Officer Masiak was going to do about his perceived issues with [REDACTED] tactics and he said, "Nothing." Officer Knutson was asked if it would have been just as easy to send a message to her supervisor or a Field Training Officer about his tactical concerns with [REDACTED] and he responded, "Yes." He was asked if he was "bagging" (Criticizing) on [REDACTED] and if this was a policy violation and he agreed that he was "bagging" on her and it was a policy violation. Officer Knutson said that he sent this message to Officer Masiak, [REDACTED]

MK11 was a message initiated by Lt. Korth to Officer Knutson. This message started with Lt. Korth telling Officer Knutson to add himself to a call. Officer Knutson responded to Lt. Korth with, "I don't want to, I don't like you." This message went on with Lt. Korth saying that [REDACTED] made the decision to have a juvenile transported to the county line to be turned over to Manitowoc County. Officer Knutson replied to this with, "Why doesn't he do it." Officer Knutson agreed that this message would not look good to the public when he is telling a supervisor that he doesn't want to do what he has been directed to and he tells the supervisor that he doesn't like him. He agreed that this was a policy violation as well.

MK12 was a message sent by Lt. Korth to Officer Knutson. It was reference to [REDACTED] driving past Officer Knutson on her way to backup Lt. Korth on a call. Officer Knutson sent back to Lt. Korth, "tell your girl she can slow down too." Officer Knutson said that he didn't want to cause more drama with [REDACTED] so he asked Lt. Korth to just say a citizen complained about her driving. Officer Knutson was asked if this was the proper way to handle this and he said again that he did not want to create any drama with [REDACTED]. He was reminded that he went to Officer Masiak and created drama about the incident on Washington St.

MK13 was a message sent by Officer Knutson to Officer Masiak in reference to [REDACTED]. The message was, "oh [REDACTED] left weird." Officer Knutson said that he sent the message, because of his observation that [REDACTED] takes off a lot of time. He was asked if this was a violation of policy and he said that it was.

MK14 was a message sent by Officer Knutson to Officer Kurt Brester, Officer Masiak and [REDACTED]. The message was, "[REDACTED] status out at headquarters," with the subject line being, "just reached 1,000 minutes for the month of September." Officer Knutson then sends out, "new union proposal four off in the book unless you're _____." Officer Knutson was asked if the blank was for [REDACTED] and [REDACTED] and he said, "I believe so." Officer Knutson went on to say that he was made aware, later in the shift that [REDACTED] was having [REDACTED] and this is why she had spent time at the station. Officer Knutson received a message from [REDACTED] that explained that [REDACTED] and he responded to [REDACTED] in a message that said, "I didn't realize [REDACTED] now I feel like a jerk." Officer Knutson agreed that this message was "nothing positive" and a policy violation.

MK15 was a message sent by Officer Knutson to Lt. Korth. Officer Knutson asked Lt. Korth if the County (Brown County Sheriff's Office) had complained on him. Officer Knutson explained that this was related to the County asking for GB&D to transport a juvenile runaway from Green Bay, home to his mother in the County. Officer Knutson said that he did not say anything to the deputy, but felt that he would get complained on. Lt. Korth responded to his message saying that the County was just "whining." It was determined that this was not a policy violation.

MK16 was a message sent by Officer Knutson to Officer Masiak. Officer Knutson sent, "what are you doing?" to officer Masiak. Officer Masiak responded, "Driving around." Officer Knutson sends back to Officer Masiak, "You have been on admin for 2 hours." Officer Masiak sends back, "LOL I forgot to clear myself." Officer Knutson sends back to Officer Masiak, "oh just like your sister, 80 min [REDACTED]" Officer Knutson was reminded of message MK14 where he was told by [REDACTED] that [REDACTED]. He agreed that this message was not appropriate and a policy violation.

MK17 is a message sent to Officer Knutson from Officer Masiak. Officer Masiak sent to Officer Knutson, "I really don't want to do too much with people in [REDACTED] tonight." Officer Knutson responds with, "IDK why would you ever say that." [REDACTED]. Officer Knutson agreed that this was a policy violation.

MK18 is an all car message sent out by Officer Knutson. In this message he sent, "Disregard all his messages he had too much Kool-Aid today." Officer Knutson was asked what this was about [REDACTED]. He was asked if police officers should not abide by policy and he agreed that officers should be abiding by policy. This was identified as a policy violation.

MK19 is a message that Officer Knutson received from Angela Knutson, who is an employee in the records division of the Green Bay Police department [REDACTED]. The message from Angela was, "Biemeret apparently has an N added to it and it is pronounced Beerment seriously people and it's someone that isn't new." Officer Knutson sent back, "who?" Angela sent back to Officer Knutson, [REDACTED]. Officer Knutson was asked if he had ever had a conversation [REDACTED] about his issues or concerns with [REDACTED] and he responded, "I'm sure I have." Officer Knutson was again reminded of his response to Investigators when he said that he has no connection to and does not know much about [REDACTED]. It was clear that Officer Knutson has had conversations about [REDACTED] with Angela. He agreed that this was a policy violation.

MK20 is an all-car message sent by Officer Knutson with, "lets play a game try to figure out where [REDACTED] is." [REDACTED]. This message shows that Officer Knutson is more engaged in sending out messages and focusing on others, as opposed to performing his duties as a police officer.

MK21 is a message sent by Officer Knutson to Lt. Engelbrecht, "That's because I've been reading Lexipol all morning knowledge is power." Officer Knutson was asked what the "knowledge is power" portion of the message means, [REDACTED]. [REDACTED]. Officer Knutson agreed that this was inappropriate for him to use and to reference [REDACTED] in a message.

MK22 is an all-car message, sent by Officer Knutson, "Trivia question how many goof troop squads still in the lot?" Officer Knutson confirmed that he was calling the [REDACTED] goof troopers. This is a derogatory term toward the [REDACTED] and Officer Knutson confirmed that this was a policy violation.

MK23 is an all-car message that Officer Knutson sent out related to Lt. Korth giving him a hard time for leaving night shift and now working day shift. Officer Knutson's message was asking if anyone had an extra flashlight, because he knew that Lt. Korth was going to send out an annoying message about him working days now. Officer Knutson said that he did not think this was a policy violation on his part, but he was asked if he felt it was appropriate for a supervisor to be sending this type of message out. He agreed that this was not appropriate for a supervisor to send out messages that were annoying or inappropriate as it relates to subordinates.

MK24 is a message that Officer Knutson received from Officer Masiak. Officer Masiak sent, "you better hang out in B tonight." Officer Knutson responded back, "why is that." Officer Masiak said "Guess LOL." Officer Knutson responded with "I already know." [REDACTED]. [REDACTED]. [REDACTED]. He agreed that this was a policy violation.

MK25 is a message sent by Officer Knutson to Officer Masiak. His message was "so she is in the river." Officer Knutson continues with, "Don't think she's quite had the mic shoved down her throat enough with that all that background breathing I hear either." Officer Knutson said that this message was about [REDACTED] and how she uses the radio. He was again asked if it was appropriate to talk behind her back and he said no and he agreed that this was a policy violation.

MK26 is a message that Officer Knutson sent to Officer Bahl, Officer Masiak, Officer Spoerl, Officer Eickholt and Officer Xiong. The message was, "I will never take an OWI for [REDACTED] again ever." Officer Knutson was asked what, [REDACTED] was, and he said this was referring to [REDACTED]. Officer Knutson was asked why he was calling [REDACTED] and he said it was related to a Keenan and Peele sketch. He was asked if this was a video that was laced with highly racially charged humor and Officer Knutson replied "Yes, from what I can remember." Officer Knutson was asked how it started that he called [REDACTED]. He said that it started with [REDACTED] referring to [REDACTED] and [REDACTED] referring to [REDACTED]. He went on to say that [REDACTED] was referred to as White [REDACTED] and [REDACTED] was referred to as Black [REDACTED]. Officer Knutson was asked if he ever referred to [REDACTED] as Black [REDACTED] and he said that he was sure that he had. He was asked if this was potentially a racist comment and he agreed that it was. Officer Knutson was asked if he could remember anyone else who used the name Black [REDACTED].

[REDACTED] Officer Knutson understood that this message was inappropriate and was a policy violation.

Officer Knutson was asked if he had ever heard of or seen the [REDACTED] walk. [REDACTED]. During the course of the investigation, investigators were told that some supervisors and possibly officers were imitating how [REDACTED] walks, but also imitated how an ape walks. Officer Knutson demonstrated the walk [REDACTED].

MK27 is an all car message that Officer Knutson sent about [REDACTED] calling out on the police radio that she was at Main and Museum. He was asked if it was appropriate to call out another officer over MDT and he said that it was not appropriate and it was a policy violation.

MK28 is an all car message that Officer Knutson sent out about [REDACTED]. The message was [REDACTED] ran over my duty bag tonight. Yes, completely over the top. Think there's some truth to that driving thing." Officer Knutson was asked what this was about and he said it was related to a stereotype of how [REDACTED]. He was asked if this was appropriate and he said "no." He was asked if this was a policy violation and he said "yes."

MK29 is an all car message sent by Officer Knutson in reference to "How Come [redacted] and [redacted] never fight over taking calls." He admitted the message was a "bag" (criticism) on [redacted] and [redacted] over who is or is not taking calls in their assigned zones or districts. He said that this was inappropriate and a policy violation.

This was the conclusion of the MDT review with Officer Knutson. He was asked if he thinks that the MDT messages that he sent and the messages that he responded to, contributed to some of the harassment issues that were happening on the night shift, and he said "yes." He was also asked if these messages could be viewed as racially charged and inappropriate and not at all what we are about at the Green Bay Police Department, and he agreed with this as well. Officer Knutson also agreed that this behavior has created what could be viewed as a hostile work environment.

Officer Knutson said that all of this is not reflective of his character and it is not how he wishes to present himself. He again said that he was embarrassed. Investigators talked with Officer Knutson about the initial interview with him, specifically his response to the question of "how well do you know [redacted] and "what is your relationship with [redacted] Officer Knutson elaborated on this and said, "In hindsight to my interviews that I think went poorly." He said that he could have elaborated on his answers to these questions and he developed his opinion of [redacted] based on what others had told him about her. He said that he did not directly know much about her tactics, performance, admin time, and all the things that were brought up, but basically this was a second-hand opinion of her.

[redacted]

Officer Knutson was asked about what he remembered about the rumor of [redacted] During his initial interviews, [redacted] In the second interview with Officer Knutson, [redacted]

Officer Knutson was then asked about showing officers the picture he took of the photo that he posted of Officer [redacted]

[REDACTED]

Officer Knutson then talked about the night that he printed the picture of [REDACTED] and posted it on [REDACTED]. [REDACTED] He said that he took the picture, sent out the text message of the picture, took down the picture, and shredded it. He said that he shredded it because he felt that it could be seen in a negative light. Officer Knutson was asked if this means that he knew it was inappropriate and he agreed that he knew it was.

Officer Knutson was asked to recall the events that led up to him posting the picture of [REDACTED]. He said that he was working OWI patrol overtime, and had made an OWI arrest, he stopped in the shift commander's office to turn in his paperwork [REDACTED]

[REDACTED]

[REDACTED] Officer Knutson said that the he looked at the chair where [REDACTED] had been working [REDACTED] was.

[REDACTED] Officer Knutson said that this was when he printed, posted and took photos of [REDACTED] employee picture. [REDACTED]

[REDACTED]

Officer Knutson was asked if Lt. Korth knew that he was making the picture [REDACTED]. He was asked what Lt. Korth said, [REDACTED]. He was asked if Lt. Korth told him that this wasn't a good idea or if he told him to take it down [REDACTED]

Officer Knutson was asked if Lt. Korth had done the [REDACTED] "walk" in derogatory terms toward [REDACTED] and or if he knew of Lt. Korth using derogatory comments toward a specific race. [REDACTED] He was asked specifically if Lt. Korth had used the "N" word [REDACTED]. He was asked if he used the "N" specific to [REDACTED]

Officer Knutson went on to say [REDACTED]

[REDACTED] He said that [REDACTED]

[REDACTED] Officer Knutson went on to say [REDACTED]

[REDACTED] Officer Knutson also told the story [REDACTED]

[REDACTED] Officer Knutson was asked what this means

and he said "*Just N word Being N word.*" [REDACTED]

[REDACTED] Officer Knutson was asked to explain the context in which Lt. Korth used the "N" word or

the "JNBN" term [REDACTED]

[REDACTED] Officer Knutson was asked if he could recall if any other supervisors

used these terms [REDACTED]

[REDACTED]

[REDACTED]

Officer Knutson was asked to elaborate more on the [REDACTED] "Walk." He was asked if he could

see the racial undertones of this and [REDACTED]

[REDACTED]

Officer Knutson was asked if he could recall any other comments that officers had made [REDACTED]

[REDACTED]

[REDACTED]

Officer Knutson talked about the fact that [REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

Officer Knutson was asked if there was a sediment from senior officers to junior officers that

"*You're here but you're not part of the team yet.*" [REDACTED]

[REDACTED]

Officer Knutson was asked if he has ever felt that he has been harassed or discriminated against and he said that he does not feel that he has. He asked what he has learned from this situation and he responded that he has learned what not to do and what he should have done. He has learned what real leadership is and that he has made some mistakes. This ended our third interview with Officer Knutson.

On January 23rd, 2017, Officer Knutson came to the Professional Standards Division and

[REDACTED]

Investigators met with Officer Knutson on January 24th, 2017 to take his official statement in regards to this additional information.

[REDACTED]

Officer Knutson was also asked if he had heard anything about Officer Masiak stealing or not giving [REDACTED] her handcuffs back.

[REDACTED]

This ended the follow-up interview with Officer Knutson.

LIEUTENANT ROB KORTH AND OFFICER R. CASEY MASIAK DISPOSITION

As noted in the Executive Summary, no interviews were conducted with Lt. Korth or Officer Masiak, as both submitted resignations during the course of the internal investigation and prior to be interviewed.

INTERVIEW WITH [REDACTED]

On December 15, 2016, at approximately 1520 hours, Professional Standards Investigators met with and interviewed [REDACTED] was interviewed as a witness officer because he was believed to have been [REDACTED]

[REDACTED]

[REDACTED] stated that he had known [REDACTED] before she was employed by the Green Bay Police Department [REDACTED]

[REDACTED]
[REDACTED]
He described [REDACTED] as a "confident police officer", and stated that she was very effective and efficient in the way that she did her policing. [REDACTED]

[REDACTED] He stated that it was his belief [REDACTED]

[REDACTED] He stated that [REDACTED] was a very confident officer who had a command presence about her and used her communication skills to help through crisis intervention when she was responding to calls. He stated that she was a very "empathetic officer."

[REDACTED] stated that [REDACTED] had confided in him about a couple of incidents where she felt that she was being harassed by Officer Casey Masiak. One of the incidents happened in [REDACTED]

[REDACTED] had called out with a traffic stop and [REDACTED] stated that he recalled [REDACTED] saying that because they were close they backed up [REDACTED] He said that at some point during his investigation [REDACTED] requested that a different officer come over and take an OWI report. [REDACTED] stated that he recalled that Officer Casey Masiak had sent out an all-car MDT message. [REDACTED] was working that night and when he received the all-car message he thought to himself about Casey Masiak, "What an idiot", for sending out the message. He stated that he had that reaction because as an experienced he knew that when officers would send MDT messages out that they needed to be professional and that you could "get jammed up" if they weren't.

[REDACTED] stated that later in the evening he went into see the Shift Commander reference Masiak's MDT message to complain and he believed that [REDACTED] was the Shift Commander. He stated that he was assured by him that it was "going to be handled." [REDACTED] stated that he later spoke with [REDACTED] and [REDACTED] and assured them that after speaking with [REDACTED] that it would be addressed. [REDACTED] commented that [REDACTED] that he would have expected that Officer Masiak would have received at least a counseling register entry for sending this kind of message.

At the end of [REDACTED] shift he stated that he was walking out of the police department building and across the parking lot and he came across Officer Masiak walking into the PD. [REDACTED] stated that he had made a comment to Masiak something similar to, "Sending out that message was pretty stupid and you're probably gonna to get jammed up for it." He stated that Masiak did not reply to his comment.

[REDACTED] stated that he discovered later that the entire incident was passed onto a mentoring lieutenant, who he thought was [REDACTED] but he was not sure. He said that he found out that there would be no counseling register entry for Masiak and that the incident

was handled verbally with him by a supervisor. He believed he was told this information by [REDACTED] but was not sure and he was not positive that it was [REDACTED] who was the mentoring lieutenant. When asked if it could have been Lt. Korth who handled this issue he stated that he was not sure.

[REDACTED] He stated that there was no question that Officer Masiak's MDT message was specifically meant for [REDACTED] and [REDACTED] but he still felt obligated that he had come forward and report this to the Shift Commander.

[REDACTED] stated that he vividly remembers a phone call and conversations that he had with both [REDACTED] and [REDACTED] reference to them walking into roll call and hearing a conversation about how they were being talked about. It happened at the end of their shift and they were walking into roll call and as they walked in they heard somebody speaking to Officer Masiak and said something to the effect of, "Don't worry we got your back, nothing's going to happen." [REDACTED] said that he remembers this incident very well because the conversation he had with [REDACTED] he described her as being very upset about what she had overheard and she had made the comment to [REDACTED] of, "Who is advocating for me?" [REDACTED] commented that he did not blame [REDACTED] for the way she felt about this incident.

The second incident that [REDACTED] stated he recalled involving [REDACTED] was the night of a SWAT call. He stated that [REDACTED] He stated that it was a potential barricaded subject situation where shots had been fired [REDACTED] the subjects had been taken into custody [REDACTED] and at some point [REDACTED] was on the call and had made the comment to the group of officers standing inside of the house, "whose call is this?" [REDACTED] said at that time, Officer Masiak was present, along with a group of other officers, and Officer Masiak said, "It's [REDACTED]" [REDACTED] stated he was there when this conversation was taking place and he recalls [REDACTED] asked where [REDACTED] was. Officer Masiak responded with something to the effect of, "Doing everything she can to avoid paperwork, probably out on perimeter." [REDACTED] said there were other officers on scene and he is positive that they had heard the comment that Officer Masiak made to [REDACTED] He believed a couple of those officers were [REDACTED] and [REDACTED]

[REDACTED] stated that he just kind of tucked the comment in the back of his mind and when the call was over, he had contacted [REDACTED] to find out what was going on. He stated that he does not recall if it was in person or through an MDT message. He stated that when he talked to [REDACTED] it became apparent to him, there was an ongoing pattern had been developing and he was trying to figure out exactly what was the reason was that Officer Masiak had such issues with [REDACTED] [REDACTED] stated that while talking with [REDACTED] she said she had talked with [REDACTED] when he was on the

night shift and that [REDACTED] had always addressed these issues and "reigned him in" (Masiak). [REDACTED] believed that [REDACTED] had a lot of respect for the way that [REDACTED] had handled the shift and addressed these issues and felt that he advocated for her. [REDACTED] stated that he had always heard that [REDACTED] would clamp down on such issues and he had total confidence that this issue with [REDACTED] and Officer Masiak was being handled appropriately.

[REDACTED] stated that through past discussions with [REDACTED] that she had previously contacted other supervisors about incidents with Officer Masiak but he does not recall when and what supervisors they were. [REDACTED] stated it was his opinion [REDACTED]

[REDACTED] stated that [REDACTED] had told him that she was going to do everything she could to avoid Officer Masiak and any potential issues that they might have between themselves.

The previous two incidents that [REDACTED] talked about, are the ones that he personally witnessed. He stated that over time [REDACTED] had shared other incidents with him [REDACTED]. He cannot remember the specifics of those incidents but the tone was, "What could [REDACTED] do herself to better the situation." [REDACTED] stated that as [REDACTED] he had an assumption that these matters were being addressed by [REDACTED] supervisors.

[REDACTED] stated that he knows that [REDACTED] had approached [REDACTED] to switch districts and to get out of District [REDACTED] so she could avoid the issues. [REDACTED] stated, "I'll be very frank with you, we don't have these sort of issues [REDACTED]". He stated when he has the occasion to work with [REDACTED] or [REDACTED] he never sees issues like this. He described this as a specific "[REDACTED] problem."

[REDACTED] was asked if he had heard of [REDACTED] having any issues with other officers, and he stated that he could not remember any specifics, but through the rumor mill and anecdote stories he thinks that [REDACTED] was "lumped into some of this by association" or supervisors.

[REDACTED] stated that these incidents have been happening between [REDACTED] and Officer Masiak for approximately 1 ½ years. He stated within the last couple of weeks there have been moments where he knows that [REDACTED] has been brought to tears and that now she is starting to blame herself and that one of her greatest fears is that all of these issues are her fault and that she created this. [REDACTED] stated that while speaking with [REDACTED] she has told him that she does not know what she has done wrong to deserve this and she does not know why this is happening.

During [redacted] conversations with [redacted] over this period of time, he stated [redacted]. He sees her [redacted] He stated that [redacted]. He stated that [redacted] stated [redacted]. He stated [redacted]. He again [redacted] described her as [redacted] commented that [redacted].

[redacted]

INTERVIEW WITH [redacted]

An Interview was conducted with [redacted] on December 22nd, 2016 at approximately 0220 hours. [redacted] was advised that he was a witness officer to the events surrounding this complaint. [redacted] was asked if he knew that per GBPD policy, he is to answer all questions truthfully and completely and he acknowledged he did. He was asked if he understood that failure to answer all question truthfully and completely, could result in discipline and he acknowledged he did. [redacted]

[redacted]

[redacted] was asked if he was aware of anyone on the night shift that has been harassed, bullied, intimidated or made fun of, either in person or behind their back. [redacted] said other than rumors; he has not personally seen or heard any harassment by anyone. He said he has heard rumors about [redacted] which was a lot of, "Bitching and complaining" about how she does her job and that she is never at work. [redacted] also said he has heard little "tid bits" about [redacted]. He was asked who he had heard the rumors from, [redacted] said specifically [redacted], [redacted] and a couple of times from [redacted]. He referenced [redacted] comments as being more of job performance related issues. He said he has also heard comments from [redacted]

[redacted] was asked about MDT messages being sent out and he said he receives the same messages everyone else does and if they do not pertain to him, he deletes them right

away. He said he does remember the message Officer Masiak had sent out when [REDACTED] and [REDACTED] said Officer Masiak sent out a "stupid" message saying they can show up on a call and not do any of the paperwork. He said again that the message was, "something stupid like that!" He said he thought to himself, "What a stupid thing," and he deleted it. [REDACTED] said that's all he could remember, [REDACTED] went on to say that most of the complaining he has heard is when he goes into the break room and "they" are in there. [REDACTED] "they" will be complaining about [REDACTED] not showing up for work or "milking" calls.

[REDACTED] was asked if he had ever worked with [REDACTED] and what his opinion was of her quality of work. He said she has worked in District [REDACTED]

[REDACTED] said he also had heard "grumbings" about [REDACTED]. He said no one came to him directly and complained, but he heard some talk about [REDACTED]. He said that he approached [REDACTED] in the locker room a few months back and told him to ignore "them" and to just do his job. [REDACTED] again said he doesn't know exactly what was said, but he knew [REDACTED] was upset, because of something that was said or done by "that group." [REDACTED] was asked what exactly he had said to [REDACTED] and he said he doesn't remember what he heard or what had been said about [REDACTED] but knew that it would be hurtful to a new officer. He said the comment that was made wasn't racial in nature, but was more along the lines of [REDACTED] doing something stupid on a call or that he was stupid. [REDACTED] said he went to [REDACTED] locker in the morning after shift, because he knew the comment had come from Officer Brester, Officer Masiak and "that group" and told [REDACTED] to, "Ignore them, just do your job."

[REDACTED] was asked if he has heard or seen any MDT messages or anything about a supervisor or the supervision on nights. [REDACTED] replied back, [REDACTED]. He was then asked what he thought of the supervision on nights and he said, [REDACTED]. He said that when certain complaint or issues are brought to a supervisor, nothing gets done about it. He said, [REDACTED]

[REDACTED] He said there have been times when he has brought issues to supervisors about officers and nothing seemed to be done about it. He then said, [REDACTED] Part of the problem was in [REDACTED] District and the supervisor." [REDACTED] said [REDACTED] was the supervisor and that he

[REDACTED]. He said he does not know what [REDACTED] has or hasn't done about the problem, but he knows he has spoken to him directly about the [REDACTED] guys" and their arrogance, conceitedness and their feeling that they can do whatever they want, whenever they want and to whomever they want. [REDACTED] said he has spoken to him approximately six times about the issue and he doesn't know if it has or hasn't ever been addressed.

[REDACTED] was asked if he has ever been harassed and he said no, he has never felt that. He was then read an MDT message from Officer Masiak to Officer Brester, which stated, "Did Korth tell you what [REDACTED] said about me?" [REDACTED] said he did not know what the message was in reference too. Again, he said he has had conversations with [REDACTED] and other supervisors about "that crew." He said he often will go into the shift commander's office in the morning [REDACTED] and have conversations with whatever supervisor is in there and they talk about [REDACTED]

[REDACTED] was asked if he thought things on the night shift had gotten better, worse or have stayed the same, since the Captains were removed and he said [REDACTED]

[REDACTED] was asked if he thought the messages being sent out by Lt. Korth were appropriate for a supervisor to be sending and [REDACTED] said, "Absolutely not." [REDACTED] said he doesn't know if the messages are inappropriate, but said he will read them quick, think that was stupid and delete them. He said he doesn't make a mental note of those types of messages.

[REDACTED] was asked if he has ever confronted Officer Masiak about his behavior and he said he had talked to [REDACTED] a while ago and told him he needed to separate himself from Officer Masiak, because he thought he was going in the wrong direction. [REDACTED] said he has told Officer Masiak to, "Keep your mouth shut." He explained that when all of this came to light and the Chief came in and addressed the night shift, [REDACTED] and Officer Masiak was [REDACTED] "Spouting off." Officer [REDACTED] said Officer Masiak was complaining about everything that was going on and he usually ignores it. [REDACTED] said that with everything that is going on, he walked over to Officer Masiak and said, "Look, here's some fatherly advice, shut the fuck up!" [REDACTED] said Officer Masiak didn't say anything and he was dead serious. He said Officer Masiak just stood there and had a "smart ass" grin on his face. [REDACTED] said he turned and walked away. He said, [REDACTED]

[REDACTED] was asked if he thought something needed to be done, with what was going on, on the night shift. He said he doesn't really know all that is going on, [REDACTED] but heard it all started because of a picture. He said he has never seen the picture, but just heard about it and said, "Absolutely" something needed to be done.

[REDACTED] was asked if [REDACTED] or [REDACTED] had ever had a conversation with him about being harassed or picked on, and he said no. He thought the message that Officer Masiak had sent when [REDACTED] and [REDACTED] were working together, was more directed at [REDACTED]

[REDACTED] was asked if he recalled what exactly Officer Masiak was saying [REDACTED] that prompted him to confront Officer Masiak. [REDACTED] said he could not specifically recall what he was saying, but with what was happening and knowing there was a "Black cloud" over the night shift, he told him to, "Shut the fuck up." He said he heard [REDACTED] name thrown out and Officer Masiak say something to the effect of, "Sure and

that's not harassment." [REDACTED] said when he heard the word harassment thrown out, that was enough and he confronted him.

[REDACTED] was asked if he had been contacted by anyone or talked to anyone about the night shift investigation, prior to his interview. He said he talked to [REDACTED] and [REDACTED] about it, [REDACTED]. He was asked what [REDACTED] had told him what he thought about it. [REDACTED] said, [REDACTED]

[REDACTED] said, "We all goof around with each other, but if it's gotten to the point that we're here, then it must be out of hand."

[REDACTED] said, from what he has heard about the things going on at the police department, [REDACTED]. He said he did recently hear that someone made another person cry and that he has never heard that happen before in the past.

[REDACTED] was then asked if he had ever remembered any other supervisor who had sent out MDT messages in the same manner as Lt. Korth, and [REDACTED] said, "No!" [REDACTED] said he is aware of the messaging, asked how does he go to Lt. Korth and tell him to knock it off. He said Lt. Korth is a supervisor and it is not his place to tell a supervisor to stop doing something.

[REDACTED] said if he would have known about the personal "ribbing" of another officer to the point of that person being in tears, he would have put an end to it. He said nothing like that has occurred in his presence. [REDACTED] opined this activity is directly related to when the Captains removed from the shifts. He said the Lieutenants don't have that one person to go to. He said, "We don't have that big toe on the foot to go to."

[REDACTED] said he heard that [REDACTED] was the one that was brought to tears from being "ribbed." He said he can't recall who told him or who it was that made her cry, but he can only assume it is the same people we had been talking about. He said he heard that she did something on a call and "they", "ribbed" her to the point where she was crying. He said that whoever told him that, he remembered telling them it was completely wrong if it had happened. [REDACTED] and it could have been [REDACTED] that told him about [REDACTED] being made to cry.

[REDACTED] was then asked if he thought the involved officers were following what one of their supervisors (Lt. Korth) was doing or if it was a learned behavior. [REDACTED] said,

[REDACTED] then said that Lt. Korth has been in charge of District C for a long time and he [REDACTED] said he could not give specific dates or examples of this, [REDACTED]. [REDACTED] was asked to give an example of what he was talking about [REDACTED]

[REDACTED]
[REDACTED] said it's there and you can kind of see it. He said he was talking with [REDACTED] and he told [REDACTED] that he thinks the officers are following what their Lieutenant is doing. [REDACTED] said this is just his opinion. [REDACTED] again said he could not give any specific examples [REDACTED] and he sees it. [REDACTED]

[REDACTED] was asked if he has seen a change in [REDACTED] after he [REDACTED] had a talk with him, telling him he needed to separate himself from Officer Masiak. [REDACTED] said he had. He said he has had that talk with [REDACTED] a few times and has definitely seen a change in his behavior. [REDACTED] was asked if he felt the change in [REDACTED] was because of the talk he had with him and he said he did not know. [REDACTED] said he was not sure if anyone else had talked with [REDACTED], telling him the same thing. [REDACTED] said after he had confronted Officer Masiak [REDACTED], he was walking back to [REDACTED] when [REDACTED] told him that he was glad he had said something to Officer Masiak. [REDACTED] said that Officer Masiak would not listen to him.

[REDACTED] was asked if he thought there was a "ring leader" for what was going on with the shift. In his opinion, [REDACTED]

[REDACTED] He said he doesn't know what any supervisors have, or have not done, to address it with him. He has heard Officer Masiak make jokes about Captains in roll call before, and he did not think it was appropriate for a new officer to be doing that. He explained that it used to be "Taboo" to make fun of a Captain. He said they used to make fun of each other, and that was ok.

[REDACTED] was asked if he thought Lt. Korth's actions undermined what other supervisors were trying to accomplish. He said he thinks of it like divorced parents and how one parent is the disciplinarian and the other allows the child to get away with whatever they want. [REDACTED]

[REDACTED]. He said "Yes", meaning Lt. Korth's actions do undermine the other supervisors.

[REDACTED] was asked if he remembered any of the Captains addressing roll call, or anyone having gone to a Captain about issues that were not addressed and [REDACTED] said, "No." He was asked if anyone had made comments about Captains that were on the shift and he said, "No." He did say he remembered Masiak making a comment one time, when [REDACTED] was down in roll call, but did not remember what it was. He did say that [REDACTED] had recently addresses roll call, telling them that there is a "line" and that "line" should not be crossed. [REDACTED]

[REDACTED] said [REDACTED] did this a few months ago and basically said there is a fine line with harassment and he [REDACTED] told them to "Knock it off."

[REDACTED] was asked if there was anyone else he thought we should talk too in regards to this investigation and he said no.

He was advised that this was an active investigation and that he should not talk about it with anyone other than his union representation. He was told if he remembered anything or had any questions about what we discussed, to contact the Professional Standards Division.

[REDACTED]

Investigators concluded the interview at this time. A short time later [REDACTED] came in and advised us that [REDACTED] had some additional information that he wanted to tell us. Investigators then went back into the conference room and continued the interview.

[REDACTED] said he does not know what made him think of this situation and prefaced, that he does not know who, or when he was told about the incident, but knew it was started by a supervisor. He said he heard the incident occurred downstairs in the basement of the Department and [REDACTED] was walking in front of Lt. Korth and Lt. Korth made gestures like a gorilla, behind [REDACTED] [REDACTED] said he just thought of it and doesn't know when it happened, or who had told him about it. [REDACTED] was asked if hearing about this incident [REDACTED]

[REDACTED]. He said he thought that even before he heard about this incident. [REDACTED] did say that after hearing about the incident [REDACTED]

[REDACTED] was asked if he thought it would have been funny if he witnessed Korth doing this and he said, "Absolutely not!"

[REDACTED] was then asked if he has ever witnessed an atmosphere in the shift commanders office, being like a "frat house" when Lt. Korth is the shift commander. [REDACTED] said that he has seen six to eight people gathered in the shift commander's office, sitting all around the counters and chairs, when Lt. Korth is in there. He said it was more camaraderie and "they" (Several officers) would be in there joking around. He said it was usually 0400 or 0500 hours when there isn't a lot going on, on the road. [REDACTED] was asked who "they" were and he said it was all of the [REDACTED] District guys. He named [REDACTED] and [REDACTED] as the group. He said he observed Officers [REDACTED] and [REDACTED] in the shift commanders office, every once in a while. He said it is more with Lt. Korth than with any other supervisor. The interview was concluded at this time.

INTERVIEW WITH [REDACTED]

Investigators conducted an interview with [REDACTED] on December 19th, 2016 at approximately 1034 hours. The reason for the interview was explained to [REDACTED], as an investigation was being conducted into allegations of harassment by several GBPD nightshift officers.

Investigators explained a call that Officer Masiak and [REDACTED] were on and [REDACTED] asked if this was a call for Domestic Violence where a set of handcuffs went missing and [REDACTED] was advised this was in fact the call in question. [REDACTED] explained that he was on a domestic disturbance call with [REDACTED] and a female suspect was going to be going to jail. [REDACTED] said [REDACTED] handcuffed the female and Officer Masiak arrived and told them that since the call was in District B (which was his District), he would do the transport. [REDACTED] said he turned the female over to Officer Masiak. [REDACTED] said [REDACTED] later messaged him asking if he knew where her handcuffs were and he told her he did not know where her cuffs were and that he turned the female over to Officer Masiak. He further said that he did not change out the handcuffs before he turned the female over to Masiak, meaning [REDACTED] handcuffs were still on the female when she was transported to jail. [REDACTED] said the only time the female was out of handcuffs was when she needed to use the restroom and he took her out of the cuffs, so she could use the bathroom and then he put the handcuffs back on.

[REDACTED] was asked if he had ever asked Officer Masiak about the handcuffs and he said he did later in the locker room and Officer Masiak had either told him he did not know what he did with them, or that he had put them on the shift commander's desk. [REDACTED] however, could not remember exactly what Officer Masiak had told him. [REDACTED] was not sure if he had told Officer Masiak that the handcuffs were [REDACTED] while on scene, but he was sure he had told him later when she asked him about her cuffs. [REDACTED] was again asked if Officer Masiak had told him what he had done with the handcuffs and [REDACTED] said he was almost sure Masiak told him he had put them on the shift commander's desk. He was asked if Masiak had ever talked about the handcuffs after their initial conversation in the locker room and [REDACTED] said "No."

[REDACTED] was asked his opinion on [REDACTED] work performance and he said
[REDACTED]
[REDACTED]
[REDACTED] e.
[REDACTED]
[REDACTED]
[REDACTED]

██████ was asked if there was any one on night shift that he could name as being responsible for bullying ████████ and he said Officer Masiak does not like ████████. He also said that Officer Brester does not like her, ████████.

He was asked if he could recall any MDT messages being sent out about ████████ that would be inappropriate and he said at times he has seen messages from at least half the shift that he would read and think they probably should not have sent them out. He was asked if there were any individuals that stood out in his mind that send out those types of messages and he said Lt. Korth stands out in his mind that sends out those types of messages all the time. He also mentioned Officer Brester and Officer Masiak as ones that send out messages. He said they usually did not send them out as all car messages, but would send them to a select group of officers. He was asked if he thought the messages were inappropriate and he said not necessarily, but more unprofessional. He said sometimes the messages are meant as a joke, but there are times some of the messages should not be sent out, as they are open to public records.

In regards to ████████ work ethic, ████████ was asked if he observed the decline in ████████ work performance right away ████████ or if the decline was more recent. He said that about a month after she was done training that she had made a comment to him that he should use as much time off as he could. He said he told her that he was trying to save his days off to build up his vacation bank in case of an emergency and she told him that was a "dumb" idea and he should use as much time as the Department provides him. He said at that time, ████████ was already "burning" all of her time and that is not his type of work ethic and he does not take a lot of time off. He said for her to make a full five day work week was "shocking." He then referred back to the incident where her handcuffs went missing and he said she was working hard at trying not to make an arrest, because it was the end of her shift.

██████ was asked if he had ever sent out a message belittling ████████ and he said he was not sure if he ever did. He said there are certain people on the shift that you can send messages out to joking with them and there are certain people you can't. He said there was an incident where they went to a call and Officer Masiak and ████████ responded. He said he made a joking comment to Officer Masiak like, "It's about time you start taking calls in your area." ████████ said he said this to Officer Masiak in a joking manner, but ████████ overheard him make the comment and she became upset about it. He said he did not direct the comment at her and it was a joke made to Officer Masiak. He said he thinks she complained to a supervisor about it and he talked about it with her after shift. He said he told her that he was joking around and if she did not like the comment that she could come to him

and tell him she did not care for the comment. He said because of that, he does not joke around with her about things.

[REDACTED] was asked, [REDACTED] if she had ever confided in him about some of the issues she was having on the shift and he said "No."

[REDACTED] said that he knew when he went to night shift that the night shifts officers would make fun of people. [REDACTED]

He was asked if there were any other supervisors or officers that send out unprofessional messages and he said there was not. He said he did know that MDT messages could be monitored at any time. He further said he knows that the shift has been told multiple times to not send out unprofessional messages. He said union representatives from the shift as well as supervisors have told them to watch what they are sending out on the MDT's. He said he knows for sure [REDACTED] has told them that.

The interview was concluded at this time.

INTERVIEW WITH [REDACTED]

On December 22, 2016, [REDACTED] was interviewed by the Professional Standards Division. He was told that the Green Bay Police Department was investigating harassment and bullying on the nightshift and, he was seen as a witness or possibly a victim of the above actions. [REDACTED] was asked if he knew of any employees who have been harassed or bullied and he identified [REDACTED] and [REDACTED] as not getting along with other officers in District [REDACTED]

[REDACTED] said that other officers have told him that [REDACTED] does not take constructive criticism well. The officers who have complained about [REDACTED] were primarily Officer Masiak and Officer Kurt Brester. He said that most of the complaints were of either a tactical nature or about showing up late for calls. He next said the supervisors were not seeing the issues that the officers had brought forward. [REDACTED] said that since [REDACTED] didn't seem to take constructive criticism well from the officers, conversations were had with the complaining officers to start over with [REDACTED] and he didn't believe that the problems continued after those conversations. He did explain that Officer Masiak complains a lot, [REDACTED]

When asked about the complaints about [REDACTED] [REDACTED] said the similar complaints came in mainly from Officer Masiak, and initially from Officer Kurt Brester, that were similar to

the complaints on [REDACTED]. He said specifically that the complaints were related to her sitting in the [REDACTED] parking lot and stopping suspicious vehicles or people. He also said that the complaints from these two officers, seemed to lack credibility because there were no performance issues seen by supervisors in regards to [REDACTED]. He said that the level of complaints would lead a person to think that both [REDACTED] and [REDACTED] were stumbling and falling over their feet, [REDACTED]. He said that he tried to go on calls with [REDACTED] and [REDACTED] and although he was on more calls with [REDACTED] he did not see the issues that were being complained about.

[REDACTED] said that he had a problem with Officer Masiak on a call were he had stopped a reckless driver and Officer Masiak was dispatched to back him up. [REDACTED] and [REDACTED], but they were close to the stop and covered him on the stop until Officer Masiak was able to get to the location. He said that Officer Masiak sent out an all-car message similar to "amazing how they can go to calls when there is no paperwork." [REDACTED] said when he finished the call, he went in the station and reviewed the policies that he felt Officer Masiak violated by sending the message. He said that he called Officer Masiak into the station to discuss this issue, and [REDACTED] came in as Officer Masiak's [REDACTED]. [REDACTED] said that he went over the policies with Officer Masiak and felt that Officer Masiak owned the mistake and explained that he was frustrated working with [REDACTED].

[REDACTED] said that [REDACTED] came in a few days later to express support for [REDACTED] and [REDACTED] about the issue with Officer Masiak's MDT message. He said that he told [REDACTED] that he had already spoken to Officer Masiak and the issue would be dealt with because he felt that [REDACTED] and [REDACTED] did what there were supposed be doing. When he spoke with [REDACTED], [REDACTED] said that the plan was to issue Officer Masiak a counseling register entry for the policy violation.

[REDACTED] said that he spoke with Lt. Korth about the issue with Officer Masiak's MDT message because Officer Masiak was in his mentoring group. He said that Lt. Korth didn't think the message was a big deal. He said that he next met with [REDACTED] about the message and [REDACTED] was not happy about the message but stated that it would be hard to write up Officer Masiak about sending a message when Lt. Korth sends out messages all the time. The counseling register entry was never completed or issued to Officer Masiak.

[REDACTED] except for Lt. Korth. He said that Lt. Korth does very well with tactical situations, which he respects. [REDACTED] said

that problems occur when there is some conflict or problem to work out and in those times, Lt. Korth just avoids him. He gave an example [REDACTED] in the shift commander office. He said that he called or messaged Lt. Korth to have Lt. Korth come in because he is an assistant SWAT commander, to help him [REDACTED]. He waited for Lt. Korth to come in, but he didn't, [REDACTED]. He said that he stopped Lt. Korth and Lt. Korth just told him that this wasn't a big deal and just drove away without giving him any explanations or solutions. He said that he tried to meet up with Lt. Korth later but Lt. Korth avoided him to the point where [REDACTED] said he gave Lt. Korth an ultimatum to meet up or he would go to Capt. LePine. He said that they did meet up with Lt. Korth at Webster St. and University Ave. and felt that Lt. Korth just ignored him while he was trying to talk about this issue.

When asked if he thought that he was the victim or intimidation, harassment, hazing or bullying, [REDACTED] initially said no. He was then asked if Lt. Korth gave him any nicknames and agreed that he was called [REDACTED] and [REDACTED] by Lt. Korth. [REDACTED] said that he initially played off the nicknames as a joke, but after it gets said a number of times it would get irritating, but he wouldn't necessarily respond to it because he would look gullible. [REDACTED] didn't think that Lt. Korth gave him the nicknames as fun, he didn't want to give Lt. Korth the power to let him think that he was intimidated, and felt the nicknames were disrespectful. He also said that Lt. Korth sends out quite a few all-car MDT messages about being [REDACTED] or doing something else.

[REDACTED] said that Lt. Korth would also say things to make fun of him when he wears his full belt and vest when he works the desk. He said that Lt. Korth would make fun of him for this in front of other people including officers. [REDACTED] said that Lt. Korth sends out inappropriate MDT messages and no other supervisors send out messages like that. He recalled that Lt. Korth has sent out messages about [REDACTED] putting on his jacket and messages titled "*knowledge is power.*" He knew that the message about putting on a jacket was in reference to an incident on Washington Street from a while back, and commented that it was funny at first but isn't funny anymore after the 100th time. [REDACTED] said he did not know where the "*knowledge is power*" comment came from.

He said that Lt. Korth plays the music loud when Lt. Korth is assigned to the desk and other officers do hang around with him in the office. [REDACTED] said that Lt. Korth also plays fishing videos a lot more than anyone else when he is assigned to the desk. He also said that Lt. Korth calls [REDACTED] lazy in front of other supervisors. He said that it was possible that Lt. Korth would have called those officers lazy in front of other

officers. Within the last week, [REDACTED] said that he had heard that Lt. Korth had danced around like a monkey and it was construed that the dance was imitating [REDACTED].

[REDACTED] stated that he has heard Officer Masiak complaining about [REDACTED] and [REDACTED] before work. He said that the comments were made around the time of this past summer, but he did not say anything to Officer Masiak about the comments. [REDACTED] recalled that there was an issue with Officer Masiak telling [REDACTED] that she could leave calls. He said that from Officer Masiak's view, this was just saying that [REDACTED] could leave because the job was done. He said that from [REDACTED] view, Officer Masiak would just tell her to leave the call as soon as she showed up. [REDACTED] said that he did not recall [REDACTED] ever coming to him to complain about any issues with Officer Masiak. He said that the reason that he would have spoken with the other supervisors on the nightshift was the constant complaining from Officer Masiak. He also said that Officer Masiak [REDACTED]

[REDACTED] was hesitant to label himself a victim of the harassment from Lt. Korth, but in the totality of the messages and work conditions with Lt. Korth, he did say that he was a victim of Lt. Korth's behavior. He said that Officer Masiak and Lt. Korth were the two primary people causing the harassment on the nightshift. [REDACTED] said that he, [REDACTED] and [REDACTED] probably only saw parts of the problem with the issue of certain nightshift officers not getting along. He said that they did talk about things in about a hundred of small conversations around a couple months ago and [REDACTED] was starting to address this by going over policies with the officers on the shift just before the nightshift problems finally blew up. [REDACTED]

[REDACTED] said that he regrets not going further with the counseling register on Officer Masiak and further regrets that he let another supervisor influence his decision to not issue the counseling register. He said that he felt he let the department down and let himself down by not issuing the counseling register, and described this as allowing himself to be "dumbed down" by another supervisor.

INTERVIEW WITH [REDACTED]

On December 22nd, 2016, at approximately 0340 hours, [REDACTED] was interviewed by the Professional Standards Division. She was told that she was not the subject of this investigation and that the contents of this case, and this interview, will be reviewed by the administration of the police department. [REDACTED] was told that the purpose of the interview is to determine if she was ever a victim of harassment and that she was not a subject of the investigation.

[REDACTED] was asked if she was ever the victim of any type of harassment while working at the Green Bay Police Department. [REDACTED] says she has been left alone, pretty much, adding she recalled one MDT message that was "kind of for her" but she thinks it was more for [REDACTED]. She added that this was during a traffic stop that [REDACTED] called out with. [REDACTED] had later spoken to both [REDACTED] and [REDACTED], telling them that an all car message was sent out about them, and they needed to be made aware of it. The message was sent by Officer Masiak. [REDACTED] and [REDACTED] were in a car that did not have a computer, thus they would have never seen the message. She recalled [REDACTED] called them into the shift commander's office to discuss this message. She couldn't recall who would have been working the shift commander's desk on this date, as [REDACTED] was a road supervisor this day. [REDACTED] had printed off the message, had them read it, and advised them that he was not aware this was going on, on the night shift, and wanted to hear their thoughts about this and anything else going on.

[REDACTED] explained she was a little upset at first. [REDACTED] has told her in confidence some issues she was having and that it was bothering her. [REDACTED] didn't want to discuss those issues then, so [REDACTED] told [REDACTED] of some of the issues.

[REDACTED] was asked further about not knowing about issues on the shift. [REDACTED] gave him examples about when the officers pick squads, on the back wall, about that behavior. Officer Masiak would make comments about [REDACTED] leaving her firearm in the trunk of her squad. [REDACTED] stated that this comment was made as [REDACTED] was exiting her squad, but she wasn't sure that [REDACTED] heard the comment. The firearm left in the trunk of the squad car happened a couple months prior to this interview. [REDACTED] felt this comment was heard by anyone standing waiting for a squad car. [REDACTED] stated that Officer Masiak would keep bringing it up, which is why she brought it up with [REDACTED].

[REDACTED] explained that Officer Masiak made another comment about [REDACTED] stating "oh great, we have another one of those." [REDACTED] had called out on the radio with some type of traffic stop, Officer Masiak then made this comment. [REDACTED] took this comment to be very rude and unprofessional. [REDACTED] She took Officer Masiak's statement to mean a racially negative comment, and a slam towards him being [REDACTED]. [REDACTED] added that no one endorsed the comment, nor negated it. She recalls that

potentially, [REDACTED]. She recalled this to have happened while [REDACTED] was in training, [REDACTED]. She feels that [REDACTED] may have heard this as well. She reiterated that Officer Masiak and Officer Kurt Brester are together often. She does not recall any supervisor standing nearby, adding it's rare for a supervisor to be outside while squads are being selected. She does recall talking with [REDACTED] about this as they met squad to squad. She recalled the content of the conversation being that [REDACTED] told him she didn't like the conversation. She couldn't recall whether [REDACTED] had any comment or reaction based on what she had told him.

[REDACTED] explained that she had only spoke with [REDACTED] about the incident's Officer Masiak was a part of and hadn't spoken to any other supervisor about these problems. She added that [REDACTED] did meet with some on night shift as a group about the conduct. [REDACTED] had them each go through policy as it relates to prohibited behavior. The theme of the meeting was that [REDACTED] was frustrated with the way people were treating each other, related to harassment. He made them read it in front of him as he sat there. [REDACTED] felt this was a very good proactive approach.

[REDACTED] was asked if any harassment was directed towards her or any rumors about her; she stated there were none. She added she kind of "sticks to herself." When asked if she had heard anything before, during or after roll call, about someone picking out a single officer. She stated this happened on the "wall" while waiting for a squad car. [REDACTED] stated that a group of officers, including Officer Masiak, were commenting about how [REDACTED]. Officer Masiak, according to [REDACTED].

[REDACTED] was asked if she had ever heard an officer make an odd comment on the radio and be made fun of. She says that happens once in a while, which is then followed up with an all-car sent, by various people about the miss-communication on the radio. She was also asked about the shift commanders office and people hanging out in the office. She explained she has seen [REDACTED] are normally in there talking with whoever is on the desk. She stated it depends who is sitting the desk on a particular day. She stated if she was to narrow it down which supervisor they spend the most time with, she stated Lt. Korth and [REDACTED].

[REDACTED] was asked if she has ever been a victim of any harassment, based on her sex, tactics or policing style. She says nothing has been brought to her attention and she is unaware of any harassment.

[REDACTED] felt that some MDT's messages are occasionally inappropriate. She stated she cannot recall details, but recalled Lt. Korth has sent messages that maybe crossed the line a little bit, she did not recall being offended by them. She recalled this would happen when

someone did something stupid on the radio. She also pointed out Officer Masiak would send inappropriate messages. [REDACTED] felt this would happen once per week or once per shift.

[REDACTED] was asked about the female locker room and if she had heard conversations in a negative manner. She stated most conversations were about kids and dogs, nothing negative about other employees. She stated that [REDACTED] has voiced her concerns of harassment. When asked if [REDACTED] has come to her with specifics, she could only think of generalized statements that she made. [REDACTED] had mentioned she goes on calls as a secondary unit, and Officer Masiak is very dismissive and asks her to leave. [REDACTED] understands this to have happened quite often. [REDACTED] said that [REDACTED] told her that Officer Brester would look at [REDACTED] puzzled by how Officer Masiak was treating her. [REDACTED] has been on a few calls with [REDACTED], and feels [REDACTED] is confident and can do the job. She doesn't feel they have been on enough calls together, to judge her performance.

[REDACTED] was asked if she was aware of any history, romantic relationship, or something that went sour with Officer Masiak and [REDACTED]. She explained she knew there was tension prior to [REDACTED] even getting hired with the Green Bay Police Department. [REDACTED] also stated that [REDACTED] told her that she takes time off of work, as she would rather be living her life and use her time. [REDACTED] said that [REDACTED] said that she takes off as often as possible, due to working in [REDACTED] district and how she is treated while working the [REDACTED] district.

[REDACTED] has told [REDACTED] she doesn't care to work with Officer Masiak, [REDACTED]. She vaguely remembers hearing Officer Masiak make a comment about [REDACTED] on the radio, but she was unable to remember specifics, due to the time that has passed. When asked if Officer Masiak has harassed other co-workers, or was heard saying something about someone else, [REDACTED] commented that it was nothing out of the norm. She has never heard any supervisor make any derogatory comments towards an ethnic group, nor any minority.

[REDACTED] was asked for her opinion on if there was one officer on the night shift that is the cause of, or leader of the grief on the night shift, and she stated that person would be Officer Masiak due to the ways he talks and treats people, especially behind their back. She felt that due to the rumor mill, Lt. Korth is the only supervisor who supports Officer Masiak and this kind of behavior. She stated Lt. Korth has always been professional around her.

[REDACTED]
[REDACTED]
[REDACTED]

[REDACTED] was asked if she had been contacted by anyone advising her about this investigation. [REDACTED] stated that she received a text from [REDACTED] asking her if she knew what was going on. She said that the text was about a supervisor and officer being

suspended. [REDACTED] told her that she wasn't sure who it was, but once [REDACTED] returned to work, she was made aware that it involved Officer Masiak and Lt. Korth. [REDACTED] also said that [REDACTED] called her and asked her if she was ever a victim of this type of activity.

[REDACTED] was asked to outline instances where [REDACTED] may have confided to her. She said that [REDACTED] was frustrated on calls and being called out by Officer Masiak for not making an arrest. [REDACTED] said that there was a death scene call where Officer Masiak showed up and told her to leave. [REDACTED] said that [REDACTED] told her of an incident that [REDACTED]. She said that [REDACTED] made contact, [REDACTED] was there, so [REDACTED] asked where she was needed so she took [REDACTED] perimeter for the time being. Officer Masiak arrived on scene and told [REDACTED] that it was her sector so she needed to handle the call. [REDACTED] also talked about another call where [REDACTED] and [REDACTED] responded to a disturbance, which resulted in officers kicking in a door, and Officer Masiak shoves [REDACTED] out of the way.

[REDACTED] was asked if she felt the issues on the night shift were legitimate and what could be done to address the issues. [REDACTED] She added that she has spoken with [REDACTED] about this, and he said that he was also frustrated by this activity. [REDACTED] said that he was going to talk with Officer Masiak about his behavior.

[REDACTED] was asked if [REDACTED] had talked to other supervisors about these issues. [REDACTED] said that [REDACTED] did express her displeasure with the lack of action taken, and the behaviors not changing. She said when [REDACTED] told [REDACTED] about the incidents and lack of action, he seemed surprised and upset that nothing was being done. [REDACTED] said that [REDACTED] had talked to [REDACTED] on several occasions about the behaviors, but nothing had changed.

[REDACTED] was reminded that the information and questions from the interview need to be kept confidential and that she should contact the Professional Standards Division if she remembered any additional information or if she became aware of any new information.

INTERVIEW WITH [REDACTED]

[REDACTED] was interviewed on December 22, 2016 by Professional Standards Division. [REDACTED] was told that he was as a witness, and possibly a victim, of the harassment and bullying that was occurring on the nightshift. He was asked if he knew of any officers on the nightshift who were harassed, bullied, or picked on, and the first officer that he noted was Officer [REDACTED] who he said was being picked on by Lt. Korth. He said that Lt. Korth coined a nickname for [REDACTED] like [REDACTED] or [REDACTED] or [REDACTED]. He said that Lt. Korth told him that the nickname meant that the [REDACTED]

██████████ and the ██████████ and he heard of this nickname in late summer or early fall of 2016.

██████████ said that shortly after he heard of the nickname for ██████████ from Lt. Korth that ██████████ asked to meet up with him. He said that ██████████ said that he had heard the nickname and he absolutely did not like the nickname and doesn't want to be called the nickname and ██████████ didn't know how to go about having the nickname stopped. ██████████ said that he asked ██████████ if he had told Lt. Korth that he didn't want to be called that nickname and ██████████ said that telling Lt. Korth would only make it worse and having ██████████ say something to Lt. Korth would also make it worse. ██████████ said that he saw Lt. Korth in the shift commander office a couple days later and told him that he cannot call ██████████ that nickname as ██████████ doesn't like it. ██████████ said that he was not sure what Lt. Korth said in response before Lt. Korth walked out of the office, ██████████ and then Lt. Korth avoided him for about a week. ██████████ said that he thought that Lt. Korth hadn't called ██████████ that nickname after that conversation.

██████████ said next that Officer Masiak sent out a message about ██████████ and ██████████, and the message was "*go figure they will jump calls when they don't have to do paperwork.*" He said that he called Officer Masiak in to the shift commander office and believes that ██████████ spoke with Officer Masiak about the message. He also thought that ██████████ wanted to write Officer Masiak up for sending the message, but believed that there was no write up because ██████████ asked ██████████ not to do the write up. ██████████ did not recall any other issues with Officer Masiak making comments or sending messages.

██████████ thought that he and ██████████ brought ██████████ in to the private meeting room off the shift commander office about ██████████ making a comment about ██████████. He thought the comment was made in roll call but he wasn't sure what the comment was. He was also aware of some comment that ██████████ made in the shift commander office in front of ██████████ and ██████████. He said that he had spoken to ██████████ about that incident.

██████████ said that Lt. Korth used to take pictures and videos of him and he didn't know why Lt. Korth did that. He said that Lt. Korth would come up behind him while he was in the shift commander office making maps or reading reports and make comments like "*look at the size of this guy, he's huge*" or "*holy fuck, he's huge.*" ██████████ said that most of the time he would just pass this off, and sometimes he would say "*there's something wrong with you*" or "*Rob, really?*"

██████████ next that that a couple months ago, he was in the shift commander office and saw Lt. Korth was walking around in the office like a monkey and he didn't know why Lt. Korth was walking like that. He said that later he heard that Lt. Korth was making fun of ██████████

[REDACTED] but couldn't say where he had heard this. He did say that Lt. Korth was not making any comments or sounds at the time, and he didn't think anyone else was in the office at the time.

[REDACTED] said that when Lt. Korth is assigned to the shift commander desk that Lt. Korth always plays music loud and watches fishing or hunting videos. He said that other officers commonly hang around in the shift commander office when Lt. Korth is assigned to the desk and he thought that [REDACTED] and [REDACTED] were two of the main officers and [REDACTED] would hang out in the office, too. [REDACTED]
[REDACTED]
[REDACTED]

As work required supervisor work, [REDACTED] said that Lt. Korth would refuse to send out Nixle notices. He recalled one incident in particular where he asked Lt. Korth to send out a Nixle notice about a particular call and Lt. Korth said that he wouldn't do a Nixle notice. Lt. Korth would call other supervisors "company man" and tell supervisors to relax. He remembered specifically that Lt. Korth called [REDACTED] a "company man" and told [REDACTED] he was an eight or nine on a ten scale of needing to relax while they were in the locker room. [REDACTED] said that Lt. Korth calls him [REDACTED], as in [REDACTED], but this name does not bother him. Additionally, [REDACTED] said that Lt. Korth talks in a weird voice occasionally, that he could only describe as a little kid voice, and that that Officer Masiak would talk in that same voice.

[REDACTED] for her handling of an open door call without backup. He said that he heard the call on the radio and spoke with her the next night on how this was a serious officer safety issue. He said that he was also notified by the shift commander, who was probably Lt. Korth, about this call, but didn't think that the notification influenced him on how to handle the performance evaluation. He said that Officer [REDACTED] but she didn't offer any other complaints or comments on the situation.

[REDACTED] said that [REDACTED] would obviously be an officer who would be getting picked on or bullied by Officer Masiak and obviously by Lt. Korth. He didn't think [REDACTED] was involved even though [REDACTED] had made a comment about [REDACTED] in the past. He said that he spoke with [REDACTED] and [REDACTED] told him that he had tried to help [REDACTED] with things and [REDACTED]

[REDACTED] recalled one incident this last fall where the Brown County Sheriff's Department requested city officers for a perimeter near the edge of the city for a home invasion call that happened in Bellevue. He said that a couple city squads went and Lt. Korth also went and they were set up somewhere near Debra Lane and Abrams Street. During the call, he said that a cell phone was found in a roadway in the city and that the county deputies were not sure if they were going to collect the phone. He said that Lt. Korth talked to the lieutenant from the County, and it may have been in front of other officers, and Lt. Korth commented that they didn't know how to handle the call. Later that night, the County supervisor asked to meet up with Lt. Korth to talk about the incident and Lt. Korth said that he wouldn't meet up with the

supervisor, because he was too busy. [REDACTED] said that he knew for a fact that Lt. Korth was not busy and [REDACTED] and that Lt. Korth had also told him that he thought the County guys "were his friends."

[REDACTED] was asked to sum up a description of Lt. Korth in one word and the word he used was [REDACTED]

[REDACTED] said that Lt. Korth would send out inappropriate MDT messages that a supervisor should not be sending. He could not give specific examples of the messages that were sent. He did say that he never made any mention to Lt. Korth about these messages. [REDACTED] said that Lt. Korth would send out MDT messages bi-weekly that would make you wonder why the message was sent out. He said the messages served no purpose and would not necessarily be harassing, but would be saying that some call wasn't handled the way he would have done it. He said Lt. Korth's messages would be more personal attacks on people than on their work performance.

[REDACTED]

INTERVIEW WITH [REDACTED]

[REDACTED] was interviewed on December 27, 2016. It was believed during the course of the investigation that he was a potential victim and/or witness of bullying or harassment on the night shift. [REDACTED] After completing his training he was assigned to the night shift on [REDACTED]

[REDACTED] appeared reluctant and hesitant to be interviewed. [REDACTED]

[REDACTED] He did say that he would cooperate with the investigation and answer all questions. [REDACTED]

[REDACTED] Because of this, he knew that is why he was being called in to answer questions.

[REDACTED] said that upon transferring to the night shift it was obvious that [REDACTED] and Officer Masiak had a bad relationship from the very first day that he came to the night

shift. [REDACTED] said that he immediately started having problems with Officer Masiak and these problems were of a serious nature where [REDACTED] thought that it would "Lead to his detriment." [REDACTED]

[REDACTED] but he could not believe how quickly Officer Masiak "Got under his skin." [REDACTED] stated he just wanted to do his job on night shift and just find out where he fit in with the rest of the groups. A lot of the time he just took the harassment and bullying that was directed at him, because he did not want to make waves.

[REDACTED] stated his first recollection of having problems with Officer Masiak was on a night where he was working [REDACTED]

[REDACTED] said that on that night he could not remember exactly what Officer Masiak had said to him over the radio, but he knew it was some sort of "Smart aleck" comment to him and [REDACTED] just let it slide.

[REDACTED] said the next day the shift had just left roll call and they were getting ready to get into their squad cars and were standing against the wall waiting for squad cars to come in. He said it was at that time that Officer Masiak said to him, "Ha, [REDACTED] you gonna give me lip again over the radio"? [REDACTED] said that this comment really got under skin, because he relayed this incident as if his kids would give him lip at home and that this would not be something that one officer should be saying to another officer. [REDACTED] said that he took a deep breath and he just did not say anything and he just stood there [REDACTED] and he wanted as little friction as possible. [REDACTED] and he felt like he was walking on eggshells to begin with.

[REDACTED] said that when Officer Masiak had made this comment it was in front of the entire shift and he believes there were approximately 14-15 police officers standing by. He remembered that almost everybody was laughing and chuckling about the way that Officer Masiak had addressed him. [REDACTED] said that he did not say anything and he just got into his car and went to work.

[REDACTED] and said that Officer Brester and Officer Masiak were "A pair." Officer [REDACTED] and stated that [REDACTED] that Brester and Officer Masiak were always going on calls together and [REDACTED] He stated that they would jump calls and [REDACTED]

He said when it came to [REDACTED] being put into the mix, that there was a lot of discussion going on between Officer Brester and Officer Masiak about her tactics. There was also a lot of discussion about her sex life.

[REDACTED] stated that [REDACTED]
[REDACTED]
[REDACTED] He felt that Officer Masiak thought that he was interfering with that relationship, because [REDACTED] stated that he started to become friends with Officer Brester. [REDACTED] said he just kind of laughed about it, [REDACTED]
[REDACTED] He thought that maybe this was the reason why Officer Masiak had been targeting him.

[REDACTED] stated that [REDACTED] he is not exactly sure of what the incident was, but there was a call that [REDACTED] had taken in [REDACTED] District and but he does not know what happened. After the call, he knew that [REDACTED] had some words with some of the officers on night shift and this elevated itself to the level where [REDACTED] had spoken with Officer Brester. [REDACTED] was unsure if Officer Masiak had been spoken to as well. [REDACTED] stated that after this incident, he felt that Officer Brester was possibly trying to distance himself from Officer Masiak. [REDACTED]
[REDACTED]

[REDACTED] was asked if he could identify how many incidents he thought had happened where Officer Masiak was bullying or harassing him while they were at work. [REDACTED] stated that "There were a lot of minor ones" and that he cannot remember the specific details of most of them. He said that a lot of times he would be on a call with Officer Masiak and Officer Masiak, [REDACTED]

[REDACTED] stated that he felt very uncomfortable around Officer Masiak, because of his attitude and said Officer Masiak was just the type of person that he would rather not "Associate himself with."

[REDACTED] stated that if he had personal problems with other officers he would not routinely talk about those officers behind their back. He said that Officer Masiak and Officer Brester frequently talked about other officers and [REDACTED] started to wonder to himself if they were actually talking behind his back as well.

[REDACTED] stated that there was never a time where he felt that Officer Masiak had made any derogatory remarks towards him because of his race, or made any comments about any other races while in his presence.

[REDACTED]
[REDACTED]
[REDACTED]
[REDACTED] He said at one point he was sitting in the roll call room at a table and he could hear somebody on the outside from the night shift say the phrase, "Oh fuck Commander [REDACTED]"
He did not know who might have said the comment.

[REDACTED] described the day that he had his [REDACTED] performance evaluation given to him by night shift Lt. Steve Mahoney. He said at that time, Lt. Mahoney had made the comment to him that one of the night shift officers had referred to [REDACTED]

[REDACTED] He stated that the next day he was called in by [REDACTED] and [REDACTED] and he stated that they both "Ripped into him about how he violated the department's social media policy." He was told that he was making the police department look bad because he referenced another officer calling him [REDACTED] He said that he deleted his Facebook posting after that.

At the end of this performance evaluation [REDACTED] stated that he probably over-reacted in the way that he spoke with [REDACTED] He was upset because [REDACTED] then made the comment of how he needed to "Try harder to fit in", referring to working with his fellow officers on night shift. [REDACTED] said he was very upset with this comment, because he did not think it was necessary for anybody to "Have to fit in" just to be successful at a police department. He said he works very hard, [REDACTED]

[REDACTED] and said if there "Brand of fitting in, is sitting around jaw jacking and just being nasty to each other" than that's not what he wants to take part in.

[REDACTED] and [REDACTED] had started to become closer friends and said they would frequently meet up on shift and vent for some of the same reasons. He said that both he and [REDACTED] felt like neither one of them had a role when they were in their district, because Officer Masiak and Officer Brester were constantly out there clearing them from calls. Officer Brester and Officer Masiak were "Kinda doing their own thing out there." He said that he and [REDACTED] talked an awful lot about this stuff, because they both felt like they were potential victims of it.

On one particular night, [REDACTED] had gotten fed up and she had gone to [REDACTED] about these issues. She explained the issues to [REDACTED] and told him that [REDACTED] felt the same way that she did. [REDACTED] said that he kind of got caught by surprise by [REDACTED] taking this issue to [REDACTED]. She had not told him that she was going to do this. [REDACTED] said he is used to handling issues himself, and did not want to get caught in the middle of anything. He remembers sending out a MDT message to Officer Masiak, basically telling Officer Masiak that whatever happens reference to him and [REDACTED] that he should just keep [REDACTED] out of it.

[REDACTED] stated that he later followed up with the MDT message to Officer Masiak and basically told him in person that he and Officer Brester were "Assholes." Officer Masiak had

responded back with an MDT message something to the effect of, "Well I need to know what the problem is to fix it."

[REDACTED] stated that the face-to-face conversation he had with Officer Masiak would have been [REDACTED] and Officer Brester was there at the time. When he arrived he made the comment to both of them that they needed to "Clear the air." [REDACTED] said the meeting was not confrontational and about how [REDACTED], and he referred to both Officer Brester and Officer Masiak, saying that they are both hard to work with. [REDACTED] said that Officer Masiak was "Actually pretty cool about it", and said from [REDACTED] felt like the issue between he and Officer Masiak had gotten a whole lot better.

Officer Masiak started to trust [REDACTED] a little bit more and they stopped having issues, but unfortunately that was not the case with [REDACTED]. [REDACTED] said he started seeing more and more issues between Officer Masiak and [REDACTED] and he thought these issues were "Just kind of suffocating at times."

[REDACTED]
[REDACTED] He said a lot of the "Snarky comments" that happened came from the officers, but they could have also been coming from one or two Lieutenants as well.

He described Lt. Korth's supervisory style [REDACTED]
[REDACTED]

[REDACTED] He said the Lieutenants on nights have known there is a problem with the shift for over a year. [REDACTED] stated that it was "So egregious and mind blowing" that at no point did they (Lieutenants) stop and just say to the entire shift, "Stop doing what you're doing." He said that he felt [REDACTED]
[REDACTED]
[REDACTED]
[REDACTED]

When asked to give examples to show the lack of supervision on night shift, [REDACTED] said that there was "Small mundane things you know that happen when a lot of guys sit around." This would have been in the Shift Commander's Office when Lt. Korth was working. [REDACTED] said that the officers that were usually in there were [REDACTED]
[REDACTED]

These officers usually congregated in the Shift Commander's Office after 0400 hours when the calls for service had quieted down. He said that you could walk in the office to hand in your paperwork and he would see all the officers. He said they were laughing and joking at times, and would be watching "crash videos" on the computer screens.

[REDACTED] explained another incident where he said it was the first time where he really started to "Become angry" about some of the things that were happening on the night shift. He

said that night shift [REDACTED] a female officer, was not working on this particular evening. [REDACTED] stated that he does not believe that the officers on nights are sexist but stated that sometimes some of the things the officers say are focused towards female officers and that when they say these things it makes it uncomfortable for him, [REDACTED] [REDACTED] he knows the importance of bringing everybody on a shift together.

He said that one specific night a comment was made about [REDACTED] and [REDACTED] sleeping together. He stated this occurred after roll call when the night shift was standing outside on the wall of the Police Department waiting for squads from the afternoon shift to arrive. At first [REDACTED] stated that he did not know who made the comment and referred to the comment of being something to the effect of, [REDACTED] *ejaculating on [REDACTED] face and then she went home and she kissed her [REDACTED] with that same face.* [REDACTED] stated that he was "blown away" and could not believe that comment had just been said.

[REDACTED] was reluctant to say who had actually uttered this comment. When asked if it was Officer Masiak he stated that Masiak was part of the conversation along with Officer Phuechi Xiong and Officer Tim Eickholt; also, [REDACTED] had been standing there while they were making fun of them. [REDACTED] stated that those four officers pretty much always stand together, while other officers stand in different locations while waiting for squads.

[REDACTED] was asked if he had to guess who he thought made that comment and [REDACTED] immediately responded, "Eickholt." [REDACTED] stated that Officer Eickholt directed the comment at [REDACTED] in front of the entire shift. [REDACTED] and the response of all the other officers standing there was they just started laughing and most of them thought that it was "the funniest thing ever." [REDACTED] stated that [REDACTED] just kind of put his head down because it was obvious that he was embarrassed about the comment.

[REDACTED] stated that he was not sure if Officer Eickholt had made the first comment, [REDACTED] *ejaculates on her face*", or if Eickholt had made the second comment of, "And she goes home and kisses her [REDACTED] with that face" comment. He said that this incident probably would have happened in the spring of 2016 because he remembers that all of the officers were wearing short-sleeved uniform shirts at the time.

[REDACTED] stated he does not know if anyone spoke with [REDACTED] about this, but he does know that she was not working that night and was not there. He stated that he believes that two other female officers, [REDACTED] and [REDACTED] were there and heard this conversation going on.

[REDACTED] was asked questions about conversations that would take place in the men's locker room. He stated that there were times where [REDACTED] and the relationships that she had in the past were spoken about by night shift officers with one of those relationships

being between her and [REDACTED] with a lot of guys making comments about that. When he was asked to define "everybody" he said that it was the same clique of guys and named off Officer Phuechi Xiong, Officer Tim Eickholt, Officer Kurt Brester and Officer Casey Masiak. When asked who would initiate most of these conversations in the locker room amongst the officers, [REDACTED] responded, "Well it's always Officer Masiak who starts it." He said that if it was a conversation about [REDACTED] you could guarantee that it was a good chance that Masiak had started it and there would also be a good chance that Officer Eickholt would be there and be following up on it.

[REDACTED] stated these conversations about [REDACTED] seemed to happen about every day or every other day and it did not matter whether she was working or not. He stated that the guys would "talk crap about her" when she would take days off or she would call in. He said that most officers would be resentful about this because then they would be moved out of their district and put into the district that she was supposed to have been working in. He said it didn't matter if she was working or not, they would talk crap about her taking days off of work when she was gone. They would also talk about [REDACTED] when she was there. [REDACTED] said that they would also critique her tactics and her style of policing, or how she did not do something right on a call.

[REDACTED] stated that it was just mind blowing for him, because the officers criticized her when she was gone and when she was at work, and it was like "did they want her here or didn't they want her here."

He said that the harassment towards [REDACTED] was not just in the locker room, but it continued out into the roll call room. He stated that he could not really remember specific incidents, but somebody would usually make a comment in the roll call room and then everybody else would follow up by laughing about what was just said. He referred to the officers as "giggling sheep sometimes." When asked who would usually make these comments in roll call, [REDACTED] immediately responded by saying, "Officer Masiak." He said these comments in the roll call room would happen at least every other day or at least once a week.

[REDACTED] was asked if he knew specifically what the problem was between Officer Masiak and [REDACTED] and why the two appeared to not get along. [REDACTED] stated that he felt that Masiak was obsessed with making [REDACTED] life difficult. He stated, "The guy just won't leave her alone." [REDACTED] commented that he knew that Masiak had been "talked to" on a number of occasions about his conduct towards [REDACTED]

[REDACTED] said that [REDACTED] had told him that she confronted Officer Masiak on several occasions to ask him "what his problem was." [REDACTED] said he could not recall the specific details of each one of those encounters, but he knew that it had happened. He thought that after one of those meetings that [REDACTED] started to feel better about the situation, because she thought that they had a good conversation and it was fruitful, trying to improve the relationship between them.

██████████ said that he and ██████████ had met up numerous times to discuss the way that Officer Masiak had been treating her. ██████████ stated that he could remember at least two times where he believed that ██████████ was so upset that she was in tears. She was telling him about the things that Officer Masiak said and done to her while they were on calls. ██████████ stated that the conversation between the two of them was to the point where he was trying to encourage her to take this to a higher level, or to another supervisor. He said that at the time, there were no Captains on the shift and that they had been removed.

██████████ described one of the incidents that ██████████ had told him about where she had been working on a call in ██████████ District. Officer Masiak had shown up on the call and started to critique her and made comments to her about the way she had handled the call. This had been done in front of other officers including Officer Brester. ██████████ said that most of the time he had conversations with ██████████, she really did not go into a lot of specifics, because she was so upset. He said that they met and had conversations, "*Probably a dozen times if not more than that.*"

When asked if he thought ██████████ had been the victim of harassment on night shift, ██████████ responded, "*Oh, there's no doubt about that.*" He said that was the easiest answer he could give during this interview.

When asked if he believed he was the victim of harassment, he stated that he probably was in the past, but over the last six months he felt that things had gotten better for him on the shift.

When asked if he had to name the officers who he felt were the ones delivering most of the harassment directed at him, he stated that it was "*the group of four.*" He named Officer Masiak, Officer Xiong, Officer Eickholt and to some degree, Officer Brester.

██████████ stated he recalled another incident involving ██████████ where it was a series of "*cluster calls*" going on at the same time and ██████████ was on the call of ██████████ and officers were responding to help me and that ██████████ ended up clearing the call that she was on and taking a call approximately two blocks from where he was at. He stated that at some point Officer Masiak had showed up on her call and made a bunch of comments to her but he did not know what they were. He stated that ██████████ was so upset about this that he believed that she had gone directly to ██████████ and talked to him about it.

██████████ believed ██████████ addressed the issue with Officer Masiak, because the next day while in roll call he heard a bunch of other officers commenting about how ██████████ had "*gone straight to the boss*" or something to that effect. ██████████ thinks ██████████ also talked to Officer Brester about it, because afterwards Officer Brester had made the comment to him saying, "*Yeah that was kind of my wakeup call.*"

██████████ was asked if he recalled any incidents involving ██████████ where she was dismissed by Officer Masiak, or told to go back in service by him, when he jumped her calls.

[REDACTED] stated, "Oh yeah, that happened to me too as well." [REDACTED] stated that this was just another incident of Officer Masiak and Officer Brester constantly jumping calls together [REDACTED] said that this was taken as a slap in the face. He said all officers want to go on calls, but Officer Brester and Officer Masiak would constantly be jumping calls and dismissing other officers from these calls. [REDACTED]

[REDACTED] recalled an additional incident that [REDACTED] shared with him where she was on a call with Officer Kurt Brester and Officer Masiak. [REDACTED] could not recall all of the details but he said something to the effect of it was a call where the door needed to be kicked in. He said the officers needed to make entry into a home, and a comment was made directed at [REDACTED] of, "You can't make it", or, "You can't kick it in." He stated that a similar comment of, "You're small and girly, get the hell out of the way", was said directed at [REDACTED]. [REDACTED] did not recall who had made the comment to [REDACTED] at the time, but he knew that she was really "pissed about it."

[REDACTED] said his interpretation of the conversation with [REDACTED] was that he did not think she was physically pushed or shoved aside and it was more that she was dismissed, and "made to feel like, you go stand over there" type of response.

[REDACTED] was asked to comment on [REDACTED] tactics and style of policing. He said [REDACTED] and he could not understand why Officer Brester and Officer Masiak had so many issues with her. [REDACTED] said, from his perspective he never observed any tactical or policing problems involving [REDACTED]. He did comment [REDACTED].

[REDACTED] stated that he had no issues "whatsoever" with her tactics and he thought that he and [REDACTED] worked well together. He said they had the same style of policing where they're not always looking to "jam people up."

[REDACTED] was asked if he recalled an incident in reference to [REDACTED] missing a set of handcuffs that she never got returned back to her. [REDACTED] stated that he did not know who had [REDACTED] handcuffs. He said that he recalled [REDACTED] was "pissed" that she did not get her cuffs back. He knows that she had asked a couple of officers if they knew who had her handcuffs, but everybody told her that they did not know where her cuffs were. [REDACTED] stated that he thought the situation was kind of dumb, because there are only a few people that actually involved in this incident and might have had the handcuffs.

[REDACTED] recalled another incident that happened [REDACTED]. He said that he and [REDACTED] got into a fight with a suspect and that he believes that [REDACTED] was also involved in this incident. He stated that at that time [REDACTED]

[REDACTED] He said that [REDACTED], which [REDACTED] did not believe was an intentional act because the suspect was really drunk and was not listening to the officers' commands.

[REDACTED] stated that on the next day when he was standing in the Shift Commander's Office, he heard Officer Masiak making comments about [REDACTED] about the incident. Officer Masiak made a comment to other officers something to the effect of, "How the fuck do you end up on your back?" [REDACTED] thought to himself that this was a fight that [REDACTED] was in and how could somebody else be criticizing her actions when she had been in a fight and especially comments coming from Officer Masiak.

[REDACTED] stated that he had gone into the Shift Commander's Office at the time of this conversation to turn in some paperwork. He said that Lt. Korth was the Shift Commander at the time and was the one that Officer Masiak was directing the comments to. [REDACTED] stated that Lt. Korth did not have a response at the time and did not say anything.

[REDACTED] was asked if he could think of anybody else on night shift that had been the victim of harassment. He replied that he thought [REDACTED] as, but not to the degree that [REDACTED] had been. He contributed this to [REDACTED] working in District [REDACTED] and working with some "really good cops." [REDACTED] named [REDACTED] and [REDACTED] as Officers that [REDACTED] works with. He stated that he would never hear any comments or see attitudes come from these officers directed at [REDACTED]. He has heard other officers' comment and make snarky remarks directed at her about being a "terrible cop."

[REDACTED] stated that one of the things that he found was very interesting was that Officer [REDACTED] and [REDACTED] appear to be constantly "ragged" on by other officers. He said that it was interesting that [REDACTED] and [REDACTED] are never made fun of or picked on.

[REDACTED] stated that if he had to single out one or two officers who do the majority of the snarky comments and sexist comments in roll call, in the locker room, or standing on the wall waiting for squad cars, that it would have to be Officer Masiak and Officer Eickholt. He stated that Officer Eickholt is kind of the "ring leader of the giggle fest." He stated that if he had to single out one supervisor that kind of allowed this culture to happen or participated in it, he said it was "Korth definitely." [REDACTED] stated that he is very uncomfortable on how close Lt. Korth is to a lot of the guys. [REDACTED]

Follow up questions were asked of [REDACTED] and what his opinion was of the supervision on night shift. [REDACTED]

[REDACTED]
[REDACTED]
[REDACTED]

[REDACTED] He said that there is not really one main boss on this shift.

[REDACTED]
[REDACTED] He stated a lot of the officers are starting to be worried, because of this investigation, because in the past they have never had to worry about anything.

INTERVIEW WITH [REDACTED]

On December 27th, 2016, at 1445 hours, PSD Investigators met with [REDACTED] in the conference room. [REDACTED] was told that she was not the subject in this investigation, and she was told of the reason for the interview.

She explained that she worked on the evening shift, [REDACTED], and on her Monday, Tuesday, and Wednesday's of her work week she was assigned the [REDACTED] district. Telestaff confirmed she worked the evening shift from [REDACTED], where she now works on the [REDACTED] shift patrol. She was reminded to keep our interview/discussion in confidence and not to discuss with anyone. Also covered was the importance of cooperating with internal investigations and answering questions truthfully and honestly.

[REDACTED] explained she was aware of harassment on the night shift, and that Officer [REDACTED] was the victim of this. She stated she only knew of one incident that she was witness to. She said that the incident was on a night when [REDACTED] and [REDACTED] were in [REDACTED] when Officer Masiak sent an all-car message regarding [REDACTED] and [REDACTED] and they would only do that as they get out of paperwork being involved. [REDACTED] was working that evening when the message was sent out. She recalled [REDACTED] calling out with a vehicle that wasn't stopping [REDACTED] so [REDACTED] and [REDACTED] advised via the radio that they were close. They arrived and stood by, as [REDACTED] was asking for another unit, which caused dispatch to send Officer Masiak. Shortly after that dispatch, Officer Masiak sent out the all-car message.

[REDACTED] stated she had spoken with [REDACTED] privately about ongoing harassment from Officer Masiak. [REDACTED] had been told that Officer Masiak has told her to leave on calls that they were dispatched to. Specifically, [REDACTED] stated that there was a call where [REDACTED] and entry was going to be forced to make contact. As this was occurring, Officer Masiak ran into the scene, pushing [REDACTED] aside so he could help [REDACTED] make entry. She explained that [REDACTED] had told her that she went to [REDACTED] once in an attempt to get the harassment by Officer Masiak under control. She said that [REDACTED] told her that [REDACTED] would say things were getting done.

[REDACTED] then explained she was never a victim of harassment, but that she feels "uncomfortable" around Officer Masiak. She specifically explained a call in the area of [REDACTED], where Officer Masiak made a comment which upset someone they were dealing with on a call. She couldn't recall a date or address, but that it was a noise complaint, and the call was about wrapped up, when a female, who was present on the call was on the phone [REDACTED] [REDACTED] recalls a comment made by Officer Masiak that insulted [REDACTED] making the situation worse. It was a cocky and unnecessary comment.

When asked if she had to guess if there was any supervisors that harass or bully officers, she stated she has heard things about Lt Korth. She stated she has never seen anything he has done specifically, but that he likes to joke around, "a lot." She stated he is more laid back than a supervisor should be. [REDACTED] was basing this on things [REDACTED] has told her.

[REDACTED]
[REDACTED]
[REDACTED]
[REDACTED]

[REDACTED] stated she never heard anything racist from the night shift, along the wall or from others. She felt the investigation would benefit if we spoke with other district [REDACTED] evening shifters, [REDACTED]

INTERVIEW WITH [REDACTED]

On December 28th, 2016 at approximately 1800 hours, PSD Investigator [REDACTED] [REDACTED] asking if he could come and speak to Investigators. [REDACTED] [REDACTED] had remembered some information that he wanted to add, from his prior interview. He was advised to meet with PSD Investigators at the Police Department in the Professional Standards office.

On December 28, 2016, at approximately 1830 hours, [REDACTED] arrived at the Professional Standards office, [REDACTED]. He stated that he wished to speak about a further incident that he recalled after being interviewed previously.

[REDACTED] stated that the incident he wanted to tell us about happened approximately [REDACTED]. He stated that it was still cold outside and he believed that it may have been October of 2016 right before deer hunting season opened.

He stated that he was in [REDACTED] District on a disturbance call and at that time Officer Paul Spoerl, Lt. Rob Korth and another unknown officer were standing outside by a squad car which he believed was in the location of Washington Street. He stated at that time somebody made the comment of, "Have you seen Korth's impression of [REDACTED]?" [REDACTED] stated that after that statement was made Lt. Korth stuck his stomach out and pulled his chest in and turned his toes out like a pigeon and started walking up and down the sidewalk imitating

the way [REDACTED] walked. [REDACTED] said this was done in front of the other officers and it was done in public in front of the businesses on Washington Street.

[REDACTED] was asked numerous times who the unknown officer that was standing in the group was and he stated that he couldn't recall or couldn't remember numerous times. A copy of the roster was obtained and each officer was called off to help refresh his recollection of the event and [REDACTED] believed that Officer Eickholt was the officer who was also standing witnessing this event.

[REDACTED]
[REDACTED]
INTERVIEW WITH [REDACTED]

On December 28, 2016, at approximately 1920 hours, PSD Investigators interviewed [REDACTED] as a potential witness officer in this internal investigation.

[REDACTED] was questioned in regards to being a potential witness in any sort of bullying or harassment directed at [REDACTED] or [REDACTED] and/or other members on the night shift. It was believed that he might have pertinent information that would aid this investigation.

[REDACTED] stated that he had heard third-hand information about an ongoing investigation involving [REDACTED] and [REDACTED]. He stated that a lot of people on night shift have been talking about it and he stated that the core group of people that he hangs out with is [REDACTED] and [REDACTED].

[REDACTED] stated that he had been [REDACTED] and [REDACTED] and he stated that he had seen "minor things" involving [REDACTED] handling of some of these calls. He stated one incident where he personally saw a possible Miranda issue where she was talking to a potential subject but he has never seen any issues in regards to her tactics. He stated that he has never observed any issues in regards to [REDACTED] tactics. [REDACTED] cited a couple of incidents where he thought that [REDACTED]

[REDACTED] was also questioned whether he had witnessed inappropriate messages being sent out about any night shift officers and he stated that he was 100 percent sure that he had seen messages that "cross the line" in regards to both [REDACTED] and [REDACTED]. He stated that if [REDACTED] had seen the messages she definitely would not have wanted those messages sent out. He stated that Lt. Korth "sends out a fair amount of those messages" and some are definitely inappropriate. He stated that he has also seen messages sent out about [REDACTED] and that those are usually sent from Lt. Korth. [REDACTED] stated that [REDACTED] had personally told him that he does not approve of Lt. Korth's style of supervision.

[REDACTED] stated that he knows that Officer Casey Masiak sends out messages to other officers in regards to [REDACTED] but he does not remember any messages that Officer Masiak sent out in regards to [REDACTED]

[REDACTED] stated that there are times where officers hang out in the Shift Commander's Office [REDACTED]. He said a lot of guys in District [REDACTED] hang out in the shift commander's office with Lt. Korth. He also said that officers also hang out with [REDACTED] when he is the Shift Commander and not quite as many officers hang out with [REDACTED] or [REDACTED] when they are acting Shift Commanders. He stated that other officers on night shift have had issues in reference to [REDACTED]. Specifically, [REDACTED] and [REDACTED] and he believed that these guys might have possibly gone to supervisors in reference the way [REDACTED] has handled himself on calls. He stated that he believed [REDACTED] had said something to [REDACTED] at one point reference [REDACTED] communication citing a specific disturbance that happened at the Oval Office but he did not have any more particulars other than that.

In reference to being a witness to any locker room banter or sexist comments by officers, [REDACTED] stated that, because [REDACTED] and that he had no immediate knowledge of any derogatory comments about night shift officers, specifically female officers.

[REDACTED] stated that he did have knowledge about Lt. Korth mocking the way [REDACTED] walked and the way he carried himself. He stated there was an incident where Lt. Korth was in the Shift Commander's Office and [REDACTED] walked by and Lt. Korth stood up and mimicked [REDACTED] walk, while [REDACTED] was in the office.

[REDACTED] stated that he was told that this investigation was focusing on Lt. Korth mocking [REDACTED] and the way he walked, but he could not remember who told him. He stated that [REDACTED] had addressed the shifts and stated that there was a racial component in this investigation. He also believes that he had a conversation with [REDACTED] at least one week ago reference that the investigation was focusing on Lt. Korth mocking other officers.

When asked who he believes does the most mocking or ripping on of other officers on the night shift, he stated that it was Lt. Korth and Officer Masiak. [REDACTED] and admitted that he is not privy to everything that has been going on.

He stated that he has spoken with [REDACTED] of Lt. Korth and [REDACTED] has been worried. He said that [REDACTED] said there have been performance issues in the past with [REDACTED] and [REDACTED] and [REDACTED] felt that nothing was being addressed. [REDACTED] also spoke with [REDACTED] who had the exact same opinion that [REDACTED] had. [REDACTED] stated that he has heard of nicknames such as

[REDACTED] from Korth about other officers and feels that they are not appropriate. He stated that he would not like it if it was done to him behind his back.

He stated that [REDACTED] had addressed the shift and told the shift that they were being called up in reference this investigation because management had not addressed the issues that they should be honest and tell the investigators what is going on and "take your licks."

When asked if he had seen a photo posted on the back of [REDACTED] chair by Officer Knutson, [REDACTED] stated that he had and he had a copy of it in his text. He produced his personal phone and pulled up the text message which showed a picture of [REDACTED] with the caption of, "I can't work" attached to her photo and the photo was attached to the back of her work chair [REDACTED] which is accessible to the public and other officers. From this text it was determined that it had been sent by Officer Knutson to Lt. Korth, Officer Eickholt, [REDACTED], [REDACTED] and [REDACTED].

INTERVIEW WITH [REDACTED]

On December 28, 2016, at approximately 2107 hours, [REDACTED] was interviewed, about any potential incidents that he might have witnessed in reference to harassment and/or bullying on the night shift.

[REDACTED] He stated that [REDACTED] since she has worked here and he has no issues with her tactics or the way that she polices. He stated that [REDACTED], from his experiences, has some decision making issues that he frequently has asked him asks questions about. [REDACTED]

[REDACTED] stated that his opinion is that there really is not an issue with harassment on night shift that he has been a witness to. [REDACTED]

[REDACTED] did state that if there was one officer that appears to be picked on the most that it would be [REDACTED]. [REDACTED] described incidents that he recalled reference sarcasm over the radio that was not called for and that was directed at [REDACTED]. He remembered one incident where [REDACTED] and stated that is stressful enough and [REDACTED]

[REDACTED] She had inadvertently given the wrong directions of [REDACTED] and had gotten them mixed up after she had given the directions. [REDACTED] and an unknown officer got on the radio and corrected her by stating something in the effect of, "You

know [redacted] only goes north and south." [redacted] stated that this comment was uncalled for but this is the type of sarcasm and harassment that he has seen directed at [redacted].

[redacted] stated that he has seen sarcastic MDT messages sent out reference [redacted] in the past. He has also seen messages in reference other officers and stated that when he first started he was the recipient of these type of MDT messages so he did not see that as too big of a deal.

[redacted] stated he remembered another call where [redacted] was picked on. He stated that [redacted] and that she had made a traffic stop and had put a spotlight on the car, because it was at night and she had done this as she was trained to illuminate the car. [redacted] stated that Casey Masiak had put himself on the call and had physically positioned himself between her car and the suspect car where [redacted] spotlight was now illuminating him. [redacted] stated that Officer Masiak started to ridicule her for having the light on even though he was the one that had put himself in the bad position. [redacted] stated that at the time he thought it was inappropriate and he was going to say something to Officer Masiak about it but he never did. He stated that [redacted] was present during this incident.

[redacted] stated that he could not recall anymore examples but he knew that there were some more out there. I asked him if it would refresh his memory if I gave him specific incidents that [redacted] had revealed to us where she felt that she had been harassed by Officer Masiak. [redacted] stated that he remembered an incident where he was on call [redacted] and Officer Masiak showed up and dismissed her from the call. He stated that he did remember making a comment to [redacted] that Officer Masiak was "arrogant" and that she had been doing a good job and to not to let it bother her.

[redacted] stated that he had met with [redacted] a couple of times and one of them was at [redacted] to discuss the issues of her being harassed by Officer Masiak. Another time he met with her [redacted] to discuss these issues and at that time he had commented to her, "What's the issues between you and Casey"?, and he had even joked with her and asked her, [redacted] stated that this meant did she turn him down for a date.

[redacted] believes that [redacted] had talked to Officer Masiak reference the harassment towards [redacted] [redacted] agreed with the fact that he believed Officer Masiak

was one of the main officers on night shift that was bullying [REDACTED] He did not know of a specific reason as to why there were these issues between Officer Masiak and [REDACTED]

[REDACTED] stated that another incident that he could confirm was the one where [REDACTED] He stated he remembered having a conversation with her, because she had found [REDACTED] that she definitely needed to do details on this. He does not recall if Officer Masiak told [REDACTED] not to do details.

[REDACTED] did this because he had observed that she was being bullied and that he was concerned about her welfare. [REDACTED] stated that during these meetings with [REDACTED] she did not go into a lot of real specific details, but she did tell him that she was so upset about being picked on by Officer Masiak, that she started crying. She told [REDACTED] that she had tried to confront Officer Masiak about why he was picking on her and that Officer Masiak did not really have much of a response.

When [REDACTED] was asked if he had witnessed any supervisors on the night shift engaging in any bullying or harassing behavior he stated that he has not personally witnessed anything himself. He does not specifically recall any MDT messages or any radio broadcasts that a supervisor would have made directed at officers in a bullying fashion. He stated that because [REDACTED] and there is usually a different mix of officers in the office depending on upon who the Shift Commander is.

[REDACTED] stated that he has met up and spoke with [REDACTED] numerous times in the past and that [REDACTED] has never confided in him about being the victim of harassment or bullying. [REDACTED] stated that he has never heard of any other officers speak negatively in a racial way towards [REDACTED] or the [REDACTED] or [REDACTED] officers that work at the Green Bay Police Department.

When asked if he felt that other females were on the receiving end of bullying or harassment he stated that he did not think that [REDACTED] or [REDACTED] get picked on and he responded that he did not think that any of the women get picked on as much as [REDACTED] does.

When asked if he thought that there was adequate supervision on the night shift, [REDACTED] [REDACTED] [REDACTED] [REDACTED] [REDACTED] When asked to give his opinion on who those Lieutenants were

[REDACTED]
[REDACTED]
[REDACTED] remembers Lt. Korth making a comment at one time in reference to [REDACTED] and he described [REDACTED] as "useless as tits on a boar." He stated this conversation would have taken place at [REDACTED] with Lt. Korth and he believed [REDACTED] was also present when this statement was made.

[REDACTED] stated that he also recalled another incident where he thought that Lt. Korth [REDACTED] and it would have happened [REDACTED]. He stated that usually [REDACTED] he had attempted to try and get a hold of the road supervisor to clarify a couple of procedural questions that he had. He stated that he tried to get a hold of Lt. Korth by MDT and that there was no response. He said that he then tried to radio directly with Lt. Korth and there was still no response. He stated that under these normal situations that he contacted a dispatcher and the dispatcher would try to raise the Lieutenant; he stated that the dispatcher could not raise Lt. Korth either and that the dispatcher attempted to try contact with Lt. Korth on his cell phone, but he did not answer. [REDACTED] stated that he later learned from [REDACTED] that Lt. Korth was downstairs in the roll call room at shift change hanging out with the night shift. [REDACTED] believed that Lt. Korth was the Lieutenant assigned to the evening shift and that there were 3-4 Lieutenants in the roll call room and no Lieutenants on the road. [REDACTED] stated that he was upset about this and actually spoke to [REDACTED] about it, who said that he would take care of it.

Another Lieutenant that [REDACTED] gave his opinion based on [REDACTED]
[REDACTED]
[REDACTED] because of this and that even as a Lieutenant right now that [REDACTED]
[REDACTED]

[REDACTED] gave his opinion of [REDACTED] stating that he has observed [REDACTED] blow up at people too many times. He stated that he did not have a problem with [REDACTED]
[REDACTED]
[REDACTED]

When asked if he knew of any other officers on night shift that were being picked on he stated that he has heard rumors about [REDACTED] being picked on [REDACTED] and for not covering on calls in her own zone.

INTERVIEW WITH OFFICER PAUL SPOERL: PART 1

On December 28, 2016 Officer Paul Spoerl was interviewed as a potential witness in the alleged harassment issues on night shift. When asked [REDACTED]

He said [REDACTED]

When asked if he knew of any specific officers on the night shift that were picked on or harassed more than others, he stated that everyone gets "Ripped on" occasionally. He cited an example of where he was made fun of, because of his Oklahoma accent and the way he pronounces street names. He said comments like that are just funny and he laughs at himself as well. He didn't consider being ripped on as harassment (Interview #1 - 14:00).

Officer Spoerl was asked if he thought there was an issue on night shift in regards to a harassing nature. He thought [REDACTED]

When asked to give his opinion of who he thought the main officers would be, he [REDACTED]

Officer Spoerl said [REDACTED]

Spoerl said as he approached [REDACTED] he had his weapon out at the ready, but [REDACTED] Officer Spoerl [REDACTED]

Spoerl believed [REDACTED] was being burglarized or the victim of a potential armed robbery. He said [REDACTED]

Officer Spoerl said [REDACTED]

Spoerl said [REDACTED]

. According to Spoerl, [REDACTED]

Spoerl said [REDACTED]

In an effort to verify his story and for the sake of accuracy, he was asked to identify the officer who had told him this story. He responded, "I couldn't tell ya, I forgot." He said that he heard it "A while back in the summer time." (First Interview - 21:14)

A current night shift officer roster with the names of police officers was read to Officer Spoerl in hopes of refreshing his recollection. He was asked if it was any of the following officers who

were the ones who told him about [REDACTED] conduct: [REDACTED]
[REDACTED]
[REDACTED]
[REDACTED]
[REDACTED]
[REDACTED]
[REDACTED]

Officer Spoerl gave the responses [REDACTED]
[REDACTED]. It was obvious with investigators that he was uncomfortable with providing the name of what officer had given him the anecdotal story about [REDACTED]. He was asked again if it was any of the officers that were just named off to him. He replied, [REDACTED]. He was asked if he made up the story about [REDACTED] and he answered, [REDACTED] (First Interview – 23:20)

Officer Spoerl was cautioned about his answers and making statements about fellow officers and not being able to support them by answering truthfully. He was again informed that he was part of an internal investigation and per policy that he was expected to answer all questions truthfully and honestly. He then responded, [REDACTED]. He answered [REDACTED]. He was then informed that his answer to investigators appeared to be a lie when [REDACTED].

Court cases Brady and Giglio were briefly explained to Officer Spoerl on how as a police officer he is expected to always tell the truth and never to lie; to do so could end his credibility and his career.

Officer Spoerl now [REDACTED]
[REDACTED]
[REDACTED]
[REDACTED]. When asked how long ago this conversation took place Officer Spoerl responded, [REDACTED]. (First Interview – 24:39)

Officer Spoerl said [REDACTED]. He was again cautioned about being truthful in his answers and the Court case Brady was further explained to him. Officer Spoerl said he was trying not to lie saying this is the first time he's ever been questioned and he is in a stressful situation and was nervous. He apologized [REDACTED].

When asked if other officers on the night shift are harassed like [REDACTED], Officer Spoerl [REDACTED] He said [REDACTED]

[REDACTED]. When asked who usually leads the conversation about [REDACTED]

Officer Spoerl was asked if he had knowledge of [REDACTED] being "Ripped on." He said [REDACTED]

[REDACTED] He remembered [REDACTED]

[REDACTED] Evidently, the subject [REDACTED]

[REDACTED] Officer Spoerl [REDACTED]

[REDACTED] (First Interview - 30:05)

Officer Spoerl said [REDACTED]

[REDACTED] Spoerl [REDACTED]

[REDACTED] Officer Spoerl said [REDACTED]

[REDACTED] He said [REDACTED]

[REDACTED] He said [REDACTED]

Officer Spoerl said [REDACTED]

Officer Masiak [REDACTED]

Officer Spoerl said [REDACTED]

When asked if Lt Korth ever made any of these comments about [REDACTED] Spoerl replied [REDACTED]

[REDACTED] (First Interview -32:55).

Later in in the interview Officer Spoerl was asked what other officers had been mocking [REDACTED]

[REDACTED] he said [REDACTED] Because [REDACTED] sometimes [REDACTED]

[REDACTED], Officer Spoerl said [REDACTED]
[REDACTED]
[REDACTED] (First Interview - 41:30)

When asked if Lt. Korth has ever sent him private MDT messages ripping on [REDACTED] or [REDACTED] Spoerl replied [REDACTED] Officer Spoerl said [REDACTED]
[REDACTED]
[REDACTED]
[REDACTED]
[REDACTED]
[REDACTED]
[REDACTED]
[REDACTED]
[REDACTED]

Officer Spoerl was asked questions about an alleged incident where after a police call on the sidewalk, Lt. Korth mocked the way [REDACTED] walked Officer Spoerl [REDACTED]
[REDACTED]
[REDACTED] Spoerl said [REDACTED]
[REDACTED]
[REDACTED] Officer Spoerl said [REDACTED]
[REDACTED] (First Interview - 46:00).

During the interview Spoerl [REDACTED]
[REDACTED]
[REDACTED] (First Interview - 47:20).

Spoerl was told that the incident [REDACTED] was not the incident that investigators had been aware of. He was asked he if knew of any other incidents where Korth had mocked [REDACTED] and where [REDACTED] was not present. Officer Spoerl [REDACTED]
[REDACTED]
[REDACTED]

[REDACTED] Officer Spoerl was told that other officers had provided specific details of a different incident that occurred on Washington Street in front of Kitners Tavern where he and Lt. Korth had been laughing about [REDACTED] Officer Spoerl initially said he was having a hard time remembering such an incident, because [REDACTED]
[REDACTED]. He said that if the investigators "if you have it in your notes that somebody is telling you I was there, then I was there", but he couldn't specifically recall the details. Officer Spoerl was advised that the investigation was to verify facts; at that he shouldn't admit to something if it weren't true or he could not recall it. To give him time to reflect on the incident, he was asked about other officers who might have been involved in inappropriate conduct. (First Interview - 51:52)

Officer Spoerl was asked if he had been present for inappropriate conduct in the Shift Commanders office. He replied [REDACTED]. Officer Spoerl said [REDACTED]. Officer Spoerl said he was present as well. (First Interview - 50:15)

Spoerl was asked if he ever anyone make any racial comments about [REDACTED]. He replied [REDACTED]. He was then was asked he had heard any racial comments directed toward [REDACTED] and he replied, [REDACTED]. Spoerl said [REDACTED]. (First Interview - 53:50)

He was asked if Officers Masiak, Officer Korth, Officer Brester, and Officer Eickholt, had ever poked fun of and made racial comments to [REDACTED]. Officer Spoerl replied [REDACTED]. When asked if these same officers had ever made racial comments towards [REDACTED] he replied [REDACTED]. (First Interview - 54:25)

Officer Spoerl was asked if he ever witnessed Officer Masiak make the comment about [REDACTED] "Oh great we hired another one of those guys." He answered [REDACTED]. (First Interview - 54:50)

He was questioned if he had ever heard Officer Tim Eickholt make any inappropriate comments directed at other officers. Officer Spoerl said [REDACTED]. Officer Spoerl said [REDACTED]. When asked about any inappropriate comments that Officer Eickholt had made about the relationship between [REDACTED] and [REDACTED] Officer Spoerl [REDACTED] Eickholt [REDACTED].

The questioning was again brought back to the topic of Lt. Korth mocking [REDACTED]. Officer Spoerl was asked how many times he has seen Lt. Korth do the [REDACTED] walk. He replied [REDACTED]. It was obvious to Investigators that Officer Spoerl appeared nervous about the questions directed at his supervisor. He said [REDACTED]. A short break was taken during the interview to give Officer Spoerl a chance to refresh is memory. (First Interview - 58:20)

When the interview resumed, Spoerl was cautioned that his reluctance to answer questions completely could be construed as not being honest. He was told that being nervous can sometimes send the wrong message when being interviewed, but the investigators believed he was bordering on being dishonest with his vague answers.

When the interview resumed, Officer Spoerl was asked again about the original incident of Lt. Korth doing the [REDACTED] walk, and where he thought it might have occurred at [REDACTED] [REDACTED] when asked who were the officers present, and when investigators told him that they could again read off from the nightshift roster all of the names of the officers who were working, he replied [REDACTED] [REDACTED] Officer Spoerl was asked to tell investigators about the incident and recalled the following: [REDACTED]

[REDACTED] When asked [REDACTED] He was asked if he made the comment to [REDACTED] and he answered [REDACTED] [REDACTED] Officer Spoerl appeared to be very nervous during the questioning and he was asked if he was making up the entire incident just to appease the investigators. Spoerl then changed his answer and said [REDACTED]

[REDACTED] Spoerl said [REDACTED] He thought it was [REDACTED] [REDACTED] Officer Spoerl said [REDACTED] (First Interview - 1:03:20)

Spoerl said [REDACTED] He said that [REDACTED] When asked if he thought [REDACTED]

Officer Spoerl was asked if he had knowledge of a third incident where Lt. Korth mocked [REDACTED] in the way he walked. Officer Spoerl said [REDACTED] When asked if Lt. Korth had ever done the walk in the shift commander's office, he now replied [REDACTED]

[REDACTED] When asked if it was more than two times, he answered [REDACTED] When asked to give an estimate on how many times, Officer Spoerl responded [REDACTED] (First Interview - 1:09:10)

Officer Spoerl was asked if he knew of Lt. Korth making any monkey or animal sounds, mocking [REDACTED] Officer Spoerl said [REDACTED] [REDACTED] Officer Spoerl was asked if Lt. Korth was making any racial comments about [REDACTED] while he was doing the walk. Officer Spoerl said [REDACTED]

[REDACTED]
(First Interview - 1:11:20)

He was again, asked about incidences in the shift commander's office. Officer Spoerl said [REDACTED]

[REDACTED]
[REDACTED] Officer Spoerl said [REDACTED]

[REDACTED] (First Interview 1:15:10)

Officer Spoerl [REDACTED]
[REDACTED]
[REDACTED]
[REDACTED]

Officer Spoerl said [REDACTED]

[REDACTED] Officer Spoerl was asked how many times he was present when Lt. Korth was making the monkey sounds directed at [REDACTED]. He replied [REDACTED]

[REDACTED] (First Interview - 1:18:10)

Because Officer Spoerl [REDACTED] he was asked when the second time was he replied [REDACTED]
[REDACTED]

Officer Spoerl said [REDACTED]
[REDACTED]
[REDACTED]

When questioned about other derogatory names given to officers, specifically the nickname of [REDACTED]

Officer Spoerl said [REDACTED]
[REDACTED]
[REDACTED]
[REDACTED]
[REDACTED]
[REDACTED]

1:19:40).

Officer Spoerl said [REDACTED]
[REDACTED]

In reference to MDT messages, Officer Spoerl [REDACTED]
[REDACTED]
[REDACTED]
[REDACTED]
[REDACTED]

He [REDACTED]
[REDACTED] Because Spoerl [REDACTED]
[REDACTED]
[REDACTED]

Officer Spoerl was asked what his opinion was of the current supervision on night shift. He believes [REDACTED] He was asked his opinion [REDACTED] and gave the following responses:

[REDACTED]
[REDACTED]
[REDACTED]

[REDACTED]
[REDACTED]
[REDACTED]
[REDACTED]
[REDACTED]
[REDACTED]

[REDACTED]

[REDACTED]
[REDACTED]
[REDACTED]

[REDACTED]
[REDACTED]
[REDACTED]
[REDACTED]
[REDACTED]

Officer Spoerl was asked if he had had an opinion on why Officer Masiak had so many issues with [REDACTED] Officer Spoerl commented [REDACTED]
[REDACTED]
[REDACTED]
[REDACTED]

Spoerl [REDACTED]
[REDACTED]

[REDACTED]

Questions were asked to Officer Spoerl about any knowledge he had regarding [REDACTED] missing handcuffs. He was asked if Officer Masiak had ever made any comments to him about the incident. Officer Spoerl [REDACTED]

[REDACTED] When asked if it was "Probably Korth", Spoerl replied [REDACTED] He was again asked "Was it Korth", and he responded [REDACTED] He was asked if he would have been talking with another supervisor on nights about this topic. He replied [REDACTED]. He was asked a fourth time if it was Lt. Korth who was present at the time. Officer Spoerl responded [REDACTED] (First Interview - 1:50:35)

He [REDACTED] Officer Spoerl said [REDACTED] Officer Spoerl thought that [REDACTED] After making the comment, [REDACTED]

When asked if Officer Masiak had made any comments about not returning the handcuffs back to [REDACTED] Spoerl replied [REDACTED] (First Interview - 1:52:55)

During this part of the interview, it appeared as Spoerl was reluctant to be completely forthcoming about the event and provide investigators with what was actually said in the shift commander's office. He was again cautioned about being honest and how the court case "Brady" could be a factor in his answers. He was also cautioned that his reluctance to answer questions could, be the cause for him being re-interviewed as a suspect officer in the future, as opposed to just a witness officer. He was instructed that he should not answer questions and admit to things that didn't happen, or he didn't recall, but if he knew the answer to the questions, that he was obligated to answer truthfully.

Spoerl was again asked what Officer Masiak's comments were about, and what he was going to do with [REDACTED] handcuffs. Officer Spoerl seemed genuinely confused about the question and asked investigators "how long ago did was this, sir?" Officer Spoerl was asked by investigators: "Did he (Masiak) say he was going to do give the cuffs back to her [REDACTED] or wasn't he going to give the cuffs back to her?" Officer Spoerl responded to investigators [REDACTED] Officer Spoerl was asked why Officer Masiak wouldn't want her to have the handcuffs back and he replied [REDACTED] He said [REDACTED] (First Interview - 1:53:30)

Officer Spoerl [REDACTED] Officer Spoerl [REDACTED] When asked if his "Recollection" of what Officer Masiak said in the shift

commander's office was that he (Masiak) wasn't going to return [REDACTED] handcuffs, Officer Spoerl responded [REDACTED]. When asked if Officer Masiak had made any comments about keeping the handcuffs or throwing them in the trash or the river, Spoerl replied [REDACTED]. He was asked the followed up question of "Could he (Masiak) have said something like that." Spoerl replied, [REDACTED]

[REDACTED] Officer Spoerl was asked if he thought Officer Masiak might still have [REDACTED] handcuffs, he said [REDACTED]. (First Interview - 1:54:40)

At the end of the interview Officer Spoerl addressed the investigators and said that he honestly and sincerely has not intentionally tried to lie when giving answers to questions. He was asked why it then took so many questions to get him to be accurate. The example was given to him that early on in the interview he was asked specifically if he had ever seen Lt. Korth "Mock" any officers. He was told that he initially [REDACTED]

[REDACTED] Officer Spoerl was asked "Why wouldn't you just be straight up front" with his answers when questioned. He apologized and said [REDACTED]. He reiterated that nothing he said was an intentional lie. He said that he was afraid of giving the wrong answer and that he was "Super nervous" about being questions. He said "I agree that some of it came out slow, and you had to pry for some of it." (First Interview - 2:00:45)

Officer Spoerl again apologized and said it was "Difficult to get some of that stuff out" and didn't mean to mislead the investigation. He said "Its nerves, and man [REDACTED]". Officer Spoerl said that he was going to take the time after being interviewed to look up the Brady case so he would understand it better. Officer Spoerl said that everything he told investigators was true, but said "My biggest thing was, if I say something that didn't happen, is it going to look worse [REDACTED]"

Officer Spoerl was informed that he would probably be re-interviewed again reference the investigation at a later date. He was cautioned that when that time came, he should think about being more forthcoming with his answers. Officer Spoerl [REDACTED]

[REDACTED]

He admitted that he should have stood up and said something about all the mocking and harassment that had been going on with the night shift, and by not doing so, he was wrong. He said that he has never made any racial comments, or done the [REDACTED] walk. He was asked if he had any knowledge of Officer Masiak making racial comments about [REDACTED]. He replied [REDACTED]

[REDACTED] (First Interview - 2:11:08)

Because of the length of the interview and Officer Spoerl's [REDACTED] the interview was concluded.

INTERVIEW WITH OFFICER PAUL SPOERL: PART 2

On January 29, 2017 at approximately 2033 hours, Officer Paul Spoerl was re-interviewed. He was accompanied by [REDACTED] Prior to being interviewed, Officer Spoerl was given a copy of the complaint against personal and copies of policies he was alleged to have violated. He was read his Administrative Warning (Garrity) which he acknowledged by signing. It was emphasized with Officer Spoerl that the answers he was about to give should come from his memory, and he should not compose his answers based upon what he believes the investigators want hear.

Officer Spoerl stated [REDACTED], but he has not discussed the internal investigation with any of them.

Officer Spoerl was questioned on numerous MDT messages that he initiated and sent out to fellow officers. Copies of each MDT message and to corresponding print out of the calls (if applicable) was made available for Officer Spoerl's review. (Second Interview - 16:40)

The following is a summary of the MDT messages and their content. Many threads have multiple comments and conversations and should be viewed in their entirety:

From Spoerl	Officers that MDT was sent To	Date of MDT Message	Brief Subject matter of MDT messages. Most include multiple threads and responses	Intended Victim
PS1	Eickholt	6/5/16	"Wanna knock out this dumb juvi noise complaint quick?"	Juveniles
PS2	Multiple - Masiak, Xiong, Eickholt, Rager	11/12/16	"So we got a stolen vehicle and a track going on this guy all in D3. take a wild guess at who isnt on this call helping" - (multiple responses sent back)	[REDACTED]
PS3	Rahn	6/30/16	[REDACTED] coming from far west....oops forgot"...it's a high priority patrol. Top Secret actually if they told you about it they would have to have to put you down."	[REDACTED]

PS4	Rager	11/13/16	"make sure she takes that report dude, don't let her dump that"	[REDACTED]
PS5	Eickholt, Stanton, K. Rahn,	8/1/16	"if there is a Tone tonight out in [REDACTED] please add yourself"	Officers [REDACTED] & [REDACTED]
PS6	Rager	10/2/16	"LOL right, then nobody had a location of 84D for like 5 min but nobody seems to care."	Determined to be No Policy Violation
PS7	Ecke	3/18/16	"You think Brian Falcon is out snooping around?"	Getting Buddy Fucked on a call
PS8	Ecke	3/27/16	"That dam B Falcon. Up to his games and such. Have you tried calling Chet? Or tired doing more SSD?"	Getting Buddy Fucked on a call
PS9	Rager	10/2/16	"Oh for sure dude, right in the middle of his list of demands "Yeah Don't care. KKKKK Byyyyyyyyye!"	Determined to be No Policy Violation
PS10	Eickholt, Masiak, Brester, Herwald,	6/4/16	"Good news, I have [REDACTED] car tonight, so I probably have her 3 guns tonight."	Officer [REDACTED]
PS11	Rager	10/02/16	KK Billiards popping, Asian party, Stanton said be ready	Determined to be No Policy Violation
PS12	Scharenbrock	5/21/16	"LOL Hell, I was confused"	Profanity
PS13	Masiak	9/23/16	"I see your sister hasn't signed anything yet, looks like she wants to prove herself some more LOL"	Officer [REDACTED]
PS14	Masiak	6/7/16	"WTF is this call..."	What the Fuck - profanity

PS15	Walvort	6/11/16	"if you want him you can stop him"...."Wish I could. Thats D district. Cant"	Taking enforcement action outside of assigned districts
PS16	Rager	10/17/16	You are on the same side of the river as your newer [REDACTED] partner...Dude I would honestly call foul...Im so upset and annoyed...	Officer [REDACTED]
PS17	Rager	7/30/16	"I was really hoping the lovely lady in jeans was going to act a fool back there"..."If I was single"..."Throughbread athletes it would appear also, strong genological line"	Comments about possibly dating a suspect & and heavy set female
PS18	M. Rahn	3/25/16	"LOL! Yeah I could tell this was the most intense situation you have ever been involved in your entire adult life, the streets of green bay aka the real deep sht"	Deep Shit - profanity about GB

Officer Spoerl admitted that he violated policies on 15 out of the 18 MDT messages that he was presented. MDT messages marked #PS6, #PS9, and #PS11 were explained by Officer Spoerl to the satisfaction of investigators that those policies were not violated. The derogatory tone of Officer Spoerl's messages, when he referenced employees, seemed to target only female officers on the Green Bay Police Department. Spoerl said that he was not discriminating against female officers, but agreed how others could infer that after viewing his messages. (Second Interview - 1:09:00)

Officer Spoerl was asked if he ever went to a supervisor in regards to the tactical issues that he expressed concerns over regarding [REDACTED] and [REDACTED] (Previous interview from December 29, 2016). He said he went to Lt Mahoney reference a track call that he was in [REDACTED] district, which she was not present for. He said he was told that she would be talked to about it. Officer Spoerl couldn't remember any other times, if or when, he had reported his concerns to other supervisors.

Officer Spoerl said he had been taught by his FTO's [REDACTED] about patrol zone responsibility, and how officers were responsible to handle calls in their assigned zones. [REDACTED]

[REDACTED]. Officer Spoerl [REDACTED].
[REDACTED] He admitted that he has never had any supervisor tell him that he was not allowed to leave his district to respond to, or investigate, other calls outside of his assigned area. (Second Interview - 1:11:16)

Based upon some of the answers that Officer Spoerl gave investigators during his first interview on December 28, 2016, he was asked followed up questions. At that time, Officer Spoerl had been asked who he thought picked on or made fun of [REDACTED]. He replied [REDACTED].

[REDACTED] He was asked to elaborate on how [REDACTED] had potentially been a victim of racial harassment. Officer Spoerl said [REDACTED].
[REDACTED] Officer Spoerl [REDACTED].

[REDACTED] Officer Spoerl said [REDACTED].
[REDACTED] Later during the interview, Officer Spoerl asked to clarify his responses. At that time, he said that [REDACTED].
[REDACTED] Spoerl [REDACTED] (Second Interview - 1:13:55 and 1:47:24)

Officer Spoerl said [REDACTED].
[REDACTED] agreed the jokes were inappropriate for police officers to be making.

When ask if he had ever seen the [REDACTED] photo that Officer Knutson had made, Officer Spoerl [REDACTED].

Officer Spoerl [REDACTED].
[REDACTED] Officer Spoerl [REDACTED].
[REDACTED]

Officer Spoerl was asked to elaborate on the comment he made to investigators when previously interviewed on December 28, 2016. During that first interview, Officer Spoerl said [REDACTED].

[REDACTED] Officer Spoerl said [REDACTED].
[REDACTED]
[REDACTED]
[REDACTED]
[REDACTED]

[REDACTED] (Second Interview - 1:22:19)

Officer Spoerl [REDACTED] Officer Spoerl said [REDACTED]
[REDACTED]
[REDACTED]
[REDACTED]

Officer Spoerl was asked if he had any knowledge of any officer using a cell phone to take photos of customers Quest card receipts. He responded [REDACTED] He was asked a follow up questions about if he had seen or been involved in texting the photos and responded [REDACTED] He was then asked if had ever heard of officers or supervisors bragging about how big the dollar amount on the receipts could be. Officer Spoerl said [REDACTED] Officer Spoerl had just answered [REDACTED] and then when the question was re-phrased, he now responded that [REDACTED] He was cautioned that he needed a better memory.

When asked to explain the events, Officer Spoerl described [REDACTED] Officer Spoerl [REDACTED] [REDACTED] [REDACTED] [REDACTED] Spoerl said [REDACTED]

Officer Spoerl was asked "Did you hear that he took a picture?" He responded [REDACTED] Officer Spoerl was then asked why [REDACTED] He replied [REDACTED] He was asked if he was present when Lt. Korth took photos of the receipts with his cell phone. Officer Spoerl replied [REDACTED] He was the asked if it was possible that Lt. Korth could have been taking pictures and Officer Spoerl had his back turned. Officer Spoerl responded [REDACTED] This incident would have happened in the summer of 2016.

Officer Spoerl said [REDACTED] Officer Spoerl said [REDACTED] [REDACTED] he responded [REDACTED] (Second Interview - 1:28:08)

He said [REDACTED] [REDACTED] Officer Spoerl heard [REDACTED]
[REDACTED]

[REDACTED] Spoerl said [REDACTED]
[REDACTED]
[REDACTED]. Spoerl said
[REDACTED]
[REDACTED]

(Second Interview - 1:31:35)

Officer Spoerl was asked if he had ever heard Officer Masiak use racial or derogatory comments, specifically the "N" word, towards members of the community. Officer Spoerl said

[REDACTED]
[REDACTED]
[REDACTED] Officer Spoerl [REDACTED]
[REDACTED]

[REDACTED] Officer Spoerl said [REDACTED]
[REDACTED]
[REDACTED] (Second Interview - 1:49:05)

Officer Spoerl was asked about the acronym "JNBN" (Just Niggers Being Niggers), and what it meant and if he had ever heard any use it before. Officer Spoerl [REDACTED]

[REDACTED]
[REDACTED]
[REDACTED] Officer Spoerl
[REDACTED]
[REDACTED]

Officer Spoerl said [REDACTED]
[REDACTED] Officer Spoerl [REDACTED]
[REDACTED] Spoerl said [REDACTED]
[REDACTED] He said [REDACTED]
[REDACTED] When asked if he had heard of any officers using the words, he answered [REDACTED]

[REDACTED] He elaborated [REDACTED]
[REDACTED]
[REDACTED] He also said [REDACTED]

[REDACTED] Officer Spoerl [REDACTED]
[REDACTED]
[REDACTED] Officer Spoerl [REDACTED]
[REDACTED]

[REDACTED] (Second Interview - 1:53:00).

Officers Spoerl [REDACTED]. He acknowledged, by shaking his head no, that he has never used the derogatory words directed at minorities.

He was asked if he has ever heard the phrase "White people tell the truth, Hispanics lie half the time, Black people are N's, lie all the time." He said [REDACTED]

[REDACTED] Officer Spoerl said [REDACTED]

[REDACTED] Interview - 1:57:00)

When asked if he had heard any comments about [REDACTED] and [REDACTED] Officer Spoerl said [REDACTED]

[REDACTED] Officer Spoerl commented that, being from Oklahoma, he has a dialect and he occasionally gets picked on for it too. He was asked if he had any knowledge about Officer Masiak making racial comments directed towards [REDACTED] while the night shift was waiting for shift change in the back parking lot of the Department. This would have been the incident when the afternoon shift was ending and [REDACTED] is heard on the radio calling out with a vehicle. Officer Spoerl said [REDACTED]

[REDACTED] (Second Interview - 2:00:25)

While being interviewed, Officer Spoerl initially said [REDACTED]

[REDACTED]

[REDACTED] Upon being questioned further about why Officer Masiak would have made the statement, Officer Spoerl said [REDACTED]

When asked if Officer Masiak had ever had made comments to him about Hispanics in the past, Officer Spoerl said [REDACTED]

Officer Spoerl [REDACTED]

[REDACTED] (Second Interview - 2:04:15)

Officer Spoerl was asked about [REDACTED] incident involving [REDACTED] He was asked if he was either [REDACTED] or heard about the incident, when [REDACTED] walked up to Officer Masiak and told him to "Shut the fuck up." Officer Spoerl said [REDACTED]

[REDACTED] While being questioned, Spoerl appeared as if he was sure of the incident and if he had been there or not. Spoerl was asked if "he didn't think" or "didn't remember" about a pretty significant incident where two police

officers were having a confrontation [REDACTED] He was then asked "do you think you were [REDACTED] or you don't remember if you were [REDACTED] Spoerl answered [REDACTED] When asked to elaborate, Spoerl said [REDACTED]

[REDACTED] Officer Spoerl said [REDACTED]
[REDACTED]
[REDACTED] (Second Interview - 2:08:05)

When asked if Officer Masiak had ever spoken to him in reference to [REDACTED] trying to clear the air about their difference, Officer Spoerl said [REDACTED]

[REDACTED]
[REDACTED]
[REDACTED]
[REDACTED]
[REDACTED] (Second Interview - 2:11:38)

Officer Spoerl was asked if there was one officer on the night shift that is picked on more than any other. He responded [REDACTED]

[REDACTED]
[REDACTED]

He was asked if he thought there were racist officers on the night shift, and he responded [REDACTED]

[REDACTED]
[REDACTED] It was pointed out to Officer Spoerl that he had only been employed by the police department for approx. 1 ½ years. (Second Interview - 2:14:35)

Officer Spoerl was asked to give his opinion on what should happen to officers who were involved in the allegations of harassment, bullying and racial misconduct. [REDACTED]

[REDACTED]
[REDACTED]
[REDACTED] (Second Interview - 2:18:20)

INTERVIEW WITH OFFICER KURT BRESTER PART 1

On December 29th, 2016, PSD Investigators conducted an interview with Officer Kurt Brester. Also present during the interview was [REDACTED]. Officer Brester was provided with a Formal Complaint on Personnel and listed several alleged policy violations. The complaint and alleged policies were reviewed with Officer Brester. He advised he understood the policies and that he should contact a supervisor if he did not understand a policy. He then explained in his own words, what each alleged violated policy meant. He said that the policies in question were reasonable and he understood that if found to have violated any of the policies, could result in discipline. Officer Brester was advised that he was a focus of the internal investigation and that he must answer all questions truthfully and completely and he said he understood. He was advised that he could take a break at any time during the interview and he said he understood. He was advised that the results of the investigation would be turned over to the Chief of Police and a decision would be made if discipline would be appropriate and to what level.

Officer Brester was asked if he had spoken to anyone in regards to the investigation before the interview and he said he had, but not about the facts of the investigation. He said he has talked about it with people on the shift, specifically [REDACTED] and [REDACTED]. He was asked when he last spoke to [REDACTED] about the investigation and he said he had talked to him that night.

Officer Brester was asked if there was anyone on the night shift that was being harassed, bullied or picked on and he said [REDACTED]

[REDACTED] Officer Brester was asked if he felt he had ever been harassed and he said no.

Officer Brester was asked if he thought there were any inappropriate MDT messages sent out by officers or supervisors that could be seen as harassing or bullying and [REDACTED]

Officer Brester said [REDACTED]

[REDACTED] He said [REDACTED]

Officer Brester said [REDACTED]

[REDACTED] He also

said [REDACTED]. He was asked if there was any talk about [REDACTED] and he said [REDACTED]

He said [REDACTED]

He said [REDACTED]

He said [REDACTED]. He said about [REDACTED]. He said looking back, he should have talked to her about it, but because he knew tensions were [REDACTED], he decided not to.

Officer Brester said [REDACTED]. He said [REDACTED]. He said [REDACTED]. He said [REDACTED]

Officer Brester said [REDACTED]. He said [REDACTED]. He said [REDACTED]. He said [REDACTED]. He said [REDACTED]. He also said [REDACTED]

Officer Brester said he was [REDACTED]. He said [REDACTED]. He also said [REDACTED]. He said [REDACTED]. Officer Brester said [REDACTED]. Officer Brester said [REDACTED]. He said [REDACTED]. Officer Brester said [REDACTED]

[REDACTED] He said [REDACTED]
[REDACTED] He was asked if he had ever heard "Black [REDACTED] or
White [REDACTED] and he said, [REDACTED]

Officer Brester said [REDACTED]
[REDACTED]

He said [REDACTED]
[REDACTED] He
said [REDACTED]

[REDACTED] He said [REDACTED]
[REDACTED]
[REDACTED] He said [REDACTED]
[REDACTED]

Officer Brester [REDACTED]
[REDACTED] He also said [REDACTED]
[REDACTED] He said [REDACTED]
[REDACTED]
[REDACTED]

Officer Brester said [REDACTED]
[REDACTED] He said [REDACTED]
[REDACTED] He said [REDACTED]
[REDACTED] He further said [REDACTED]
[REDACTED]
He said [REDACTED]
[REDACTED]

Officer Brester said he has said things to others that could be harassing towards [REDACTED]
[REDACTED] He also said he has sent MDT messages that could be construed as harassing about
[REDACTED]

Officer Brester said [REDACTED]
[REDACTED] He said he used to hang out with [REDACTED]
[REDACTED]
[REDACTED]

He said [REDACTED]
[REDACTED]
[REDACTED]

Officer Brester said there was a time when he was told by both [REDACTED] and [REDACTED]
[REDACTED] that [REDACTED] he [REDACTED] needed to watch what they do, or they would get themselves
in trouble. Officer Brester said he had taken those talks to heart and knew it was time to grow
up, [REDACTED]. He explained [REDACTED]

[REDACTED]

Officer Brester was asked if he recalled a comment made by Officer Eickholt [REDACTED]. Officer Eickholt said, "I can't believe [REDACTED] ejaculated on her face and then she goes home and kisses her kid with that mouth." The comment was made in front of other officers before shift and Officer Brester said, [REDACTED]. Officer Brester was confronted with the fact that other officers had told Investigators that he (Brester) was there at the time Officer Eickholt made the comment [REDACTED] and he said, [REDACTED]. He then said again, [REDACTED]. Officer Brester then said, [REDACTED]. He was asked if Officer Eickholt [REDACTED]. Officer Brester said [REDACTED]. He said [REDACTED].

Officer Brester said he [REDACTED] have cancelled other officers off of their calls and he would not be surprised if other officers had told us that. He said they have specifically cancelled [REDACTED] from their calls and it happened frequently. He said if he had a decent call, he would send Officer Masiak an MDT message telling him where he was, so Officer Masiak would respond.

Officer Brester said [REDACTED]. Officer Brester explained [REDACTED]. He said [REDACTED].

Officer Brester said he remembered meeting up with [REDACTED] she told him that [REDACTED] was going to be talking to both him [REDACTED] about what was going on. He said [REDACTED]. Officer Brester said [REDACTED]. He said [REDACTED]. He said [REDACTED]. Brester said [REDACTED].

Officer Brester said [REDACTED]. He said [REDACTED]. He also said [REDACTED]. He then said, [REDACTED].

Officer Brester [REDACTED]. He [REDACTED].

said [REDACTED]
[REDACTED] He said [REDACTED]
[REDACTED] He said [REDACTED]
[REDACTED] Officer Brester [REDACTED]
[REDACTED] He said [REDACTED]
[REDACTED]
[REDACTED]

Officer Brester said there was a time when [REDACTED] he [REDACTED] were talked to by [REDACTED] about their behavior. He also said [REDACTED]. Brester said [REDACTED]
[REDACTED]
[REDACTED]

Officer Brester [REDACTED] He said [REDACTED]
[REDACTED] Brester said [REDACTED] Brester said [REDACTED]
[REDACTED]

Officer Brester [REDACTED] He said [REDACTED] He said [REDACTED]
[REDACTED] He said [REDACTED]
[REDACTED]

Officer Brester again said [REDACTED] He said [REDACTED] He said [REDACTED] He said [REDACTED] Officer Brester said [REDACTED] He said [REDACTED] Officer Brester said [REDACTED] He said [REDACTED]

Officer Brester then explained that the time he [REDACTED] were talked to by [REDACTED], he took it to heart and turned his "shit" around and [REDACTED]. He said during the conversation with [REDACTED] he felt uncomfortable, because the way

[REDACTED] He said he believes [REDACTED]
[REDACTED] He was asked if it would surprise him that when [REDACTED] confronted Officer Masiak [REDACTED] and told him to, "Shut the fuck up," that Officer Masiak stood there with a "cocky" smile on his face and Brester said it [REDACTED]
[REDACTED]

Another situation was described to Officer Brester, where he and [REDACTED] were on a call together and Officer Masiak arrived on the call and motioning with his thumb and told [REDACTED] to leave. Officer Brester said [REDACTED]
[REDACTED]

We talked about the incident where [REDACTED]
[REDACTED] and [REDACTED] and [REDACTED] and [REDACTED] and responded to the call and Officer Masiak sent out an inappropriate all car MDT message. Officer Brester said [REDACTED] He said [REDACTED]
[REDACTED] He said [REDACTED] Officer Brester said [REDACTED] He further said that [REDACTED] He said [REDACTED] Officer Brester said [REDACTED] Officer Brester said [REDACTED]

We described an incident to Officer Brester, where and [REDACTED] were dispatched to a disturbance [REDACTED] Officer Masiak showed up on the call and physically pushed [REDACTED] out of the way and on to the ground to get by her to help make entry into the residence. Officer Brester said [REDACTED] Brester said [REDACTED]

Another incident was described to Officer Brester where [REDACTED] and Officer Masiak told her not to write details on the search and seizure. Officer Brester said [REDACTED] Officer Brester said [REDACTED]

Officer Brester said [REDACTED] He was asked if Officer Masiak and Lt. Korth pick on specific people on the shift more than others and Brester said, [REDACTED] Officer Brester said [REDACTED]

[REDACTED] He said he [REDACTED]
[REDACTED]

Officer Brester said himself; [REDACTED] are the ones that
went to each other about their frustration with [REDACTED] Officer Brester said [REDACTED]
[REDACTED]

Officer Brester said [REDACTED]
[REDACTED] He further said [REDACTED]
[REDACTED]
[REDACTED] Brester said [REDACTED]
[REDACTED]
[REDACTED]

Officer Brester [REDACTED] Officer Brester said [REDACTED]
[REDACTED] He specifically said [REDACTED]
[REDACTED] He said [REDACTED]
[REDACTED]

We explained an incident involving [REDACTED]
[REDACTED] risking her safety, because at that time she was too afraid to call out with it
and knew a certain group of officers were on their meal break in the shift commander's office.
She knew if she called out with it and disrupted them, she would be ridiculed for it. Brester said
[REDACTED]

Officer Brester was asked if Officer Masiak made daily comments about [REDACTED] in the
locker room, almost being obsessed with her and Officer Brester said [REDACTED] Officer Brester said
[REDACTED]
[REDACTED]
[REDACTED]

Officer Brester said [REDACTED]
[REDACTED] He restated that there was a time when [REDACTED]
[REDACTED]
[REDACTED] He said [REDACTED]
[REDACTED] Officer Brester said [REDACTED]
[REDACTED] He said [REDACTED]
[REDACTED] Officer Brester [REDACTED]
[REDACTED] Officer Brester said he didn't
talk to Officer [REDACTED] about any issue after he was talked to by [REDACTED] and [REDACTED]

Officer Brester did say [REDACTED]
[REDACTED] Officer Brester said [REDACTED]
[REDACTED]

Again, Officer Brester was asked if he ever observed Lt. Korth mock [REDACTED] and
the way he walked and he said [REDACTED] He said [REDACTED]

[REDACTED]. He said [REDACTED]
[REDACTED] Officer Brester said [REDACTED]
[REDACTED]
[REDACTED]. Officer Brester said [REDACTED]
[REDACTED] Officer Brester
said again, [REDACTED] Officer Brester said [REDACTED]
[REDACTED] Officer Brester said he
[REDACTED]
[REDACTED] When asked if he was surprised that people told us Lt. Korth makes monkey
noises when doing this Officer Brester said, [REDACTED]

Officer Brester said [REDACTED]
[REDACTED]
[REDACTED] Officer Brester said, [REDACTED]
[REDACTED] Officer Brester said [REDACTED]
[REDACTED] Officer Brester said [REDACTED]
[REDACTED]
[REDACTED] He also said [REDACTED] He said [REDACTED]
[REDACTED]
[REDACTED] He said [REDACTED]
[REDACTED] Officer Brester explained [REDACTED]
[REDACTED] He
said [REDACTED]
[REDACTED]. He said [REDACTED]
[REDACTED]
[REDACTED]

Officer Brester was asked if remembered having a conversation at [REDACTED] with another
officer, where he called [REDACTED] and he said [REDACTED] He said [REDACTED]
[REDACTED]. He said he
[REDACTED]

Officer Brester said [REDACTED]
[REDACTED] He said [REDACTED]
[REDACTED]
[REDACTED] Officer Brester said, [REDACTED], and he was advised he was and
then he said, [REDACTED] He said [REDACTED]
[REDACTED] said Officer [REDACTED]
[REDACTED] He said [REDACTED]
[REDACTED]

Officer Brester said [REDACTED]
[REDACTED] He said [REDACTED]
[REDACTED] We told Brester that we had Masiak's

Automatic Vehicle Location (AVL) data at the time the message was sent and I confirmed he was driving that fast and Brester said [REDACTED]

Officer Brester said [REDACTED]
[REDACTED] He said [REDACTED]
[REDACTED] He said that Officer [REDACTED]
[REDACTED] He did say [REDACTED]
[REDACTED] Officer Brester said [REDACTED]
[REDACTED]

Officer Brester said [REDACTED]
[REDACTED]
[REDACTED]
[REDACTED]
[REDACTED]

Officer Brester said it is really quiet on nights since all this has happened. He said [REDACTED]
[REDACTED]
[REDACTED] Officer Brester said, "I'm not a Saint, I'm sure I've done things here that can be looked at as a violation of policy," but he is not happy with the people that put him in this position. He said he honestly believes he has turned himself around after having been talked to by [REDACTED] and [REDACTED] He believes [REDACTED]
[REDACTED] He said he understands that the complaint was not brought forward by either [REDACTED] or [REDACTED] but if it had been, it was warranted. He said [REDACTED]
[REDACTED]

Officer Brester was advised that if he became aware of anything else, that he was to report it to the Professional Standards Division immediately. He was advised not to talk to anyone about the investigation other than his union representative, his girlfriend or PSD. He was told to immediately report anyone that contacts him about the investigation and what they were inquiring about.

Officer Brester closed by stating, [REDACTED]
[REDACTED] He said he knew he answered a lot of the

questions with, [REDACTED] The interview was concluded at this time.

INTERVIEW WITH [REDACTED]

Investigators conducted an interview with [REDACTED] on December 30th, 2016. [REDACTED] was also present during the interview.

[REDACTED] was advised that information was received that he may have had a conversation about [REDACTED] being on light duty, in the locker room with [REDACTED]. [REDACTED] said he did not remember having that conversation. [REDACTED]

He was asked if he had any conversations with [REDACTED] in the locker room over the last few months and he said he talks to him about [REDACTED]. He said he could not remember having a conversation about [REDACTED].

The interview was concluded at this time.

INTERVIEW WITH [REDACTED]

On January 3rd, 2017 at approximately 1000 hours, PSD Investigators conducted an interview with [REDACTED] in reference to this internal investigation. The interview was conducted in the Professional Standards Office and was audio recorded.

At the beginning of the interview, [REDACTED] was advised of the scope of the investigation and that she was a witness officer to this investigation and potentially a victim.

[REDACTED] was asked if she was aware of or had seen any officer on the nightshift that had been bullied, harassed or picked on. She said she hadn't witnessed anything directly, but she had heard a lot about it. She was asked who she had heard it from and she said [REDACTED]. She was asked what [REDACTED] had told her and she said [REDACTED] told her she was having some issues with one of her District partners. She said she told [REDACTED] to go to him and try to resolve the issues first, but that did not work. [REDACTED] said as far as the harassment, this person would show up on calls and show blatant disrespect for [REDACTED]. He would tell her to "get off" the call and not agreeing with the way she would handle a call and treating her badly because of it. [REDACTED] was asked who the person was she was referring too and she stated Officer Masiak. [REDACTED] was asked if there was anyone else [REDACTED] told her about that was harassing her and [REDACTED] said no.

[REDACTED] was asked if there were any MDT messages, talk in the locker room, emails or talk after roll-call, by anyone, about [REDACTED]. [REDACTED] stated she did not think so. [REDACTED] was asked if she would frequent the shift commander's office and if she heard anyone talking about [REDACTED]. She said she doesn't really hang out in the shift commander's office.

[REDACTED] was asked if there were any incidents she knew about that may have started the harassment of [REDACTED] by Officer Masiak. [REDACTED] said the only incident she could recall was an incident involving [REDACTED]. It occurred in District [REDACTED] and Officer Masiak thought it should have been processed as an OWI and [REDACTED] did not do so. [REDACTED] said that as far as she knew, that was what caused the animosity between the two of them. She said [REDACTED] also told her about a time when she was on a call with [REDACTED] and he had asked [REDACTED] to do something on that call and Officer Masiak showed up and told [REDACTED] that he didn't care what she was doing on the call and that she could go. She said [REDACTED] said this would happen all the time and Officer Masiak would kick her off of calls in front of people and it didn't matter what role she played in the investigation.

[REDACTED] was asked to explain what the circumstances were on the OWI call. She said [REDACTED]. [REDACTED] the involved parties were possibly intoxicated. [REDACTED] told her when she arrived, she did not observe either party driving the vehicle, that the keys were not in the vehicle and neither party would admit to driving. She said she did not feel comfortable making an arrest and going to court to testify, when she did not have enough probable cause to make an arrest. [REDACTED] told her that Officer Masiak disagreed with her and thought an arrest should have been made and he was telling her she didn't know how to do her job. [REDACTED] said she thinks the problems "stemmed" out from there.

[REDACTED] was asked if there were any MDT messages sent out about [REDACTED] and she said none other than the most recent that was sent out about [REDACTED] and [REDACTED]. [REDACTED] said both [REDACTED] and [REDACTED] and Officer Masiak sent out an all car message saying, "Show up and don't do any of the work." [REDACTED] said other than that message; she doesn't recall any other messages coming through.

[REDACTED] was asked if she was the victim of MDT messages being sent out about her and she said not directly too her, but she heard there was a lot of talk in the men's locker room about her. She said multiple different people came to her and told her this. She said the people that told her, would not specify what exactly other people were saying about her, but she believes it had something to do with [REDACTED]. She said "they" just don't want to drop the issue. When asked who "they" were, [REDACTED] said she heard Officer Brester and Officer Masiak had said several things in the locker room. She said that when [REDACTED]. She said [REDACTED] told her [REDACTED] that they talk "shit" about her in the locker room and they have said some "really messed up" things about her. [REDACTED] said she understands it, as she "fucked up" and she was ok with it. She said she doesn't feel she is being harassed about it.

Again, [REDACTED] was asked if she recalled any officer or supervisor that had sent out inappropriate MDT messages and she said she was sure there have been, but she could not remember any one message at the moment. She said there were messages that were sent that

she did not respond too and read and deleted them, because when she read them, she would think, "what the hell", meaning the message was inappropriate. She was asked if there was any one in particular that would send out these messages and she said "I've seen a few from Korth and I've seen Mahoney send some stuff or say some stuff too."

[REDACTED] was asked about a frequent message that was sent to her from Lt. Korth saying, "Watch out he's watching you," in regards to Lt. Mahoney. She said that Lt. Korth told her that [REDACTED] Lt. Mahoney was copying photos from her Facebook page, as well as, snap chat account and also going through her MDT messages, to try and dig further [REDACTED]. She said she didn't understand it and did not know why he would be doing this. She said she thought it was a done issue at that time. She said that Lt. Korth told her to watch her back as Lt. Mahoney was not someone she could trust. She said that Lt. Korth also told her that Mahoney was saying "stuff" about her. She said she doesn't know anything more about it and that's just what she was told by Lt. Korth. [REDACTED] [REDACTED] said that this occurred [REDACTED] and that is why she couldn't understand it.

[REDACTED] again said she could not remember any specific messages sent by Lt. Korth or Officer Masiak, but she does remember there were messages sent by both of them. She said, "I remember thinking, after reading some, that you shouldn't be sending that."

[REDACTED] was asked what she thought of the whole situation involving [REDACTED]. She said she hasn't seen anything wrong with [REDACTED] job performance and [REDACTED] makes mistakes. [REDACTED] does not feel that the harassment against [REDACTED] was warranted.

[REDACTED] was asked if there were any times that [REDACTED] had told her she had tried to talk to Officer Masiak to figure out what the issue was and she said yes. [REDACTED] said that [REDACTED] had talked to Officer Masiak on multiple different occasions trying to get the issues resolved on the lowest level. [REDACTED] told her that she thought the talks went well and that Officer Masiak understood her concerns and things were going to stop, but things just continued to happen. [REDACTED] told her that during one of her talks with Officer Masiak that she broke down crying in front of him. [REDACTED] also told [REDACTED] that she does not like coming to work, because she is so stressed out coming to work and having to work with Officer Masiak. [REDACTED] said that [REDACTED] actually told Officer Masiak that same thing. She said [REDACTED] told her that Officer Masiak was agreeable to a resolution, but that the harassment never stopped.

[REDACTED] was asked if she had heard about an incident where [REDACTED] and while driving down S. Washington St., she drove past Lt. Korth, Officer Masiak, Officer Brester, Officer Eickholt and Officer Xiong and comments were made about [REDACTED] behind her back [REDACTED]. [REDACTED] said she was aware of that incident and said [REDACTED] told her that someone said something to her about always being at the police department, always in Lt. Mahoney's office and she always avoided work and hung out in the shift commander's office. [REDACTED]

[REDACTED] was asked who [REDACTED] had heard that from and she said she thought it was a [REDACTED] "thing." [REDACTED] said she doesn't think they said this to her face, but that it had gotten back to [REDACTED], that they were saying it. [REDACTED] said it was more of the "back stabbing" talking behind your back type stuff.

[REDACTED] was asked if [REDACTED] had been mistreated by same guys and she said yes. She was asked if she knew why and she said [REDACTED]

[REDACTED] was asked what she thought of [REDACTED] and she said [REDACTED]

[REDACTED] She said she does not mind that and said that [REDACTED] has not been disrespectful or rude.

[REDACTED] said she has not heard anyone make any sexist or racial comments about anyone, other than [REDACTED] and [REDACTED] but said it is only friendly banter.

She was asked if she had ever heard of or had seen the [REDACTED] "walk" and she said no. It was described to her that a supervisor and officers mock the way [REDACTED] walks and she said no.

She was asked if she had ever heard any officers referred to by nicknames, such as, [REDACTED] and she said no.

[REDACTED] was asked what she thought of the supervision on nights. She said she thinks [REDACTED]. She talked about [REDACTED] said he [REDACTED]. She said he doesn't [REDACTED] said she thinks [REDACTED] is the same way as [REDACTED]

[REDACTED] was then asked if she had seen any all car messages sent out about [REDACTED] and she said yes. She was asked who would send out those messages and she said Lt. Korth and Officer Masiak. [REDACTED] described the messages as [REDACTED]

[REDACTED] was asked if there was a time she had met up with Lt. Korth, car to car, after Lt. Korth had a disagreement with [REDACTED] and she said yes. [REDACTED] said Lt. Korth told her that he and [REDACTED] do not get along. Lt. Korth told her that he had met up with [REDACTED] and [REDACTED] asked him why he treated him differently and Lt. Korth said he does not like [REDACTED] and they should just go their separate ways. [REDACTED] was asked if Lt. Korth said, "Fuck that guy he is too serious and he needs to relax." She said yes that's some of the things that he said.

[REDACTED] was asked what she thought of [REDACTED] as a supervisor. She said she thinks [REDACTED].

She was asked the same questions about Lt. Korth and she said [REDACTED]

She was asked what she thought about [REDACTED] and she said [REDACTED]. She explained there are times [REDACTED]. [REDACTED] She said she had seen that after [REDACTED] and Lt. Korth had gotten into a fight and [REDACTED] stepped up more into the supervisor role, but before that she said, [REDACTED].

[REDACTED] was asked if she thought there was adequate supervision on nights and she said [REDACTED]. She also said she thinks [REDACTED]. [REDACTED] She said it was nice to have that one "go to" person in charge.

[REDACTED] was asked, in her opinion, which officers or supervisors were responsible for a majority of the harassment on the night shift. She said [REDACTED].

She was asked if there had ever been times when she would come into the police department and there was a "frat house" mentality in the shift commander's office and who would that be.

[REDACTED] People would be hanging out in the office more often when they were the shift commander.

[REDACTED] said she never knew Lt. Korth was involved with any of it, except for when the picture was made of [REDACTED]. She said [REDACTED] never mentioned Lt. Korth's name to her and Lt. Korth never said anything negative about [REDACTED] to her, but with Officer Masiak it was very blatant.

She was asked if she thought it was appropriate for an officer or supervisor to send out inappropriate messages and she said no and especially not a supervisor.

She was asked if she thought something needed to be done with the night shift and what was going on and she said, "Absolutely."

She was asked if she had been contacted by anyone about the investigation and she said the only thing she heard was that the investigation was starting. She also said that [REDACTED] told her that she had talked with the Chief about the harassment issue, as [REDACTED] had told her about all the prior issues as well.

[REDACTED] was asked if she thought the females on night shift were singled out and picked on more than any other officers. She said she [REDACTED].

[REDACTED] She said she doesn't know if it was [REDACTED].

[REDACTED] was advised that if she became aware of any new information or if she remembered anything else to let the Professional Standards Division know. She agreed that she would. She was ordered not to talk about the investigation with any other than her spouse, significant other or her union representation.

INTERVIEW WITH [REDACTED]

On the morning of January 6, 2017, [REDACTED] was interviewed about this internal investigation. He was accompanied by [REDACTED]. [REDACTED] was interviewed as a witness to the harassment, bullying, intimidation, and mistreatment of fellow employees and was told at the start of the interview that it was not believed that he was a participant in any of the aforementioned behaviors. The beginning of the interview focused on Lt. Korth and what [REDACTED] may have witnessed regarding Lt. Korth's alleged behaviors in the workplace.

[REDACTED] stated that Lt. Korth commonly plays music loudly almost every time that he is assigned to the shift commander desk position. He described the loudness as loud enough to overpower the volume of the dispatch radio in the shift commander office. Next, [REDACTED] said that he has seen Lt. Korth dance around imitating various animals including deer, monkeys, and turkeys, all in the shift commander office and never including mentioning anyone who would be the subject of the imitation. [REDACTED] also said that he heard Lt. Korth make animal noises 20-30 times for various animals including turkey, ducks, and deer grunts. As for monkey or ape sounds, he stated that he had heard Lt. Korth make those sounds two or three times, and the imitations were not directed at anyone.

[REDACTED] said that he would specifically avoid Lt. Korth when Lt. Korth was assigned to the shift commander desk because Lt. Korth was always [REDACTED] and he had a feeling that it would come to something like this. He did add that he and Lt. Korth would refer to their jobs as 'zookeepers' of an urban zoo and they would make various animal noises to each other, including monkey noises, but nobody else would have overheard those noises as they would make the noises directly into the other person's ear.

When asked how many times he had seen Lt. Korth imitate a walk that included pulling up his pants and pushing his chest out, [REDACTED] said that he saw the imitation about three times. He said that he only saw the walk imitation in the shift commander office and there would have not been anyone else in the office. The first time that he saw Lt. Korth do the walk imitation, he said that Lt. Korth asked him "who am I" and had a smirk on his face. [REDACTED] said that he told Lt. Korth that he thought that the imitation was of him and told Lt. Korth that he should knock it off. He stated Lt. Korth then said "no, [REDACTED]." [REDACTED] stated that he still thought Lt. Korth was mocking him, because he confronted Lt. Korth sternly and Lt. Korth doesn't like confrontation. He saw the walk a couple more times and there was no discussion about the imitation.

[REDACTED] was asked specifically about [REDACTED] comments to [REDACTED] and [REDACTED] about hearing of the walk imitation including ape noises. [REDACTED] said that that comment was inaccurate and the ape noises were never connected to the walk imitation that he witnessed. He explained that he spoke with [REDACTED] about both issues of the walk imitation and the noises for the purpose of [REDACTED] who should tell Lt. Korth to knock this stuff off. [REDACTED] added that Lt. Korth never said

anything racist, demeaning, or a directed at anybody to him, but those things could possibly be implied. He said that what Lt. Korth was doing was inappropriate and he told [REDACTED] that he should tell Lt. Korth to stop. [REDACTED] said that he has never seen any other GBPD employees mimicking a walk.

When asked if Lt. Korth had ever sent out inappropriate MDT messages, [REDACTED] said yes, and added the Lt. Korth was famous for sending out messages with the subject 'knowledge is power' which was probably from [REDACTED]. The messages would be stupid things that he could not example, but there were a lot of messages that most people, including the public, would be able to figure out but still shouldn't be sent out by a supervisor. [REDACTED] summarized that Lt. Korth did send out a lot of MDT messages and many of those messages were set to all cars.

[REDACTED] said that sometimes he would get stuck on some problem that he could not figure out how to answer and he would seek out the help of [REDACTED]. He recalled on instance where he sent messages to Lt. Korth asking for help and Lt. Korth sent him a message similar to *'if you can't make a decision I'll come in there and do it'*.

When asked what Lt. Korth would send messages about, [REDACTED] said that the messages were about anything and everything. He said that Lt. Korth has sent about messages about anything, that everything was fair game and Lt. Korth [REDACTED]. When he got messages from Lt. Korth, [REDACTED] said that he would usually just delete the messages because he was tired of telling Lt. Korth to knock off sending the messages. He again referred to the *"knowledge is power"* messages sent by Lt. Korth as being [REDACTED].

When asked if officers complained about Lt. Korth's MDT messages, [REDACTED] said that it wasn't some much complaining as officers coming to him and saying that they can't believe that Lt. Korth would send messages like he had sent. He said that he tried to talk with Lt. Korth about this issue when other officers would bring the messages to his attention. [REDACTED] said that he told Lt. Korth *"a lot"*, later defined as 20 to 40 times, to not send the type of messages he sent. He also said that Lt. Korth would tell him that there weren't many cases to review while Lt. Korth was watching fishing videos at the shift commander desk. [REDACTED]

[REDACTED] said that he has talked about Lt. Korth's issues with all of the [REDACTED] and they have all tried to deal with that situation. He said that just prior to coming upstairs with the issue, [REDACTED] were talking about coming forward with the Lt. Korth's issues. He said that he was very upset about the situation where [REDACTED] picture was put up at the department. He said that he looked around the station for the picture and couldn't find it, but he had stopped by the shift commander office where Lt. Korth was and said that this stuff has got to stop.

[REDACTED] said that Officer [REDACTED] sent him the picture of Officer [REDACTED] that was posted in the station and he responded that the picture was not funny. [REDACTED] said that he was

not involved in making the picture and just received the picture in a thread of several people. [REDACTED] said that [REDACTED] told him that he passed on the picture because he felt that [REDACTED] needed to know about the picture.

[REDACTED] said that he went into the station at a "mad dash" to look for the picture. He said that he was just 'wild' about the picture. He said that Officer Knutson showed him the picture after roll call and Officer Knutson was laughing about the picture. He believes he told Officer Knutson that he hoped he wasn't involved in this and told him to delete the picture so it wouldn't get passed around. At the time [REDACTED] said that he did not know who originated the picture. When [REDACTED] came into work that night, he asked [REDACTED] who made the picture and [REDACTED] told him that the picture was made by Officer Matthew Knutson and Lt. Korth was present when the picture was made.

[REDACTED] said that he spoke with [REDACTED] and [REDACTED] earlier in the shift the night that he found out that Officer Knutson made the picture of [REDACTED] and they discussed what to do with this situation. [REDACTED] said that he was going to give Lt. Korth the benefit of the doubt that although Lt. Korth may have been in the room when Officer Knutson made the picture, he may not have been involved or aware of what was being done. A few hours later, [REDACTED] said that [REDACTED] came in and asked why they were allowing [REDACTED] to get harassed like this, and it was also said that a supervisor was doing the harassing. [REDACTED] said that this would have been the first incident that he knew of that he would have defined as harassment. After hearing [REDACTED] concerns, [REDACTED] said he called [REDACTED] and [REDACTED] in and said that this was way out of their hands and this issue needs to go upstairs.

When asked about [REDACTED] [REDACTED] said that he took it upon himself to do this and no [REDACTED] were purposely involved for consistency. [REDACTED]

[REDACTED]

[REDACTED] asked to clarify [REDACTED] [REDACTED] He thought that he made it through 10 or 12 officers before this investigation started, at which time he stopped [REDACTED] He also wanted to clarify that the conduct occurring on nightshift that could get employees "jammed up" meant that they could get in trouble and that conversation was with [REDACTED] He said that he feels bad about how the nightshift situation developed and he wished he would have come forward earlier.

[REDACTED] was asked if he knew any history of [REDACTED] being bullied or harassed and he said no. He said that when [REDACTED] he met with her and gave the

same talk that he has had with other officers about what is acceptable and not acceptable. [REDACTED] told him that she had to get out of [REDACTED] because she wasn't getting along with those guys. He said that he mentioned something about switching groups solving the problem and she agreed with that comment and there was nothing else said about the topic. [REDACTED] said that he met up with [REDACTED] a short time later to ask how she was doing, and there was no indication of any problems during that meeting.

[REDACTED] said that he was aware of officers complaining about [REDACTED] tactics. He said that officers had told him that her tactics were substandard but he always asked if the complaining officer said something to her to fix the concern and left it at that. He said that he was aware of the incident [REDACTED] where [REDACTED] called out with an open door. [REDACTED] and Officer Masiak walked through the office and told him that [REDACTED] was out on the call alone. At the time he thought that Officer Masiak brought it up as a concern, but now he is of the opinion that [REDACTED]. He said that he turned the issued over to [REDACTED] who looked into it and gave [REDACTED] a poor performance evaluation.

[REDACTED] said that he never personally witnessed [REDACTED] tactics, but [REDACTED] told him about a call where she entered a house where a disturbance was going on by herself. He said that he had the conversation with [REDACTED] because [REDACTED] and was told that her tactics were lacking. [REDACTED] said there were no other specific examples of her tactics, but there were also non-specific complaints that [REDACTED] couldn't talk to people. He said that he most he witnessed on this complaint is that [REDACTED] is direct with people sometimes. The only officer that he specifically remembers complaining about [REDACTED] communication skills was Officer Masiak.

[REDACTED] said there was also one complaint from the public that [REDACTED] was rude and he believed that the basis of the complaint was only that the complainant was that someone got arrested and the complainant had a poor demeanor at the scene. He turned that complaint over to [REDACTED] due to the work days he would have seen the involved officers. Through talking with the officers, the demeanor of the complainant was found to be the problem.

When asked if the nightshift officers complain about the performance of other officers, [REDACTED] said that he was sure that they do but he could only come up with an example of officers complaining about [REDACTED] on a recent call. He said that the officers complain about every other officer and the complaining isn't restricted to any one person or group. He had earlier said that some officers complain about anything that wasn't done of said exactly the way that they would have done it. He also added that some of the shift officers [REDACTED] and named one of the officers as [REDACTED] who is also a frequent complainer about other officers' tactics.

[REDACTED] was asked if he ever saw Lt. Korth make fun of any of the other lieutenants on the shift and he said yes. He said that the comments were relentless any about everything. He

specifically mentioned Lt. Korth calling [REDACTED]. [REDACTED] said that he has only seen this in small groups, but wouldn't be surprised if it was all over due to the sheer volume of his comments. He said that Lt. Korth also makes fun of [REDACTED] for being all over the place on calls, calls [REDACTED] and Lt. Korth also makes fun of him for the way he talks.

When asked if anyone on the nightshift was being picked on or harassed, [REDACTED] said that there are MDT messages sent by Lt. Korth that could be inferred in that way. He was asked if anyone was sexually or racially harassed in front of him either in the station or on the road and he said no. He did recall that Lt. Korth sent a message out about taking a call to channel B on a call that he was running that was particularly complex, not to help out, but to mock him talking on the radio so much. He said that Lt. Korth would 'take a shot' at people by MDT when he wanted to criticize them such as asked if they need a helicopter when Lt. Korth didn't like the way a call was going. Lt. Korth's messages would commonly be sent out several times a shift. He said that Officer Knutson also has sent out borderline inappropriate MDT messages, or at least messages that are not necessary.

[REDACTED] said that Lt. Korth doesn't like [REDACTED], because Lt. Korth [REDACTED]. He recalled that one time, when he and Lt. Korth were in the shift commander office, that Lt. Korth called [REDACTED] something like [REDACTED] when [REDACTED] was within hearing range near the front desk. He said that he later spoke with [REDACTED] to say he was sorry about Lt. Korth's comment and Officer [REDACTED] said something like "don't worry, he's just an asshole." [REDACTED] said that many officers said that Lt. Korth needs to stop his comments or Lt. Korth was going to get jammed up.

When asked if [REDACTED] felt that he was the victim of harassment, he said, that by definition, he would be the victim of Lt. Korth mocking the way he talks. He said that he would also be a victim of Lt. Korth if Lt. Korth was really mocking him when doing the walk. When Lt. Korth would do mocking or the walk, he said it would just be him and Lt. Korth present, usually in the shift commander office.

[REDACTED] was asked if he ever heard any inappropriate talk in the locker room and he said that he had, [REDACTED]. He said that the talk was almost always between officers who were willing participants in the joking around. He did say that he has heard racial acronyms in the locker room about things that have happened on calls. He said that "JNBN" is a common one, which means "just N-word being N-word" with N-word meaning "nigger." He added that JNBN would definitely not have been used when an African American officer would have been in the locker room. [REDACTED] said that his time in the locker room would normally be [REDACTED], so most of what he had heard [REDACTED].

There was one instance a while back where [REDACTED] was quite excited on the radio. The next night in roll call, at approximately [REDACTED], there were comments made by Officers Salzman, Bilskey, and Eickholt about the way [REDACTED] was talking on the radio. He said

that he had specifically heard Officer Eickholt make some comment that would make him think that the comment was about [REDACTED]. He said that he pulled Officer Eickholt in later and told him not to make comments like that and then he sent an email to Capt. Laux explaining what he did and asking if anything further needed to be done. [REDACTED] said that the next night, Officers Salzman and Bilskey came in and said that they made comments too. He said that he gave those two officers the same speech and sent an explanation to Capt. Knoebel. The best that he could remember, the comments were that [REDACTED] both of which he took as cracks at [REDACTED]

[REDACTED] said that he was aware that officers would hang around in the shift commander office. He said that a couple weeks ago, it was decided to tell officers not to hang around the office and to only come in when they had business in the office. From what he had witnessed when he was on the desk, the officers would just talk about calls that happened during the night or just shooting the breeze. He said that the topic of talking was just calls or family, pretty bland by his definition. [REDACTED] said that he would have also went in the shift commander's office when [REDACTED] were on the desk, except for when Lt. Korth was on the desk. He said it was only a matter of time before Lt. Korth would have said something.

When asked which officers he thought were getting picked on, harassed, or bullied, [REDACTED] said that knowing what he knows now, [REDACTED] would be a one. He said that prior to this investigation he would not have thought [REDACTED] was getting picked on, partly because [REDACTED]. He said that he did know that officers were critical of her, but thought it was only for work performance. He thought [REDACTED] would not get welcomed with open arms, [REDACTED]

[REDACTED] He also thought possibly [REDACTED] would get picked on because [REDACTED] said that he didn't think female officers get picked on, and thought that the issues that came up were personality issues.

[REDACTED] said that he thought some officers aren't accepted as much for personality issues. He gave examples of other female officers who have had struggles with things like tactics, but their personalities work better with other officers. He was asked about [REDACTED] [REDACTED], [REDACTED] and [REDACTED] and he said that all females are accepted on the night shift and didn't believe that there was any general opinion against females being on the shift.

[REDACTED] said that the only supervisor who harasses employees is Lt. Korth. He said that Lt. Korth [REDACTED] He said that Lt. Korth follows former [REDACTED] behavior of taking his shoes off when he works the desk and walks around in his socks.

██████████ said that he thought that there was ██████████. He said that short of putting a captain back on a shift, ██████████. He said that this time is a growing pain adjusting to just lieutenants on the shift. He did add that he thought that ██████████ explaining that all of the lieutenants on the shift haven't been supervisors for that long and don't have that much supervisor experience. ██████████

██████████ said that he felt that all of the lieutenants on the nightshift should be interviewed as part of this investigation. As for officers, ██████████ said that he did not know that all of these problems were going on. He said that he also had never heard anything about Officer ██████████ handcuffs being taken by one of the nightshift officers. He said that he was appalled that the handcuffs were taken, but had not heard a word about this event prior to this interview.

██████████ said that he has heard of the acronym "JNBN" and he has used it, but only in the shift commander office and in the context of a private conversation with just another officer. He said that in the context that he has used that acronym, it was about a particular situation, like a riot somewhere, and not about a specific person.

INTERVIEW WITH OFFICER MIKE RAHN

On January 11, 2017 Officer Michael Rahn was interviewed by PSD Investigators. A second interview was done on January 20, 2017. He was represented by ██████████. Prior to questioning he was given a copy of a Complaint Against Personnel and applicable policies that he was alleged to have violated. He was given time to review the policies. While seated in the conference room waiting to be interviewed, ██████████ walks in and tells him that the camera for the room is on and functioning. With the camera going, he is seen on video making a comment to ██████████ as he reviewed the policies. In a sarcastic tone, and a smile on his face, he tells ██████████ "I guess I'm not a witness officer, am I?" He repeats this phrase twice and then makes a statement to ██████████ saying "Like I said from the get go, I got nothing to hide, I know what I did, I'll stand behind what I did - I'll take my days off, if that's what they choose to do."

During the course of the investigation it was discovered that Officer Rahn would frequently initiate and send out derogatory MDT messages to other officers on his shift. These messages would repeatedly target ██████████ and ██████████, along with others. The frequencies of these messages were among the highest of any other night shift officer discovered. From June of 2015 to December 2016 it is believed that Officer Rahn sent a significant number of demeaning and derogatory messages directed at his fellow officers and supervisors. He was presented with only the top 30 threads of MDT messages that were believed to be the worst and asked to give an explanation. Many of the MDT messages were lengthy in nature because when Officer Rahn sent the message out, it instigated a response and

opinion from other officers. Prior to be questioned about the MDT messages he was asked if he has spoken to anybody in reference to this investigation. He replied that the investigation was "kind of the buzz of the locker room", and he's "probably talked with almost everybody." He admitted to speaking in nonspecific jargon with [REDACTED] and [REDACTED]. He said that he had a joking conversation with [REDACTED] recently in lock room where he told [REDACTED] "...that we've all sent messages and I guess I'll just take my days as they come" (referring to disciplinary days off) .

The follow is a shortened version of the MDT threads that Officer Mike Rahn sent and the responses that were generated:

From Rahn	Officers that MDT was sent To	Date of MDT Message	Brief Subject matter of MDT messages. Most include multiple threads and responses.	Intended Victim
MR1	8 officers	4/30/16	[REDACTED] should come in the back door" - (sexual)	[REDACTED]
MR2			[REDACTED] forgot what time it was....Jesus what is [REDACTED] doing....	[REDACTED]
MR3	Bahl	6/19/15	"omfg!!" - (referees to oh my fucking god)	Profanity
MR4	Bahl	10/25/15	"Why is every call a show tonight...Why did [REDACTED] add herself...she does not get it...everyday the county sounds better"	[REDACTED] & GBPD
MR5	Bahl	10/25/15	"there's a DeLorean at the hotel...add [REDACTED]..wait for it..seriously, these new people...."	[REDACTED]
MR6	Bahl	12/20/15	"I cant believe [REDACTED] went home early...early Tuesday , early Wednesday"	[REDACTED]
MR7	Bahl & Behn	1/5/16	[REDACTED] made it a long time tonight"	[REDACTED]
MR8	Bahl	1/5/16	"Solid effort tonight by [REDACTED]"	[REDACTED]
MR9	Bahl	1/6/16	"guess who off tomorrow... [REDACTED]...better off without her anyway"	[REDACTED]
MR10	Bahl	2/6/16	"why is [REDACTED] n [REDACTED]"	[REDACTED]
MR11	Bahl & Korth	2/22/16	"Poor [REDACTED] just cant get anything right on that one"	[REDACTED]
MR12	Korth	7/8/16	"I though [REDACTED] was our resident Winnebago expert..LOL"	[REDACTED]
MR13	Behn, Spoerl, Walvort	7/1/16	"...1/2 way through the year guys. [REDACTED] & [REDACTED] have yet to complete a full week of work. Way to set the standard.."	[REDACTED] & [REDACTED]

MR14	Brester, Spoerl, Xiong, Bahl	10/11/16	"Well on a high note [REDACTED] (District) wont have to check.. God forbid they stumble on something, we'll do all the work, and they'll take credit..."	[REDACTED]
MR15	Masiak	11/30/16	"say again [REDACTED]...LOL"	[REDACTED]
MR16	6 officers	3/18/16	"[REDACTED] 76 from Dousman... [REDACTED] everywhere...shocker [REDACTED] doing union work...who trained that guy"	[REDACTED]
MR17	Behn	1/14/16	"Man I got a stomach ach, I may need to 10-200...it was a real dog fight, especially new TP (toilet paper) dispenser, one square at a time, really? LOL"	Talking about his bowel movement
MR18	Opicka	6/22/15	"[REDACTED] blowing some black guy in the parking lot"	[REDACTED]
MR19	Bahl	6/30/16	"[REDACTED] coming from far west..OOPs forgot about that extra patrol...guess the home address is safe"	[REDACTED]
MR20	6 officers	7/8/16	"No way!!! [REDACTED] didn't finish her shift. I wondered why I saw her in the Shift Commander office earlier...next up [REDACTED]..glad [REDACTED] units can call out with stuff in [REDACTED] and not handle their own areas LOL"	[REDACTED]
MR21	Bahl	7/20/16		
MR22	Bahl	7/24/16	"kids been here a year and he don't want cover...that must be a pre-requisite for being a badass"	
MR23	Bahl	7/28/16	"this theft crap is out of control...seriously at my fill with this, IF they try to give me another follow up I will lose my mind"	Supervisors
MR24	Bahl	8/8/16	"...no need for more cars, [REDACTED] got it on his own...holy man wake up [REDACTED]...LOL OMG it cant really get any worse...I sent him a message im like Duh Tard...oh wait nvm wrong profession, get ready for a 4-6hr wait for swat call in"	[REDACTED] & [REDACTED]
MR25	Bahl	9/18/16	"2 for Winnebago...lets go MHO, lets go MHO!!! (Mental Health Officer)..send it to [REDACTED]"	[REDACTED]
MR26	Bahl	11/1/16	"Whats [REDACTED] doing?...no clue...hmm LOL...lol yup hes like sir are you in need of police services?"	[REDACTED]

MR27	Bahl	11/5/16	"LOL this cant get me written up:)...I just instantly got hit with the need to poop, and I can tell there wont be anything solid about it:)"	Talking about his bowel movement
MR28	Bahl	12/3/16	"wtf...(what the fuck)	Profanity
MR29	Bahl	12/3/16		
MR30	Behn, Thoreson, Wife	12/21/15	"round of applause for [REDACTED] made it a whole shift....your gonna get yourself in trouble...ill be fine"	[REDACTED]

Officer M. Rahn admitted that the messages that he initiate were derogatory in nature and admitted he violated department policies by sending them. The general theme of Officer Rahn's MDT messaging showed frustration, childish, and sarcastic behavior where he would routinely become upset at other officers and supervisors. After only being on the Green Bay Police Department for approximately three years, Officer Rahn took it upon himself to be the caretaker on how he thought policing should be done by his peers. Many of those officers were senior to him and with more years of experience. When their conduct didn't meet his standards or opinions, he routinely initiated hurtful and bullying MDT messages to his close friends. He would also comment negatively on other agencies, specialty units such as SWAT teams, and the Mental Health Officer (MHO) program. As a note, Officer Rahn is part of the CCIT team (Mental Health Program) and had just recently been appoint a member of the Green Bay Police Department SWAT team.

Rahn commented that he sent the messages "out of joking and frustration", but seemed to want to belabor his justification for sending them out, saying "You know I've said this since I heard this was coming out (investigation), I stand behind everything I've done, because I felt that it was necessary to say. Whether or not it was right or wrong, I'll be the first one to admit that a lot of this is wrong and I'm willing to take responsibility." When asked if his actions gave him some perceived "hero" status on his shift - fighting for his guys, he responded back "I'm trying to fight the good fight for my guys." He did admit that by sending the message that his conduct did not show leadership. He continually went back and forth in his justification saying that it was wrong, but also seemed to defend his actions saying "at some point I felt the need to send all of them." Rahn said that the messages that he sent out could be "...taken on face value look terrible, I'm not going to deny that. But when I sent a lot of that stuff out it wasn't to be mean, it was meant to be funny..." He said in "hindsight" it must have been "asinine" for him to send them, "but hindsight is also twenty- twenty, and unfortunately I wasn't able to see into the future. Did I know this was coming, ya, I kinda did. Honesty, I'm kinda surprised it didn't come sooner."

A large majority of the derogatory messages that Rahn sent out appeared to targeted female officers -- [REDACTED] and specifically, [REDACTED]. The other two female officers on night shift are [REDACTED] and [REDACTED].

[REDACTED]. There were no derogatory message located that target those two specific female officers. When asked about this, he commented

[REDACTED] he also said [REDACTED]

[REDACTED] He said it got frustrating over time. He used the excuse that [REDACTED]

[REDACTED]. It was explained to Officer Rahn that any employees off time is a benefit they enjoy, and they have the absolute right to utilize that benefit as they see fit, as long as it falls within the parameters of contract and policy. It was made clear to him that when staffing levels fall below a minimum number, that by contract, more officers are called in for safety reasons. Officer Rahn stated [REDACTED]

Officer Rahn said that a lot of messages were sent at a time where the police department was still a seniority base agency and he felt as if he wasn't going anywhere (advancement). He used several examples on how he would make drug arrest and the case would be given over to the DTF because they had more resources to handle investigations. He said he "*pounds it every night*" and "*works as hard as he can*" and he feels like he just "*sits*", implying that he doesn't get the recognition and advancement that he feels he deserves. Officer Rahn admitted that he was aware of the seniority system when he accepted the job with the Green Bay Police Department, and understood that he had to put his time in before he could advance, but commented that he didn't understand the real scope of what seniority was.

When questioned about his knowledge of any officers on night shift being harassed or bullied, he initially replied [REDACTED]

[REDACTED] When asked specially about [REDACTED] being targeted by other officers via MDT messages he said [REDACTED] When asked what officer sends out the majority of those messages, he replied [REDACTED] and also said "*I'm sure I'm probably on that list*", admitting that he has sent out a lot of message about her. When asked if he knew of any supervisors sending out any messages about [REDACTED]

[REDACTED] Officer Rahn replied [REDACTED]

[REDACTED]. Officer Rahn commented that he comes from the Army and "*expects there to be ridicule and expects people to give him a hard time.*" He said that when he started going to school to become a police officer he was told "*day one*" that a person had to be "*thick skinned*", that he was going into a career that you would be constantly ridiculed. He said that if you don't have "*thick skin you can't self-motivate or accept then you're probably not going to make it.*" He commented that coming from the Army; he takes most of it as "*friendly banter...or don't take it as face value.*" He said he has done things in his past that other officers had made fun of him over and he views it as "*funny.*" It was explained to Officer Rahn that there is a significant difference between self-deprecating humor that officers might enjoy privately amongst themselves, and those mean and spiteful messages send out behind officer's backs.

When asked to elaborate on those officers that he has knowledge of being picked on. Officer Rahn [REDACTED]

He said [REDACTED]

He commented that [REDACTED]

He stated that [REDACTED]

In reference to [REDACTED] when she was completed her training, Officer Rahn said [REDACTED]

Officer Rahn [REDACTED]

He said [REDACTED]

Rahn [REDACTED]

When asked if he had knowledge of any specific incidents that she has done to warrant being picked on by the nightshift, he replied [REDACTED]

Officer Rahn [REDACTED]

Officer Rahn again said [REDACTED]

Officer Rahn was asked if he had any knowledge of Officer Masiak dismissing [REDACTED] off of police calls. He said [REDACTED]

He said [REDACTED]

Officer Rahn said [REDACTED]

When asked if he thought [REDACTED] had been the victim of harassment, he said that based upon the questions that he has now been asked [REDACTED]

When asked he thought [REDACTED] was the victim of harassment he said [REDACTED]

Rahn said [REDACTED]

When asked about Officer [REDACTED] Rahn said [REDACTED] He followed up with [REDACTED]

Officer Rahn was asked if he thought women officers had been singled out for harassment on night shift more than other officers. He answered [REDACTED]

He said that night shift has "five or six of

them now" and he doesn't [REDACTED]
[REDACTED]

Officer Rahn [REDACTED]
[REDACTED]
[REDACTED]
[REDACTED]

While Officer Rahn was being asked these questions about [REDACTED] and her time on night shift, it was pointed out to him that every female officer had been pulled in by [REDACTED] because they had been the brunt of a lot of jokes, including [REDACTED] Officer Mike Rahn [REDACTED]
[REDACTED]
[REDACTED]

Officer Rahn was asked to give an opinion if he thought there was one officer on night shift that spoke negatively about [REDACTED] in the men's locker-room more than any other officer. He said [REDACTED]
[REDACTED]
[REDACTED]

Officer Rahn was asked if he had any knowledge of night shift [REDACTED] telling Officer Masiak to "shut the fuck up" after Masiak was making disparaging comment about [REDACTED]
[REDACTED]. Officer Rahn [REDACTED]
[REDACTED]
[REDACTED] Officer Rahn said [REDACTED]
[REDACTED]
[REDACTED]

In reference to [REDACTED] and why he sent derogatory messages out about her, Officer Rahn replied [REDACTED]. He then added that any messages he would have sent would "have only been for her burning time." (Taking off of her shift)

Officer Rahn was asked about the incident where Officer Masiak sent out a derogatory all car message directed at [REDACTED] and [REDACTED] when they were assigned to [REDACTED]
[REDACTED]. Officer Rahn said [REDACTED]
[REDACTED]. Officer Rahn
[REDACTED]
[REDACTED]
[REDACTED]
[REDACTED]

[REDACTED]. Officer Rahn was asked if he later had a conversation with Officer Masiak in roll call after the shift telling him that "he had his back" and that nothing was going too happened to him. Officer Rahn admitted saying something similar to "I have your back", but his meaning was that as [REDACTED] looking out for his interests. He didn't think he told Officer Masiak that nothing was going happen. Officer Rahn said [REDACTED]
[REDACTED]

At some point during that meeting with [REDACTED] Officer Rahn [REDACTED]
[REDACTED]
[REDACTED] Officer Rahn said [REDACTED]
[REDACTED]
[REDACTED] Officer Rahn quoted the GBPD policy title of "Standards of Conduct."
Officer Rahn said [REDACTED]
[REDACTED]

A copy of the recording of the meeting that [REDACTED] had with Officer Masiak was obtained for the purposes of this investigation. During that October 12, 2016 meeting, [REDACTED] heard clearly counseling Officer Masiak and tells him that it was a clear policy violation to have sent out the MDT message. [REDACTED] is heard telling Officer Masiak that he has been talked to in the past numerous times by himself [REDACTED] tells Officer Masiak that he has a "better than most attitude" and "it keeps coming up" that he (Masiak) "doesn't get along with some people." Officer Masiak is told by [REDACTED] that his actions are creating a hostile work environment. Officer Masiak is told that he is a good cop, but has to learn to get along with everyone he works with. [REDACTED] makes the statement to Officer Masiak: "...the frustrating part is, it's not that you don't have the capacity, or you're not intelligent or smart, some people struggle to be mediocre, and I guess that's my personal frustration..." He also tells Officer Masiak that he has been talked to before about his attitude and not getting along, and not just in reference to MDT message. [REDACTED] asks Officer Masiak "what do you have to do to get it?" [REDACTED] tells Masiak that he is sick and tired of coming back from a day off and hearing about people not getting along. Officer Masiak is heard saying "you know what I'll do, I'll just suck it up", and "I'll address my own personal issues with it." [REDACTED] then tells Officer Masiak that a lot of the time he appears to be just complaining and whining, and if he has specific issues, he should bring them forward and the issues will be addressed. Officer Rahn [REDACTED] is heard in the audio asking about the possible discipline that might be coming and says that Officer Masiak has no "formal discipline" prior, but has been "talked to." [REDACTED] states that he is going to confer with [REDACTED] and says that Officer Masiak will probably be put in the counseling register. Officer Rahn then adds to the conversation that issues have been brought to supervisors in the past, and they haven't seen any progress. During the entire 11 min and 26 seconds, [REDACTED] never heard referring to [REDACTED] or her performance in a negative way.

The content of that meeting was pointed out to Rahn and it was explained to him that what [REDACTED] said to Officer Masiak, was open for interpretation. Officer Rahn was asked follow up questions about if he had any knowledge of Officer Masiak being spoken to about his behavior by other supervisors. Officer Rahn [REDACTED]
[REDACTED]
Officer Rahn stated [REDACTED]
[REDACTED] Officer Rahn was reminded that he is not [REDACTED] and that he is continually involved in everyone's business just because of the sheer volume and nature of the derogatory messages that he has sent out.

Officer Rahn said that under the direction of more senior officers, he has tried to encourage others to "knock it off." He said that he has been doing this for months because he didn't want his shift to get "jammed up" and that he had "seen this coming down the pike for a long time."

In reference to [REDACTED] he said [REDACTED]
[REDACTED]
[REDACTED]
[REDACTED]

[REDACTED] Officer Rahn [REDACTED]
[REDACTED]
[REDACTED]

[REDACTED] When he would say that he [REDACTED] what [REDACTED] did, he was asked why he would send out dozens of derogatory messages about her behind her back? He then replied "I guess I shouldn't care."

Officer Rahn was given an example of other officers that are routinely off the shifts for SWAT training, dive training, etc., and there is no record of him caring about their absence from the shift or sending out messages targeting them. When asked what difference it makes to him if an officer is off for training, or if an officer takes off for vacation – both officers would be off the shift. He responded "it's just how I am." He replied [REDACTED]
[REDACTED]

[REDACTED] He stated that he wants to work with the best cops, and this is the reason why he never has any intensions of leaving [REDACTED] Officer Rahn said it is easier from him to except "if people want to take their time to improve themselves, as compare to take their time, for whatever." Officer Rahn elaborated that he knows it stupid from him to care so much when another officer takes their time off, but for him, he said it was hard to process the concept of not wanting to be here (GBPD). He commented that he would work every day if he could, saying, "I just loving doing this." (Police work) For these reasons, he said it was hard for him to understand how an officer could do this job and still not want to be here. He gave the example of how he works [REDACTED] Mondays, because he wants to be here so much and not lose his geography for the East side of Green Bay. It was pointed out that [REDACTED] frequently only works a four day work week, because he comes in and picks up her fifth day, so she doesn't haven't to work it. Officer M. Rahn was asked if he thought [REDACTED] should get pickced on by other officers for not being at work and he responded, [REDACTED]
[REDACTED]
[REDACTED]

[REDACTED] Officer M. Rahn said [REDACTED]
[REDACTED]

When asked how people would perceive "Officer Mike Rahn" if the numerous derogatory MDT messages were ever found out by the media, or the public, he replied, "I would look like an Asshole." When asked how he thinks the Police Department administration would think of him, [REDACTED] and said, "Probably super disappointed." He said that he "owns everything that was sent" and said, "I know a lot of it is wrong."

Officer Rahn was instructed that if he had issues with other officers on his shift, that he should follow the chain of command and go to his supervisors. He responded, [REDACTED] When asked if he thought there was adequate supervision on the night shift, he replied, [REDACTED]

[REDACTED] When asked for specifics, [REDACTED] Officer Rahn said [REDACTED] He said [REDACTED] He also said [REDACTED]

Rahn [REDACTED] Officer Rahn [REDACTED] Officer

Rahn was asked who he had reported these concerns to in the past. He stated [REDACTED] He said that [REDACTED] When asked how [REDACTED] is doing today, Officer Rahn responded, [REDACTED] Officer Rahn [REDACTED] guys (including Rahn) make fun of him via MDT message behind his back for it.

Officer Rahn [REDACTED] Officer Rahn said, "Like it or not, there's some people that can take a joke and some people can't." He said that if you think it's somebody that can't take a joke, you don't send the message to them. When asked if this is the way he treats [REDACTED] he replied that he was not proud of what he did. Knowing how [REDACTED] is now, Rahn said he was "down right ashamed" for the "cracks" that he made toward [REDACTED] for [REDACTED]. Officer Rahn said this is embarrassing for him, and he would be "mortified" if [REDACTED] knew what he had done. He said, "I own it, because that what I do." Officer Rahn said he would apology to [REDACTED] saying, "Knowing him...I'm sure he would probably accept it, but he would probably want to slug me, but so be it, I have it coming."

When asked if he felt the issues happening on night shift meets the definition of a hostile work environment, for some officers, he replied, [REDACTED]

Officer Rahn said [REDACTED] in the way he walks) [REDACTED]

Rahn was asked to explain how the incident might have happened. [REDACTED]

[REDACTED]
[REDACTED]
Shift Commander – When asked about the style of the supervisors when they were acting shift commanders and Officer Rahn [REDACTED]

[REDACTED] He said [REDACTED]
[REDACTED]
[REDACTED] He named [REDACTED]
[REDACTED]
[REDACTED] Officer Rahn said [REDACTED]
[REDACTED] He said [REDACTED]
[REDACTED]
[REDACTED] Officer Rahn said [REDACTED]
[REDACTED] He said [REDACTED]

Questions were asked of Officer Rahn about the supervision on night shift and if he had knowledge of any supervisor involved in harassment or bullying. He said [REDACTED]
[REDACTED]
[REDACTED] He said [REDACTED]
[REDACTED]

Officer Rahn eventually agreed that all of the MDT messages, in question, that he sent out, violated policies of the Green Bay Police Department and it created an environment of harassment and bullying. He said he believed that race and sex did not have anything to do with the investigation involving him.

The investigation revealed that Officer Rahn had been bragging at a packer game to fellow officers on January 8th, about how he was going to get days off for his misconduct. When asked about it, he said, *"I've said it many times, I know that I've violated MDT policy and would expect to get punished of it."*

Officer Rahn was asked about any other issues, or problems that the investigation had not uncovered on night shift and he said it was important for guys to be heard about their frustrations on shift. He said [REDACTED]
[REDACTED]
[REDACTED] Officer Rahn [REDACTED]
[REDACTED] He said [REDACTED]
[REDACTED]
[REDACTED] He said [REDACTED]
[REDACTED] He said [REDACTED]
[REDACTED] He said [REDACTED] Officer Rahn also
said [REDACTED]
[REDACTED]
[REDACTED]

[REDACTED]
[REDACTED]
INTERVIEW WITH [REDACTED]

On January 11th, 2017 at approximately 0430 hours, an interview was conducted with [REDACTED] in reference to internal investigation #16-542I. [REDACTED] was advised that he was a potential witness to what had been going on, on the night shift. He was read a short disclaimer in regards to the scope of the investigation and that he must answer all questions truthfully, with [REDACTED] advising he understood.

[REDACTED] was asked what had been going on, on the night shift and in particular about the investigation. He said now that the investigation is on-going, people show up for work and handle their calls and there is no more, "Smoking and joking," even with those people that he could do that with prior to the investigation. He was asked if there has been any talk in roll call or the locker room about the investigation and he said he has only heard that the investigation is about [REDACTED] and Lt. Korth.

[REDACTED] was asked if there was anyone on the night shift that he felt had been harassed, bullied or picked on either directly or indirectly and he said he doesn't see it that way. He stated, "We all smoke and joke about things with each other and as far as I knew, no one flat out said this person is being mean to me, or singling me out or causing issue with me."

[REDACTED] was asked about people sending out MDT messages and he said he couldn't recall specifics, but knows messages are sent out. He said there have been messages sent out car to car, between certain groups of people and all cars about certain people. He named [REDACTED] and himself as being people that have had messages sent out about them. [REDACTED] agreed that the people he named were the ones a majority of the inappropriate messages were sent about. He was asked who those individuals were that are responsible for sending out a majority of the messages and he said, Lt. Korth, Officer Masiak, Officer Brester at one time and [REDACTED]. He did say that he did not think [REDACTED] messages were mean spirited like the others.

It was explained to [REDACTED] the difference between the self-deprecating humor we do to each other as friends and the actions that are done behind someone's back made to degrade or embarrass that person and he agreed there was a difference. [REDACTED] said that whatever is sent out on the MDT, he does not take personal offense too.

[REDACTED] was presented with a message that had been sent out on the MDT about his [REDACTED]. It should be noted that [REDACTED]

[REDACTED] The message read, [REDACTED]. This was a message sent by a Green Bay Police Officer to another Green Bay Police Officer. [REDACTED] could only say, "That's no good," about the message. [REDACTED] said he thinks he remembered the call and was notified by Officer Mike Rahn that he had contact with [REDACTED] and that she [REDACTED] did not know about the messages being sent out

about it. [REDACTED] said the message does not offend him, as he knows the lifestyle [REDACTED] leads, but he is pretty sure [REDACTED] would be upset by it.

He was asked if he could remember any specific messages that were sent out by Lt. Korth, Officer Masiak or Officer Brester, that he thought should not have been sent out and he said he hasn't seen anything sent out in a while that would be inappropriate. [REDACTED] was asked if he has ever responded to MDT messages, picking on others and he said he might have. He said when someone sends out an all car message about someone, he may respond to someone specific and not to the whole group. He said he does not go out of his way to comment on those types of messages. He was told that we have not seen any messages sent by him that would be inappropriate. [REDACTED] was asked if he could remember any inappropriate messages being sent out by anyone about him and he said no.

[REDACTED] was asked about the locker room and if anyone had been talking about others, including supervisors and he said recently [REDACTED] name was brought up. He explained someone was talking about her [REDACTED]. [REDACTED] understanding is that [REDACTED] [REDACTED] said it was him, [REDACTED] and [REDACTED] in the locker room having the conversation. He said they also talked about it standing on the wall outside in the East parking lot. He said they were talking about how it did not make sense that [REDACTED] went to a fitness class and then back to [REDACTED]. It was explained to [REDACTED] that this was not the case and the real reason [REDACTED]

[REDACTED] then said that he does not want to give any constructive criticism to anyone in fear that they will go to a supervisor and he will get in trouble. He was asked who he was referring too and he said [REDACTED] and [REDACTED]. He said he does not go out of his way to help them, unless they come to him, because he does not want them to feel he is attacking them. He said he has heard that "they" do not take criticism very well. He was asked who had told him that and he said Officer Masiak. He was asked if he has observed any deficiencies in the way [REDACTED] or [REDACTED] do their job and he said he believes [REDACTED] has a hard time talking to people. He explained that [REDACTED] and they were talking normally to a subject and then [REDACTED] started yelling at the person. [REDACTED] [REDACTED] said "they", including himself will "smoke and joke" with [REDACTED]. He said he still jokes around with him and it isn't a big deal. He said [REDACTED] is "coming around" and learning that it takes time to earn trust and respect. He said, "We're not going to be buddy buddy right away, until I get to know you." [REDACTED] [REDACTED] either and when he has been; there have been several other officers on the same call.

[REDACTED] was asked if there was anyone else that frequently talked about [REDACTED] and he said [REDACTED] in particular Officer Masiak, Officer Brester and Officer Rahn. [REDACTED] said, "All the guys that work with her said she's not a favorable cop."

He then explained a situation that he had been told where [REDACTED] had stopped a vehicle and it was suspected that there was marijuana inside. [REDACTED] called for a K-9 unit to respond to conduct a search and Officer Masiak disagreed and told her she did not need a dog, as she had enough Probable Cause to search the vehicle. He said there was some sort of argument between [REDACTED] and Officer Masiak. It was explained to [REDACTED] that requesting a K-9 unit under those circumstances could be beneficial, whether she had Probable Cause to search without one.

He also explained that Officer Masiak had told him about [REDACTED] having called out with an open door [REDACTED] and she cancelled her cover and sent out a message that she had already taken care of it. They felt this was an officer safety issue, as she had put herself in danger by handling the call alone. (This was explained by [REDACTED] during her interview, that if she had called out with anything at that time of night, she would be harassed and chastised for it.) We explained that situation to [REDACTED] and he said he understood.

[REDACTED] was asked if he was aware of or had heard talk about anyone saying sexist or racial comments about females or minority officers and he said no. He was asked if he had heard a comment directed towards [REDACTED] while standing on the wall after roll call with someone stating, "Great, we hired another one of those." This was in reference to [REDACTED] accent when he speaks on the radio. [REDACTED] said he did not hear that comment and he has said that [REDACTED] is hard to understand on the radio, but it was not in a racial or derogatory manner.

We then talked about how [REDACTED] had said [REDACTED] is often the topic of conversation in the locker room and who is responsible for starting those conversations. He said Officer Masiak has brought up [REDACTED] several times and he has also brought up things about her. [REDACTED] said he has asked what had been going on with her and how she was doing, but never talked in a derogatory manner about her.

He was then asked if anything was being said about [REDACTED] and [REDACTED] said, "Not recently." [REDACTED] said he had heard something about how [REDACTED] sounded on the radio and this was during roll call. He said he could not recall who made the comment.

[REDACTED] was asked if he had ever had a conversation with [REDACTED] in the locker room, about [REDACTED] and he said no that he could recall. He said he has talked to [REDACTED] about the [REDACTED], but not about [REDACTED]. He was asked if he had had a conversation with anyone in the locker room about [REDACTED] when Officer Knutson was present and [REDACTED] said he did not think so.

He was then asked about a picture text message he had received from Officer Knutson, which was a picture of [REDACTED] with a caption underneath reading "I can't work" making fun of her [REDACTED]. The picture had been taped to the back of the chair where she sat during [REDACTED]. [REDACTED] said Officer Knutson had sent to him, Officer Eickholt, Lt. Korth and two or three others that he could not remember. [REDACTED] said he forwarded the message to [REDACTED] so he was aware of it and [REDACTED] sent a message back saying, "Not funny." [REDACTED] said [REDACTED] then told him it was taken care of.

[REDACTED] said he sent the picture to [REDACTED] to give him a heads up, as he knew there was tension between people on the shift and that the picture would make it worse. He said he knew when he received the picture that it was not a good idea for the person who had sent it out to have done so. [REDACTED] was asked if anyone was talking about the picture at the Packer game that day and he said he talked to [REDACTED] who is a union board member, and showed him the picture on his phone. [REDACTED] said he advised [REDACTED] that he had brought it to [REDACTED] attention.

[REDACTED] was asked how he thought Officer Knutson fit in to this whole situation and if Officer Knutson had said anything to him after sending the picture. [REDACTED] said Officer Knutson has never talked to him about [REDACTED] and he has never seen any messages sent out by Officer Knutson in reference to her. He has seen Officer Knutson since the picture incident and Knutson has not said anything to him. He did hear that Officer Knutson had taken responsibility for the picture, but that was all he knew. [REDACTED] was asked if he knew why Officer Knutson would send the picture to him and he said it may have been, because Officer Knutson may have sent it to people he knew he could, "Smoke and Joke," with. [REDACTED]

[REDACTED] was asked what he thought of what had been going on, on the night shift and he said he doesn't think things have necessarily changed, but people are putting things out over MDT. He said in the past, you could approach a fellow officer and tell them to knock it off and now, you can't. He was asked what he thought about the supervision on nights and he said [REDACTED] He said he has brought issues to [REDACTED] and he has done something about them. [REDACTED] then said [REDACTED]

[REDACTED] was specifically asked about what he thought of [REDACTED] and he said he does not have any issues with him, but he has heard stories of [REDACTED] going from "Zero to a hundred", yelling and screaming. [REDACTED] said [REDACTED] has not been like that to him, but he has heard from other people that he has done that on calls. He was then asked about [REDACTED] and he said he does not have any issues with him either. He said [REDACTED] He was asked about [REDACTED] and he said, [REDACTED]

[REDACTED] went on to say that [REDACTED] will not allow them to handle the call and make their own decisions. He further said [REDACTED] does not address some of the issues they will bring to him. He was asked about Lt. Korth and [REDACTED] He said Lt. Korth would let them make their own decisions on a call and he was there as a resource.

[REDACTED] was asked what the atmosphere was like in the shift commander's office when certain people were working and he said, "I know what you're talking about, [REDACTED] and certain people are on lunch." He said certain people like to eat when they eat and don't like to deviate from it. He also said [REDACTED]

[REDACTED] He was asked who the "group" was that he was referring too. He said [REDACTED]

██████████ He said the ██████████ are also in there. He was asked if he thought that type of atmosphere was productive and he ██████████
██████████ was asked what he thought the atmosphere was like when Lt. Korth was working in the shift commander's office and he said, ██████████
██████████ He was asked if it was a professional atmosphere or more like a frat house and he said, ██████████
██████████
██████████

██████████ was asked if he thought it was appropriate for officers or supervisors, in particular Lt. Korth, Officer Masiak and Officer Brester, to be sending MDT messages in the manner they do and he said, ██████████ He said he would not recommend doing it, ██████████ ██████████

██████████ He was asked if he thought it was appropriate for a supervisor to be doing these things and he said, ██████████

██████████ was asked if he had ever heard the nicknames, ██████████ ██████████ and he said no and he had never seen those in an MDT message either. He was asked if he had heard the nickname ██████████ and he said no.

He was asked if he thought the behavior on night shift had increased since the Captains left or if it was the same and he said ██████████
██████████

██████████ He was asked if he specifically knew who had been brought in and he said he heard Brester and Masiak. He said he did not know of anyone else. He was asked if he knew if Korth had ever been brought in and talked to about his MDT messages and ██████████ said he did not know. He was asked if it would surprise him if Lt. Korth had been brought in and was talked to about his messages and he said no.

██████████ was asked if he heard about Officer Masiak keeping ██████████ handcuffs after transporting someone to jail for her and he said no. He was asked if he had ever observed or heard of the ██████████ "walk" and he said no.

██████████ was asked if anyone had contacted him about the investigation and he said no. He said he has gone to ask questions to his ██████████ ██████████ asking them about a time line for the investigation.

He was asked if he was working the night ██████████ and ██████████ were ██████████ ██████████ and a message was sent out by Officer Masiak and he said no, but he had heard about it. He was asked what he had heard and he said he heard that Masiak had sent out a message about how they can take a call and not do any paperwork on it.

██████████ was then advised if he became aware of any additional information or if he remembered anything, he was to report it to the Professional Standards Division. He was

advised not to talk about the investigation with anyone, except his union representation and his wife. The interview was concluded at this time.

INTERVIEW WITH [REDACTED]

On January 12, 2017, at approximately 1100 hours, [REDACTED] met with PSD Investigators in reference to the harassment and bullying going on in reference on the night shift.

Throughout the course of this investigation, PSD Investigators received information that [REDACTED] had left night shift after a short time of being assigned to the shift because she had been bullied or intimidated by the officers.

Upon interviewing [REDACTED] she stated that she started at the Green Bay Police Department in [REDACTED]. She stated to the best of her recollection that the shift Captain was [REDACTED]. She stated that she had been assigned to [REDACTED].

[REDACTED]

When asked if there were any specific officers on the shift that she had issues with, and she stated that [REDACTED]. However, she said that there was a period of [REDACTED].

[REDACTED] She believes that [REDACTED] then went to [REDACTED] and commented to [REDACTED] that she was being harassed or bullied and that was the reason why she [REDACTED] stated that at some point [REDACTED].

[REDACTED] had pulled her aside and had questioned her because he was concerned that one of his officers might have been bullied by one of the night shift officers and she told [REDACTED] at that time that [REDACTED]

[REDACTED] stated that at the time she felt that [REDACTED]
[REDACTED]
[REDACTED] She stated that he would frequently send out MDT messages titled, "Knowledge is Power", and then add informational segments to his message reference case law or ordinances in a way to motivate the shift. She stated that after he would send out these all-car messages that Lt. Korth would usually follow up with a mocking MDT message to specific officers so that [REDACTED] would not know that this was done behind his back. [REDACTED] stated that she was one of those officers that would frequently receive those messages from Lt. Korth. When asked how often she had received a message from Lt. Korth she stated that she could not remember but "it was a lot" and stated, "It was probably more than ten times." She commented at the time it was probably funny but [REDACTED]
[REDACTED]

She stated that [REDACTED] she did not recall anything specific about officers bullying her or trying to intimidate her, as she would do policing outside of her district. She stated that there was an expectation that officers are responsible for their districts just like there is on almost every shift on the police department.

[REDACTED] stated that when [REDACTED] started at the police department [REDACTED]
[REDACTED]
[REDACTED] She stated that [REDACTED]
[REDACTED]
[REDACTED]

[REDACTED] stated that [REDACTED] recalled that [REDACTED]
[REDACTED]
[REDACTED]
[REDACTED]
[REDACTED]

[REDACTED] stated that she does not know why [REDACTED] and Officer Masiak have so many issues between the two of them but she did say that recently when she was in the girls' locker room and she saw [REDACTED] she had made a comment to her, that "Casey's a real dick." [REDACTED] stated that she also recently attended a department sponsored school with Officer Masiak and he had commented to her, that he "wasn't very fond of her", referring to [REDACTED] [REDACTED] stated that she could not elaborate exactly on why their relationship had taken such a negative tone.

INTERVIEW WITH [REDACTED]

On January 13, 2017, PSD Investigators interviewed [REDACTED]. [REDACTED] accompanied [REDACTED] [REDACTED] was explained the reason for the interview and that at the time of the interview, he was considered a witness or victim of the harassment and bullying that had been found to be occurring on the nightshift.

When [REDACTED] was asked if he believed any particular employees on the nightshift may have been the victim of harassment or bullying, he said that he thought he was a victim along with [REDACTED]. He thought that [REDACTED] was a victim due to a previous incident where [REDACTED] was picked on for [REDACTED]. [REDACTED] was asked who he thought was doing the harassment or bullying, he first said Lt. Rob Korth because he had personally witnessed him sending out a lot of MDT messages of that type. He also said that he heard that Casey Masiak, Mike Rahn, and Timothy Eickholt were bullying and harassing other employees and he heard this from other officers and supervisors.

[REDACTED] said that he had heard Lt. Korth call [REDACTED] the [REDACTED] one night while Lt. Korth was assigned to the desk and he was in the shift commander office with [REDACTED]. He said that he asked what [REDACTED] meant and that Lt. Korth said that it meant that [REDACTED]. He said that he had some severe disagreements with Lt. Korth about work performance. One thing [REDACTED] recalled was that Lt. Korth expressed his strong views that he was a Republican and picked on [REDACTED] for being a liberal and a Democrat and this went beyond friendly banter to dislike. [REDACTED] also said that Lt. Korth sent out a lot of MDT messages that would rip on [REDACTED] that were titled "knowledge is power." He also said that Lt. Korth would send out messages ripping on him for an incident over a year and a half ago involving [REDACTED].

[REDACTED] said that the messages about [REDACTED] turned into a blowup with Lt. Korth that ended with Lt. Korth telling him to lighten up and stop being a company man. He next said that he has heard Lt. Korth say that [REDACTED] is a substandard employee. [REDACTED] said that he never saw [REDACTED] as a substandard employee when he went on calls with her and added that [REDACTED] performance statistics were always above the shift average. Next, [REDACTED] said that Lt. Korth would say things over the radio that would diminish what was going on with an active call, and he said that this would also be a time that Lt. Korth would say the joke about [REDACTED]. [REDACTED] said that he would get so frustrated with Lt. Korth that he would just block him out, and although he considered Lt. Korth a friend, he [REDACTED].

[REDACTED] said that he would avoid the shift commander office when Lt. Korth was assigned to the desk because Lt. Korth would have the music cranked. He said that Lt. Korth would always pass gas in the office and think it was funny. When asked if Lt. Korth ever gave him a nickname, he said that Lt. Korth calls him [REDACTED] but he does take that negatively

because [REDACTED] He said that he didn't take the [REDACTED] nickname as complimentary when Lt. Korth called him that in front of officers. As for other nicknames, he said that Lt. Korth calls everybody "Randy" but he doesn't know why.

[REDACTED] said that he brought both Officer Masiak and Officer Kurt Brester in separately after the incident where [REDACTED]

[REDACTED] He said that he told them separately that the two needed to work together and back each other up no matter what they thought of each other. He said that part of this talk was also to stop calling off dispatch assigned cover officers because the two didn't like the assigned officer. One of the officers that he remembered getting called off was [REDACTED] He added that Officer Masiak and [REDACTED] did not like each other and the two were not compatible as work partners.

When asked why [REDACTED] had earlier said that Lt. Korth had commented that [REDACTED] was a substandard officer, [REDACTED] said that Lt. Korth complained that she would sit by the [REDACTED] parking lot all night and talk on her phone. [REDACTED] said that he figured that Lt. Korth just wasn't seeing the work [REDACTED] was doing and that he had no problem with what she was doing. [REDACTED] said that [REDACTED] told him that she would take time off as she earned it, which probably didn't sit well with other officers who thought she cared more about being off than working. He said that Officer Mike Rahn was one person who would comment about [REDACTED] being off in roll call and he believed Officer Rahn was being critical of [REDACTED] [REDACTED] did say that there were no issues with [REDACTED] inappropriately taking time off or abusing any of her off time use.

[REDACTED] said that he has talked with [REDACTED] on the night shift, [REDACTED] about the all-car messages that Lt. Korth would typically send out. He said that Lt. Korth would send messages about everybody and Lt. Korth was [REDACTED] When [REDACTED] said he would try to meet up with Lt. Korth by sending him a message, Lt. Korth would not be willing to meet up with him. He said that nobody else in the department picks on him to the level that Lt. Korth picks on him. [REDACTED] said that [REDACTED] met with him and said that he could not believe how Lt. Korth can send out the type of the messages he sends and that Lt. Korth should not be joking around so much and sending out the messages he does as a supervisor. He also said that [REDACTED] has complained to him about the messages that Lt. Korth sends out.

[REDACTED] said that officers congregate in the shift commander office more when Lt. Korth was assigned to the desk. He estimated that there could be between five to seven officers that would be hanging around the shift commander office that would include [REDACTED] The officers would hang out in the shift commander office anywhere from 30 to 60 minutes, and Lt. Korth would commonly be playing hunting or fishing videos or would play music loud, [REDACTED] said. Additionally, [REDACTED] said that most every time that Lt. Korth was assigned to the desk, the music would be played loud. Finally, [REDACTED] said that he thought [REDACTED]

██████████ and that he knew that Lt. Korth has called in sick after he was out fishing all day.

██████████ was asked if particular female officers on the nightshift were picked on. He said that ██████████ was not picked on. He said that ██████████ was picked on for staying on the fringe on calls that were her calls and he heard that she left her district when she went from her assigned District ██████████ to meet another officer at a gas station in District ██████████. He said that ██████████ was not picked on, ██████████. He said that ██████████ was picked on for taking a lot of time off on the weekend including taking off time and using sick time when she was ██████████. ██████████ said that ██████████ was picked on and bullied for taking time off and for ██████████. He could not name specific officers, but he said that he had heard that officers grumble about how much time ██████████ was in the station. ██████████ was not sure if it was common knowledge that ██████████.

██████████ was asked if ██████████ ever complained about being picked on and he said that she complained to him one time on a call on ██████████. He said that the call was a report of a man with a gun and that other officers had the man in custody and seated in the back of a squad car by the time ██████████ arrived three to five minutes later. When ██████████ arrived at the scene, the officers asked her to watch the male in custody and she complained to ██████████ that she was being picked on and said that "you", which he took to mean ██████████ don't do anything about it. ██████████ said that she was asked to watch the suspect only, because she was the last one there and that he went on calls that ██████████ was on for a while and did not see any harassing behavior.

██████████ has asked if he had ever heard any complaints about ██████████ tactics and he said that the only one who mentioned her tactics with him was ██████████. He said that the call ██████████ told him about was a call at ██████████ involving finding an open door and ██████████ did not call for backup. He said that ██████████ addressed the matter with ██████████ and then told ██████████ that ██████████ did not call for backup because she did not want to disrupt the officers in District ██████████ to help her. He said that ██████████ would have thought she might be disrupting other officers' break times and might have "caught hell" and he said this would only happen to ██████████. On that night, ██████████ thought ██████████ and ██████████ were the other District ██████████ officers. ██████████ said that he spoke with ██████████ once about her tactics on a call involving an emotionally disturbed male. ██████████ said that he arrived at the scene and found ██████████ already speaking with someone at the front door of the suspect house. He said that he spoke with ██████████ in a coaching manner about this incident. When ██████████ was asked if any nightshift supervisors harassed or bullied people, he said that the only supervisor that would do that would be Lt. Korth. ██████████ said that he had heard of Lt. Korth's imitation of ██████████ from ██████████. He said that the imitation involved Lt. Korth pulling up his pants and ██████████ thought that Lt. Korth was imitating him. When asked if he had ever heard of Lt. Korth making monkey or ape noises, he said that he had also heard this

from [REDACTED] and when he was told, the noises were not related to any person. When asked if he had ever heard the phrase "NDNS" or "JNBN" and after he was given an explanation of what this could mean, [REDACTED] said that he had never heard that. He also said that he has never heard the "N" word in the workplace or by officers towards the public.

[REDACTED] said that he spoke with [REDACTED] and then he decided to come upstairs to report the things they knew Lt. Korth was doing. He said that after the picture incident involving Officer Knutson posting the picture of [REDACTED], he was motivated to come upstairs because he didn't want to lose his job. He understood by reporting this activity, that he might be crucified for going upstairs by the guys on the shift even though it was the right thing to do. Also during that night, [REDACTED] said that [REDACTED] spoke with [REDACTED] about what was going on and this conversation made him and [REDACTED] positive they needed to go upstairs with the issues. [REDACTED] said that [REDACTED] told him that he asked [REDACTED] if this was about the picture and that [REDACTED] said that it was about the picture and a whole lot of other things that were going on. [REDACTED] then said that when he and [REDACTED] spoke about their previous concerns and the addition of the conversation with [REDACTED] that it was [REDACTED] perception that it was time to bring this complaint upstairs because they didn't want to lose their jobs [REDACTED]

[REDACTED] was asked what he had meant when he said that he would be crucified for bringing the complaint upstairs. He said that this meant that the night shift would label him as a "snitch" or a "narc" or that he was selling out his fellow officers. He also said that he thought

[REDACTED] said that he and [REDACTED] had already decided to go upstairs with the picture of [REDACTED] going around, and the addition of [REDACTED] telling [REDACTED] that [REDACTED] was fed up with these things and something needed to be done solidified the need to go upstairs.

[REDACTED] was asked if he saw the picture of [REDACTED] that was taken on a cell phone and he said that he saw it briefly at the Packer/Seattle game as Officer Knutson had it on his phone. He said that he looked at the picture and said "nice", which he meant as sarcastic and as "why would you do that", and he then walked away. [REDACTED] said that there were a group of officers by him, of which he thought included [REDACTED] at that time and that Officer Knutson showed it to the other officers as a joke. He said that he couldn't see what the words were below her picture, but did not think that the picture was complimentary to [REDACTED]. When he saw the picture, [REDACTED] said that he was thinking "what did Lt. Korth do now" because Officer Knutson commonly works OWI patrol on the nightshift.

The night right after the Packer game, [REDACTED] said that he talked with [REDACTED] about the picture, who told him that he knew about the picture as well. He said that he did not address the picture at the Packer game because he did not want to miss any of his game assignments. He said that the picture is clearly [REDACTED] and he recognized that the picture was [REDACTED] department photo. [REDACTED] said that looking back, and when

reminded that the picture was making fun of an employee and he was seeing it while he was working ██████████ that he probably should have done something at the time he saw the picture and not just walked away.

██████████ was shown his details from a month prior when he wrote of the incident with ██████████ picture, and at that time, he wrote that the picture included the words "can't work." He explained that he did not know what the picture said at the time, but learned of what it said later that day. He further explained that he was troubled by the picture and that he and ██████████ spoke that Sunday night and the following night about what to do with this. He then clarified that reporting this was more than saving his job or promotion and reporting it was the right thing to do.

██████████ was asked if ██████████ Facebook pictures were opened at work. He said that he has opened ██████████ Facebook profile at work to view pictures of her wedding pictures, vacation pictures, pictures in a boat, pictures of her in a bikini, pictures of her at a waterpark, and pictures of her daughter. When asked if any other employees would have seen the Facebook pictures of ██████████ that he opened while working and on a work computer in the office, he said that it was likely that ██████████ had seen them along with ██████████ and various guys on the shift. He said that the viewing of these pictures would have been about two years ago back when ██████████ was on the shift and he said that he believed ██████████ would have also seen the pictures that he brought up from Facebook on a work computer on work time.

██████████ said that he has had a number of blowups over how he and Lt. Korth differ in doing their jobs over the last couple years. He gave examples including one time that a TV station wanted to interview ██████████ that Lt. Korth refused to do and another example of how Lt. Korth would leave difficult cases in the approval waiting area of GERP for ██████████ to do. He also believed that Lt. Korth would undermine things he and ██████████ would try to do on the shift. ██████████ said he also had a blowup in the locker room with Lt. Korth, which he didn't remember why it started, but he recalled that he was mad at Lt. Korth for not doing his job. When he would have disagreements with Lt. Korth, ██████████ said that Lt. Korth would call him a company man and an admin person and then wouldn't talk to him for a while after the disagreement. He said that Lt. Korth had taken a picture of him sleeping in a squad car one time when they were parked car-to-car.

He was asked if he ever heard racial names and ██████████ said that the only time that he has ever heard any combination of the "N" word was from Lt. LaValley in a private conversation that was in the shift commander office. He also said that Lt. Korth may have been in the office with them and the conversation was in relation to the riots in Ferguson that were going on at the time. He said that he has never heard any combination of "JNBN" and did not know what that meant before this interview.

██████████ said that Chief Molitor investigated Lt. Korth two or three years ago for "crank calling" a neighbor where Lt. Korth used to live. He said that Lt. Korth and another neighbor

made those calls and a complaint was made to the DePere Police Department. [REDACTED] said that both he and Lt. Korth were called in by Chief Molitor and that they both said everything that they did. He said that Lt. Korth called the neighbor "split wedge" and Lt. Korth picked on him because he was on administrative leave from a correctional officer job in Oshkosh.

[REDACTED] said that he doesn't know the real name of "split wedge" and said that he was very odd. He said that Lt. Korth picked on "split wedge" because he picked up on some of these oddities. Later in the interview, [REDACTED] was asked why Chief Molitor would have called him in on the crank calls, and he said that it was because he had been at Lt. Korth's house when the calls were made. He said that he knew there had been an investigation by the DePere Police Department headed by Sgt. Guth who had called him about the investigation. As for the outcome of the meeting with Chief Molitor, [REDACTED] said there was no discipline or counseling register entry, and Chief Molitor just told him to "watch what you do and knock it off." He said that he was not happy or proud of being called in by the chief and called by the DePere investigator, so he started to distance himself from Lt. Korth.

[REDACTED] was asked why Officer Knutson would have showed him the harassing picture of [REDACTED]. He said that he and Officer Knutson [REDACTED] he [REDACTED] so he figured that Officer Knutson felt comfortable with him [REDACTED] said that he wished he could go back to that day and do things differently. He then added that he thought [REDACTED] was "milking the system" and maybe Officer Knutson knew that. [REDACTED] said he thought that when [REDACTED] got bumped out of taking Christmas or Christmas Eve off, that she then all of a sudden went [REDACTED] and that he discussed this with [REDACTED]. He added that at the morale party, [REDACTED] said that she likes to do the least work possible to get the most credit and get the most time off. He said that there was probably six other people that may have heard this that could have included [REDACTED].

[REDACTED] was asked if there were any problems between himself and Officer Masiak. He said that [REDACTED].

[REDACTED] He said that Officer Masiak was teased for [REDACTED] but he never teased Officer Masiak about this and was [REDACTED]. He added that he had [REDACTED].

[REDACTED] was asked if he knew about Officer Masiak taking [REDACTED] handcuffs. He said that he was not working the night of the arrest, but was working the next night when [REDACTED] came into the shift commander office looking for her handcuffs. He said that [REDACTED] told him that Officer Masiak was the one who took the arrested person to jail, so [REDACTED] said that he sent a message or told Officer Masiak to come in to the station. He said that he had a conversation with Officer Masiak and Officer Masiak told him that he put the

handcuffs on the counter or in the drawer. When he saw [REDACTED] a couple days later, [REDACTED] said he asked her if she got her handcuffs back and she said that she did not get the handcuffs back and believed that Officer Masiak still had them. [REDACTED] said that he told [REDACTED] what Officer Masiak had said and added that he had seen a pair of handcuffs on the counter earlier, so he thought someone had taken the wrong pair of handcuffs. He said he never heard anything further about the handcuffs and assumed that [REDACTED] got them back.

[REDACTED] said that Lt. Korth told him a story about when [REDACTED] Lt. Korth told him that [REDACTED]

[REDACTED] He gave an example that Lt. Korth would go to a gas station on duty and see a minority use food stamps and then openly comment that they were using his tax dollars. He said the only minorities that Lt. Korth would comment on in this way were African American, and Lt. Korth would comment that the person was lazy and needed to get a job so they would stop sponging off him. [REDACTED] said that Lt. Korth would commonly get the receipt from the station attendant and take a picture of the receipt to keep track of the biggest food stamp purchase. He said that Lt. Korth would comment that African Americans were lazy and didn't work and it was also possible that Lt. Korth would also use the "N" word during these times. [REDACTED] said that he never saw Lt. Korth take pictures of the receipts but Lt. Korth would show him pictures of the receipts on his phone on duty and comment on how much was spent on pizzas or sodas or whatever else. He said Lt. Korth would comment on things like the African American should get a job or should stop having kids or would comment that an African American had several kids. He also said that Lt. Korth said the full "N" word in relation to being upset at the Freddie Gray incident and Lt. Korth would complain that the officers were getting blamed for what the "N" guy did, and these conversations occurred in the shift commander office.

When asked about the supervision on the nightshift, and the individual supervision in particular, [REDACTED] started by saying that [REDACTED]

[REDACTED] He said that [REDACTED]

[REDACTED] Of all the supervisors on the shift, [REDACTED] said that he is most in tune with [REDACTED] for supervisory style and communicates most with him.

[REDACTED] said that he thought [REDACTED] thought Lt. Korth [REDACTED]

[REDACTED] He thought that [REDACTED]

INTERVIEW WITH OFFICER KURT BRESTER PART 2

On January 16th, 2017 at approximately 0537hours, PSD Investigators conducted a second interview with Officer Kurt Brester. The interview was conducted in the second floor conference room at the Green Bay Police Department. [REDACTED] was present. Officer Brester was given a brief synopsis of the investigation and complaint against him, to include the alleged policy violations. He was advised that based on several interview that were conducted since his first interview, along with some of his past responses to questions, new information had been discovered, that we needed to talk to him about.

Officer Brester was presented with several MDT messages that had been sent by him or that he responded to. Below is an evidentiary chart of the messages:

From Brester	Officers that MDT was sent To	Date of MDT Message	Brief Subject matter of MDT messages. Most include multiple threads and responses.	Intended Victim
KB 1	Masiak	8/9/15	he's dumb lol....	[REDACTED]
KB 2	Masiak	6/21/15	it's noons brah haha...try? Long snapper should be called in already	Afternoon Shift
KB 3	Masiak	7/23/15	check county call..living up to their name	BCSD
KB 4	Masiak	7/7/15	dumb dumb	[REDACTED]
KB 5	Masiak	7/30/15	umm 2 uwgb cops lol...good stat [REDACTED]	UWGB Police
KB 6	Masiak	4/3/16	prolly the only one 23 so far...	[REDACTED]
KB 7	Masiak	11/26/15	welcome to nights..taking care of your sector sucks	[REDACTED]
KB 8	Masiak	11/27/15	so you're saying I have to work the game and then the road? But when will I see my family?	[REDACTED]
KB 9	Masiak	12/5/15	[REDACTED]s cleqaring up for that 10-50 on greenbriar/ clowns	[REDACTED] and [REDACTED]
KB 10	Masiak	1/14/16	she asked if you wold and I told her that she'd have to ask you lol	[REDACTED]
KB 11	Masiak	7/17/16	[REDACTED] really couldn't do the transport?	[REDACTED]
KB 12	Masiak	7/25/16	[REDACTED] gooooo	[REDACTED]
KB 13	Masiak	7/30/16	only 2 sups and they are both on that call lol	Supervisors
KB 14	Masiak	10/19/15	pretty cool that [REDACTED] just stays on training screen while we have Adam helping us lol	[REDACTED]
KB 15	Masiak	11/21/15	probably just keep me 10-8 lol...oh [REDACTED]	[REDACTED]

			wonder what beef and his rider are talking about..must be pretty quick in that car	
KB 16	Masiak	8/22/15	will go"	
			I don't think likes pulling her weight	
KB 17	Masiak	8/17/15	mr. negativity is back in full swing...	

Officer Brester was presented with the aforementioned MDT messages and was asked if he violated policy by sending the messages. Officer Brester said yes to each message.

Officer Brester was advised that after reviewing his first interview and from additional information being learned in the course of the investigation, investigators needed clarification on some questions.

Officer Brester was again asked who the officers were that were responsible on the nightshift for harassing others and he said [REDACTED]

Officer Brester was asked who specifically had concerns with how [REDACTED] preforms her job and he [REDACTED]

[REDACTED] Officer Brester was asked if he had ever addressed any of his issues about [REDACTED] with a supervisor and he said [REDACTED]

[REDACTED] He said [REDACTED]. He said [REDACTED]

Officer Brester was again asked if he knew anything about Officer Masiak transporting a prisoner for [REDACTED] and keeping her handcuffs and he again [REDACTED]

[REDACTED] He was asked if Masiak had ever talked to him about the incident and he [REDACTED]

Officer Brester was asked if he was present when Officer Eickholt made a comment about [REDACTED] and [REDACTED] ejaculated on her face and the she went home and kissed her kids with the same mouth. Officer Brester again said [REDACTED]

Officer Brester was asked if he had ever heard, seen or done the [REDACTED] walk" and he said outside of work he has done it once or twice, but at work [REDACTED]

[REDACTED] He was confronted with the fact that in his first interview he told us that he had only heard about the [REDACTED] walk and he said [REDACTED]

[REDACTED] He was asked if there were any racial under tones to the walk and he said [REDACTED] He said [REDACTED] [REDACTED] Officer Brester said he is not going to admit to something if he did not see or hear it. He was asked why he was doing the walk and what he or the agency would gain by it and he said, "Nothing, it's terrible." He said he has made fun of others as well. He said he has made fun of former [REDACTED] and [REDACTED] so he would not say it was just one person. He was asked who started the [REDACTED] walk" and he said [REDACTED] He was asked what he knew about the message, "Knowledge is power" and he said [REDACTED]

Officer Brester was asked what he had meant when he said [REDACTED] He said [REDACTED] He was asked if supervisors could make traffic stops or do police work and [REDACTED] He was asked if it was his job to determine what supervisors can or can't do and he said [REDACTED]

He was asked again if he made a statement about [REDACTED] referring to her as a [REDACTED] and he said again, he did not make that statement. He was asked why an officer would tell us that he said this and he said he would like to know also. He was advised that he has given us answers in the past, which seem to minimize things and he said he could admit to doing it all. He said if he had the answers he would tell us. Brester stated, "Trust me, I want this over with just like everyone else does."

He was asked why no one hangs out in the shift commanders officer when [REDACTED] are in there and he said, [REDACTED] He was asked if they were stricter or more professional and he said [REDACTED] He said [REDACTED] He said with [REDACTED]

Officer Brester was again confronted with specific incidents involving [REDACTED] and Officer Masiak, that we were told he was present at and again he stated [REDACTED]

[REDACTED] He remembered [REDACTED]

He was asked if he had ever heard anyone use the "N-word" during or after a call or in the shift commander's office and [REDACTED] He was asked how many times he had ever used the "N-word" after a call or in the shift commander's office and he said he has not used the word at work. He was asked if he would be surprised if someone told us that he used the "N" word at least 8 times and he said yes, he would be very surprised. He was asked why someone would tell us that and he said, "I do not know." He said he has used the word in the past, but not at work. He was asked if he had ever heard Lt. Korth say anything derogatory about black people, in particular about quest cards or being on welfare and he [REDACTED]

[REDACTED] He was asked if he had ever heard the acronym "JNBN" and he [REDACTED]

[REDACTED] He said [REDACTED]
[REDACTED]. He said [REDACTED] He said [REDACTED]
[REDACTED] He
was asked what he thought would happen with the relationships the Green Bay Police
Department has made with the black community if they find out and he said [REDACTED]
[REDACTED]. He was again asked if he has heard anyone make derogatory
comments about black people and he said [REDACTED]
[REDACTED] Brester was asked if he had ever used the phrase, "He
talks like a drunk Mexican," and he said, "Yes, [REDACTED] and more than likely I've said it."
(44:54 in Audio Interview 2) He was asked if he had ever heard anyone say that Hispanics
always run from cops and he said [REDACTED] He said [REDACTED]
[REDACTED]

Officer Brester said [REDACTED]
[REDACTED] He said [REDACTED]
[REDACTED]. He did say [REDACTED]
[REDACTED] Officer Brester was confronted with the fact that other
officers stated they have heard Officer Masiak make derogatory comments about minorities in
the past and if he, being so close with Officer Masiak, had ever heard him make such
statements and Officer Brester said [REDACTED]
[REDACTED] Officer Brester said [REDACTED]
[REDACTED] He said [REDACTED]
[REDACTED] Brester was
asked if it was right for him to pass judgement on people and say that a majority of the people
he dealt with in his district were of color and he said no.

Officer Brester was asked if he was aware of Officer Masiak leaving the City of Green Bay to
meet up with a female Brown County Deputy and [REDACTED]
[REDACTED]

We presented Brester with an MDT message and again asked him what it meant. The message
was, "dumb", in which he replied the capitalized the "B" and it did not mean "dumb bitch." He
said it meant absolutely nothing. He was advised that this message appears all the time in his
conversations over the MDT with Officer Masiak and he said he did not know why they started
it, but it did not mean "dumb bitch." He said it was just something they thought was dumb and
no other meaning behind it. He was asked about several MDT messages that said, [REDACTED]
and he said it was [REDACTED] with a "Y" on the end. He said that was the way he would spell
[REDACTED] with a "Y" and not an "E."

Officer Brester was asked if there was anything else he would like to add and he said everything
that he could remember, he told us about. He talked about [REDACTED]
[REDACTED] and everything that surrounded it and how he was embarrassed about the whole
situation. He said [REDACTED]
[REDACTED] He said [REDACTED]

[REDACTED] He said [REDACTED]
[REDACTED]

Officer Brester was asked if he understood how it looks, when other officers were telling us that he was present during incidents that he was asked about by investigators and he would say he didn't remember or he couldn't recall. Officer Brester was asked if he knew what Brady vs. Giglio was and he said no. Brady was then explained to Officer Brester. He said he now understands it and that he cannot lie, but he was not going to say he heard something when he did not remember it. He said, "I did not hear it or see it." He was saying this in reference to being asked if he was present when a comment was made about [REDACTED] face and then she would go home and kiss her kids with that face. Several officer's during their interviews said that Officer Brester was present when the comment was made and Officer Brester denied being present or hearing the comment.

Officer Brester asked if we thought his MDT messaging had been better since he had his talk with [REDACTED] and he said he thought his messaging did get better. We then reviewed some messages that he had sent after his discussion with the Captain and it was noted that his messages decreased, but there were some messages that were sent that were inappropriate.

The interview was concluded at this time.

INTERVIEW WITH [REDACTED]

On January 6, 2017, at approximately 0430 hours, PSD Investigators interviewed [REDACTED] as a possible witness in potential harassment. His [REDACTED] accompanied him.

[REDACTED] was asked if he had any knowledge of officers on night shift being picked up on or harassed and if he had did he had an opinion on which those officers would be. He replied that the two officers that would be picked on most are [REDACTED]

[REDACTED] identified "district partners" as those officers who frequently pick on [REDACTED] and felt that Officer Masiak was one of the main officers responsible for this behavior. [REDACTED] stated that Officer Masiak and Officer Kurt Brester were the two main parties who would frequently pick on [REDACTED]

[REDACTED] stated that he know that "district partners" have commented to him about [REDACTED] poor work ethic, her tactics and he has heard them say that she is incompetent as a police officer. Officer Masiak and Officer Brester specifically made these comments. [REDACTED] stated that he has personally seen bad tactics on a call that he was on with [REDACTED] in the last couple of weeks. He described the disturbance call in District [REDACTED] where [REDACTED] made a comment in front of a complainant and a suspect that she had "already taken two trips to jail" on prior calls and it was her Friday and so she did not feel like doing any paperwork on this call. He thought this call would have been in [REDACTED]

██████████ stated that on the same night he was on another call with ██████████ where it was a check the welfare call. He stated that when he arrived on scene he was knocking on the door trying to check the perimeter of the house and he could not locate ██████████. He asked on the radio where she was and he later found out that she was inside of the home on the second floor talking with the a female subject and the "belligerent boyfriend." ██████████ stated that ██████████ offered to give the intoxicated male a ride away from the residence even though he had threatened numerous times that if he got arrested that he was going to knock the officers out. ██████████ stated that as they walked the male downstairs, ██████████ kept close proximity to the intoxicated male and he elaborated that he would have handled the call differently once threats were made by the male to use force against the officers.

██████████ gave these two incidents as the only examples of calls that he had been on with ██████████ where he could evaluate her tactics or policing style. He stated ██████████ ██████████. ██████████ stated he never addressed either of these issues with any supervisors but he can remember Officer Masiak telling him that Officer Masiak had brought up issues in the past with supervisors reference ██████████ tactics but he could not remember who those supervisors were. He stated that he knows Officer Masiak had mentioned going to supervisors on more than once occasion. He felt that because Officer Masiak had already gone to supervisors reference ██████████, he felt ██████████ and this is why he did not go to a supervisor or speak with ██████████ about her poor tactics on the two incidents that he described.

When asked if ██████████ knew of any other police officers reporting ██████████ alleged tactical issues with supervisors he stated that he did not but he knew that Officer Eickholt had talked with ██████████. He said that this conversation took place when she had just gotten off of the field training program. Officer Eickholt had told ██████████ that he had tried talking to ██████████ but she was not responding (39:20).

██████████ stated that in his career as a police officer he has made mistakes on calls and that his "district partners" have pulled him aside after to debrief him on how he could have done things differently. ██████████ said he has taken these suggestions to heart but this could not be done with ██████████ because ██████████

██████████ stated he does not know why Officer Masiak does not like ██████████ and does not know all of their history together.

██████████ was asked if he had any knowledge of any supervisors in the department mocking other officers and he stated that he has personally seen Lt. Rob Korth mocking ██████████ in the way that ██████████ walks. He said this happened a handful of times and when asked to estimate how many that would be he stated approximately five times. He has also heard Lt. Korth mock ██████████ on the way that he calls out on the radio. ██████████ stated he has never heard Lt. Korth make monkey noises directed at ██████████

██████████ stated that when Lt. Korth is mocking ██████████ that this is frequently done in the shift commander's office and it is never when ██████████ is around. ██████████ stated that it has been done in front of ██████████ peers and they all get a giggle out of it when Lt. Korth does it. ██████████
██████████
██████████

██████████ stated that he has not really heard any other supervisors make inappropriate comments about ██████████ and ██████████ but he said that ██████████ and ██████████ have been present when other officers are involved in "small talk" in reference to ██████████

██████████ stated that he has heard the term "Black ██████████" by individuals on the night shift. It is usually said to ██████████
██████████ He stated that he has "possibly" heard ██████████
██████████ make comments to the term of "Black ██████████" He stated that he knows for sure that he has heard Lt. Korth and Officer Eickholt refer to ██████████ as "Black ██████████" None of these conversations were ever made when ██████████ was present.

██████████ stated that he knows other people make fun of ██████████, specifically the way ██████████ talks on the police radio. ██████████ said, "Everyone's hair stands up on the back of their neck", because when ██████████ talks you don't know if he's just been involved in a fight or he's calling out with a traffic stop (44:20). ██████████ stated that ██████████
██████████ and the guys make fun of this by sending MDT messages out about him to each other.

██████████ said that specifically he has heard Officer Masiak refer to ██████████ as "Black ██████████" approximately eight times. He said that this has occurred in roll call when other officers have been around or could be when ██████████ has been parked in a squad car next to Officer Masiak's squad car as well as in the shift commander's office. ██████████ gave an example on how Officer Masiak would be telling a story about ██████████ and somebody would say, "Which ██████████" and Officer Masiak would respond back, "Black ██████████" It was pointed out that ██████████
██████████ so there would be no reason to differentiate between "White ██████████" or "Black ██████████"

██████████ was asked if he ever heard Officer Masiak refer to members of the community or suspects by using the "N" word. ██████████ responded "I don't think so" and then followed it up with a long pause. It appeared to investigators that he felt uncomfortable answering this question and he was asked the question again if he has ever heard Officer Masiak refer to people using the "N" word. ██████████ replied that he hasn't heard Officer Masiak use the "nigger" term but has heard Masiak use the "nigga" after calls (49:45). ██████████ gave an example of a type of call where they would have been on where it was a possible DVO type of

call and stated that Officer Masiak had made a comment "Hispanic guys always tell the truth; a white guy is 50/50 and a "nigga" always tells a lie." [REDACTED] stated that he has heard Officer Masiak use the word "nigga" approximate five times and said that when Officer Masiak is talking like this it is usually around a very small group of officers which would include [REDACTED] and himself.

[REDACTED] was asked if he had any knowledge about Officer Masiak making any derogatory comments about [REDACTED] officers on our department. He was specifically asked if he remembered an incident where Officer Masiak had made a comment, "Oh great we hired another one of those", when they were standing outside at shift change and [REDACTED] voice came up on the police radio. [REDACTED] stated that he has heard Officer Masiak talk about [REDACTED] speech on the radio and that [REDACTED]. When asked again if he had heard of Officer Masiak making a comment reference "hiring another one of those", [REDACTED]

After a short break was taken, [REDACTED] was again asked the question on whether he heard Masiak make the comment about, "Oh great we hired another one of those." [REDACTED] responded, "Yes", indicating that he had heard Masiak make the comment. [REDACTED] explained how the incident happened and stated it was at night after roll call and the shift was walking outside to get into squad cars from incoming afternoon shift. He said that "they" all laughed when [REDACTED] voice came on the radio with [REDACTED] because he was hard to hear when he had called out with a stop. [REDACTED] stated they were all walking and Officer Masiak turned his head back towards the group and made the statement (1:14:45). [REDACTED] could not recall the exact wording Officer Masiak had used and he did not know if it was racial phrase or not but agreed that if others had heard the comment "it would be racist"!

It was obvious to investigators that [REDACTED] and Officer Masiak were [REDACTED] as well and it was difficult for [REDACTED] to answer the questions, [REDACTED]. When asked if [REDACTED] thought the comment was racial he stated that he did not think twice about it and just figured it was Officer Masiak just being himself. When asked if he thought Officer Masiak had issues with the minority people in the community, [REDACTED] stated, "Possibly", and then added, "I can't say yes [REDACTED] (1:20:20). [REDACTED] [REDACTED] said that everyone has a line that you do not cross and he and shift mates joke around a lot but they have never crossed his line. [REDACTED] referred to this as a "comfort zone [REDACTED]

A list of fellow night shift officers was presented to [REDACTED] to see if he had witnessed any harassment or inappropriate behaviors from them. He responded accordingly to the following names:

Lt. Rob Korth- [REDACTED] and has heard him use the word "nigga" or "nigger" approximately eight times. [REDACTED] said Lt. Korth would use these terms most frequently when they would be on police calls and gave one example of when a black person runs away from the police he said that Lt. Korth has made the comments similar to, "They always run and they always lie", and adding, "They're fast", referring to blacks (1:24:45).

[REDACTED] stated that Lt. Korth would not just make the comments in front of him but also in front of [REDACTED] who are working together either on or after a police call. He named the following officers as those being part of that [REDACTED]

[REDACTED] agreed that after a while he and other officers could have become desensitized about the racial comments that Lt. Korth was making. He agreed that it is possible [REDACTED]

[REDACTED] stated that one of the times that he saw Lt. Korth doing the "[REDACTED] walk" was in the men's locker room and described Korth as "doing the walk and saying, I'm [REDACTED]". He described the walk that Korth did to investigators as "belly out, arms flailing, walking with your belly first" (1:56:28). [REDACTED] actually demonstrated pushing his belly out and flailing his arms back and forth as he sat in the chair while being interviewed.

[REDACTED] stated that he has heard Lt. Korth make comments about [REDACTED] in reference to [REDACTED] on the radio. He also said that he has heard Lt. Korth talk about Hispanics in the community when they are involved in police calls and has heard him make the comment in the past, "No matter how drunk a Hispanic guy is he'll always tell you the truth but a black guy will always lie" (1:30:48).

Officer Kurt Brester- [REDACTED] has seen Officer Brester do the "[REDACTED] walk", "a handful of times as well probably five times." He has also heard Officer Brester use the term "Black [REDACTED]" approximately five times. When asked if he has ever heard Officer Brester use the word "nigga" or "nigger" indicated that he had and said that he "estimated five times." [REDACTED]

[REDACTED] stated that Officer Brester would only use the "N" word when there were [REDACTED] around and not the entire shift. He indicated that the [REDACTED]

[REDACTED] has also heard Officer Brester make fun of [REDACTED] and how no one can understand [REDACTED] when he speaks on the radio. In reference to Hispanics in the community, [REDACTED] has heard Brester say the phrase, "Oh great we have another drunken Hispanic", when they have been on calls together (1:32:56).

Officer Tim Eickholt- [REDACTED] stated that he can remember approximately two times witnessing Officer Eickholt do the [REDACTED] walk" and has used the phrase, "Black [REDACTED] approximately in the same frequency that Officer Brester has used it. He has never heard Officer Eickholt use the "N" word.

When asked if he's ever heard Officer Eickholt make any negative references to Hispanics in the community or Hispanic officers, [REDACTED] responded, "The same number as everybody else", referring to Officer Korth and Officer Brester's frequency (1:35:58).

Officer Matthew Knutson- [REDACTED] remembered an MDT message but does not know what happened on the call but knew it was bad enough that Officer Knutson did not want to be on another call with [REDACTED]. [REDACTED] was asked if he had ever seen Officer Knutson do the [REDACTED] walk" and [REDACTED] responded, "Maybe once." [REDACTED] stated he could not remember if he's ever seen Officer Knutson say the phrase, "Black [REDACTED]" and he has never heard Officer Knutson use the "N" word (1:38:20). Officer Knutson sent out reference [REDACTED] calling Officer Knutson over one night when they were together for an OWI stop. The message had said something to the effect of how Officer Knutson would never take an OWI from [REDACTED].

Officer Michael Rahn- [REDACTED] has never seen Officer Rahn do the [REDACTED] walk" and only referred to "Black [REDACTED]" "maybe once." He has never heard Officer Rahn use the "N" word but because Officer Rahn works in District A he frequently deals with Native Americans and has heard him use the phrase, "Too much fire water tonight", when referring to Native Americans (1:40:53).

[REDACTED] was asked if he has ever witnessed any supervisors involved in harassing or inappropriate behavior. He stated that he has joked around with [REDACTED] in the past, because [REDACTED] and [REDACTED] and that the two of them have a comfort level together and can joke around. [REDACTED] stated that any conversations are only between the two of them and no one else would have been around (1:44:12).

When asked if [REDACTED] felt that he had ever been a victim of harassment he replied, "Yes", but not to the point where it has bothered him. He was asked about the picture of him that was placed in roll call reference to [REDACTED] stated that when he saw the picture he just laughed and he thought it was funny. He said he doesn't know where it came from and that it just popped up one day. He was asked about an MDT message that Officer Knutson had sent out reference him running over Officer Knutson's duty bag. [REDACTED] stated the MDT message was stereotyping [REDACTED]. He also agreed that if the MDT message was released to the public that it might cause some problems within the [REDACTED] culture

in Green Bay. [REDACTED] stated there was no other conduct where he felt harassed and if there were he would report it to a supervisor but only after approaching the responsible party first.

[REDACTED] was asked if he had any information on harassing MDT messages and who would have sent them out. He stated that Lt. Korth sent out the majority of harassing messages but other officers have sent them out as well. He said that in the past he has seen MDT messages sent out by officers specifically directed at [REDACTED] "Guarding the [REDACTED] because she frequently parks her squad car in the [REDACTED] parking lot to utilize the Wi-Fi. [REDACTED] stated that he is guilty himself of sending out derogatory messages and he gave the example of when he would see [REDACTED] and [REDACTED] meeting up together [REDACTED] [REDACTED] which would be out of their districts. [REDACTED] stated that he would become angry and would send the messages out to his friends who included [REDACTED]

[REDACTED] was asked about the atmosphere in the shift commander's office on the night shift when Lt. Korth was working. He stated [REDACTED] [REDACTED] He stated that he has heard music cranked up coming from the shift commander's office and that this occurs more with Lt. Korth than it does with any other supervisor. (1:58:18).

[REDACTED] was asked if he remembered the wall incident where Officer Tim Eickholt had made a comment in front of a group of officers referencing [REDACTED] ejaculating on the face of [REDACTED] and then [REDACTED] uses that face to kiss her kids. [REDACTED] replied, "I can picture it. I don't remember exactly what was said." [REDACTED] stated that [REDACTED] was there and laughed about the statement when Officer Eickholt had made it (2:01:30).

[REDACTED] stated he does not know why Officer Masiak does not like [REDACTED] and does not know what could have happened in their past to cause the conflict. [REDACTED] stated that Masiak usually only confides to a small group of officers [REDACTED] [REDACTED] stated that he was one of those officers. [REDACTED] stated that Masiak tried to mend the relationship with [REDACTED] but it just progressively got worse.

[REDACTED] cited a recent traffic stop where [REDACTED] had a vehicle pulled over [REDACTED] [REDACTED] to do a drug search on the interior of the vehicle. Officer Masiak was also on the call and told [REDACTED] that she did not need a K-9, because there is an odor of marijuana present in the air and that she could do the search without the dog. Evidentially [REDACTED] still requested the K-9 for the search and this

upset Officer Masiak, who according to [REDACTED] just stopped caring and even trying to work together with [REDACTED]. Officer Masiak was upset, because [REDACTED] was utilizing a K-9 when she did not need to, even though that's what a K-9 unit was for.

[REDACTED] was asked about the missing handcuffs that belonged to [REDACTED] specifically if he recalled a phrase that Officer Masiak had used in the shift commander's office which was something similar to, *"This is the first time they've ever been used."* Initially [REDACTED] stated that he did not remember the specific comment of how Officer Masiak used it, but he remembered Masiak walking in the shift commander's office and holding the handcuffs up. He stated that he recalled a comment similar to *"first time they've ever been used."* [REDACTED] stated he does know what Officer Masiak did with the handcuffs but he remembers [REDACTED] sending out an all-car MDT message asking for her handcuffs back. [REDACTED] confirmed that [REDACTED] were present in the shift commander's office when Officer Masiak had walked in and this would have been at approximately [REDACTED] when they all go on break together. [REDACTED] remembers the incident but not exactly what was said.

When asked if Officer Masiak could have jokingly said he was not going to give [REDACTED] handcuffs back to her, [REDACTED] responded, [REDACTED] [REDACTED] said if Officer Masiak would have made the statement, *"I wasn't going to give them back"*, [REDACTED] added the Officer Masiak [REDACTED]. (2:10:55).

[REDACTED] was asked about the incident when he, Lt. Korth and Officer Eickholt were standing on [REDACTED] after a call and [REDACTED] had driven her squad car by on the way into the police department. [REDACTED] was asked if any comments had been made by the group about [REDACTED] not being in her assigned district. [REDACTED] said he could remember the incident but said, *"I can picture all three of us saying that"*, because [REDACTED] would have been out of her district. (2:18:12).

[REDACTED] He said [REDACTED] and [REDACTED] are always kidding each other about this. [REDACTED] stated that he has never seen a policy or directive on this and that no supervisor has ever told him that this is the protocol. He stated that this is just something that they do on nights and [REDACTED]. He stated that this is in place so that officers do not purposely avoid paperwork calls in their area.

[REDACTED] was asked his opinion of the leadership and supervisors on the night shift and he gave the following answers reference to supervisors:

[REDACTED]

[REDACTED] was asked about the quality of supervision since the removal of Captains on the night shift and he stated [REDACTED]. He stated [REDACTED]. He said [REDACTED]. He described it as [REDACTED]. He stated [REDACTED].

When asked if he thought that Lt. Korth was a good supervisor, [REDACTED] stated that Lt. Korth [REDACTED]. When asked if he thought Lt. Korth was a good supervisor to [REDACTED].

[REDACTED] stated he has spoken with Officer Masiak since Officer Masiak was placed on administrative leave. He stated at one point Officer Masiak told him that he has made mistakes and knows that he has to pay for them.

INTERVIEW WITH [REDACTED]

PSD Investigators received an email from [REDACTED] on January 31, 2017, at 1110 hours, stating she had recalled another incident. The email was as follows, which was referencing a conversation that [REDACTED] had with [REDACTED].

"Good Morning LT

I know you are beyond busy but I think this is important. [REDACTED]
[REDACTED]
[REDACTED] asked me if I talked to you guys about
what Casey said about [REDACTED] I had told [REDACTED]
[REDACTED] I had totally forgotten about it until [REDACTED] asked me if I told you.

Before [REDACTED] came to nights, the guys found out she was coming to nights. One night before she came to nights, while we were on the wall, Casey was complaining about [REDACTED] coming to our shift. Casey said "I'm gonna drive [REDACTED] off the shift, or make her quit or make her kill herself!" There were multiple guys also on the wall. And I know I spoke up and said to stop and that that was horrible to even say.

I don't even know where you guys are in the investigation and y'all maybe done. But I was just reminded of that situation and I had to say something.

Please let me know if you need anything from me.

Thank you so much
[REDACTED]

In a follow-up email, [REDACTED] was asked if she recalled anything more unique about the day, in an attempt to better narrow down the timeframe this comment was made. [REDACTED]
[REDACTED] She explained that the comment made by Officer Masiak was heard by the normal group he hangs out with, as it was made by the wall as they waited for afternoon shift to turn over their squads.

An analysis of [REDACTED] Telestaff, showed [REDACTED]
[REDACTED]

On February 3, 2017, I met with [REDACTED] She was briefed on these comments and was asked if she had recalled having this conversation with [REDACTED] [REDACTED] stated that [REDACTED] As they met up, and knowing the rumor of this investigation, [REDACTED] asked her how things were going. This was when [REDACTED] recalled the incident and in talking with [REDACTED] refreshed her memory of the discussion they had [REDACTED] confirmed that these comments were made to her, adding that it happened during [REDACTED] [REDACTED] she inquire of [REDACTED] on how things were going for her on the night shift. [REDACTED] then explained to [REDACTED] that Officer Masiak commented along the back wall that [REDACTED] coming to night shift was not a good thing, adding that he would 'make her want to quit, want to leave the shift, or want to kill herself.'

Later [REDACTED] emailed back and [REDACTED] recalled this due to some other events ongoing during this timeframe. Telestaff for [REDACTED] confirms that [REDACTED] and [REDACTED]

INTERVIEW WITH [REDACTED]

On February 1, 2017, at 0500 hours, [REDACTED] was interview by PSD Investigators. She was told that she was not the subject of this investigation and that the findings of this case, and her interview will be reviewed by the administration of the police department.

She was read our preamble, that each officer is read based on this ongoing investigation. After completing this reading, a basic background was discussed. The purpose of the interview is to determine if she was ever a victim of harassment and that was not a subject of the investigation.

[REDACTED] explained that she has worked night shift [REDACTED] She was previously assigned to work the [REDACTED] district, with the same group of officers that still work that area. These officers being [REDACTED]

[REDACTED] explained that going into this field as a female, she knew she would be treated a little bit differently. She added she has to work a bit harder to overcome this and it's on any shift. She feels that on night shift, people left her alone, but when she was on the afternoon shift people were a bit harder to work with by having to show others she is competent and is a confident officer. Working nights, she couldn't think of anyone that would say they don't want to work with her.

[REDACTED] was asked about a conversation she had with [REDACTED] about some guys on night shift were assholes. She later recalled maybe she was talking about afternoon shift, not the night shift. [REDACTED] stated she is not a victim of harassment, adding any new officer has a hard time, especially on the night shift due to it being slower.

[REDACTED] stated that a new officer on night shift, can find it to build interpersonal relationships, and confidence. She feels like she does not look intimidating, and over the years she has proven otherwise. She knows she makes mistakes, and feels it is not a big deal if someone was talking behind her back.

She was asked about something specific people were making fun of her for. She explained [REDACTED]

She was razzed about this, people then calling her [REDACTED] This was probably the worst thing she was razzed about, according to [REDACTED]

She was asked if she happened to know of any particular comments being made about her. She says that what she hears is just guys "talking crap", knowing there is some male locker room talk, in sexual ways. [REDACTED] had nothing specific to share, just heard rumors about guys being guys, nothing in the locker room she can over hear.

[REDACTED] was explained the course of the investigation and the concern about whether she was being harassed. She stated as a female, she has to have an understanding about what could happen and she isn't the person that had her feelings hurt.

[REDACTED] elaborated that what was going on was out of frustration due to her [REDACTED] behavior and that guys are made fun of just as often as girls are. She explained that [REDACTED] She added [REDACTED] [REDACTED] left the afternoon shift as she couldn't get along with other females on that shift. She went to night shift as she "couldn't make a female friend to save my life." At one point, she found her bag dumped all over the floor, in the locker room, makeup was strewn about. Someone in the locker room had something against her and she never told a supervisor about it. She felt that she didn't fit in on the afternoon shift, thus she went nights. Now, due to sleep patterns she has switched to the afternoon shift. She was asked who specifically on the afternoon shift had an issue with her and she was told by an unknown person in roll call one day, that none of the girls like her. She couldn't recall who said this, adding that maybe [REDACTED] told her this. She added she doesn't have an issue with it now adding it happens on every shift, and you have to "break through the cliky-ness."

[REDACTED] went onto explain that when she went nights, she was not picked on any longer, it was a relief. It took a year to get invited to get coffee with another officer, which helped her feel accepted.

She was asked if in the last year if anyone gets picked on relentlessly, to which [REDACTED] stated no. She added that [REDACTED] gets picked on for running traffic, but that is more of a funny thing, and that he is still [REDACTED]

[REDACTED] then discussed that she was aware, based on rumors, about [REDACTED] being harassed. She stated she has heard things being said, but they are said out of frustration. [REDACTED] explained that with [REDACTED] recently moving to work the [REDACTED] district, she felt uncomfortable about how [REDACTED] treats people. A couple examples were given:

1st call – [REDACTED] female screaming for someone to call cops. [REDACTED] was first to arrive. [REDACTED] speaks with the female inside the residence, and a car was found to be

meets up with to brief each other on how to proceed. Instead of talking with, starts yelling at the female telling her she "better tell me what happened. You better tell us what is going on now, blah blah blah." This happened and was present for this incident. felt that this type of comment made the cooperative subject become uncooperative. had just come to the district. (On 04-20-17, Investigators, spoke with about this incident and his recollection of the events, illustrated by He explained that he remembered the call, but recalled that the approach took with the female was appropriate, given the situation. During this incident, officers were trying to determine and the female was clearly not being truthful. aggressive verbal approach was justified in this situation, given the circumstances. explained that should this have been a more cooperative victim/witness or subject, this approach would not have been acceptable).

Of note, recalled sitting down with prior to these incidents, and went over her annual review, in or around During this meeting, it was known that was going to be moving from the district to the district. inquired with on her feelings on this change. He recalled saying she did not like personality and style. He recalled explaining to her that she was going to be another officer she would need to work with and to try and get through the differences. explained to him that she stated at one point she had tried to personally meet with to go over their differences, but that meeting was not met with a very warm reception.

was asked if she talked with about this and she said she "was afraid to talk with her about it." She was asked if she talked to a supervisor about behavior on calls and she said they were brought to another supervisor's attention. heard this from some guys, but no specific supervisor were aware of her behavior that she recalls. She heard that IA interviewed the guys about this so was afraid to discuss it.

next explained a 2nd call for a guy making disturbance which did make a complaint about, which made her "extremely uncomfortable." A male was outside of the establishment, and she was talking with him, and decided with him that he was going to take cab and leaving. This male started talking to about the military and becoming disorderly. began to leave the scene, as felt that presence may have made the situation worse. explained she was talking nicely to him and was wrapping up the call as the male was waiting for a cab. didn't like that he was venting about being in the bar, thus then told him in a "screaming match" about why he is not allowed in the bar. then told to "just leave." went onto explain that was in his car, and had to get out to talk with the male to help calm him down.

[REDACTED] stated she was very uncomfortable, the "most ever on a call." she stated she "was at a loss" and later told [REDACTED] about how this call went down. [REDACTED] explains to her that others have complained about [REDACTED] and they will have to talk with her. (On 04-18-17, Investigators spoke with [REDACTED] about this incident. He did not recall any specific concerning behavior exhibited by [REDACTED] on this call, especially not in the way [REDACTED] explained it).

[REDACTED] was asked if [REDACTED] gets picked on behind her back. [REDACTED]
[REDACTED]
[REDACTED]
[REDACTED]
[REDACTED]

[REDACTED] stated that [REDACTED] is the main person that night shift is most frustrated about. She explained that rumors going around about the night shift investigation were about [REDACTED]. She stated that she has no issues with [REDACTED]. She stated he makes funny slips on the radio, but she has not heard anything derogatory.

More specifically, [REDACTED] that he was upset with [REDACTED] and he had a private conversation with her about this and he told her this is not how things are done. This was a respectful conversation, with no mean intentions, according to [REDACTED].

During the interview, [REDACTED] was asked if she at any time was harassed by any supervisors, to which she replied that no supervisors have or are making fun of her or harassing her.

[REDACTED] was asked about any all car messages that she could recall that were sent in reference to [REDACTED]. She stated that she couldn't recall anything specific, and that nothing stands out. She further explained that any messages sent out about her were sent due to frustration from the majority of officers having difficulty working with [REDACTED].

[REDACTED] explained how it "sucks" how this whole thing went down. She stated some of the road officers [REDACTED] asking why does one person have a hard time getting along with everyone. [REDACTED] stated she has previously asked [REDACTED] if she has hard time getting along, she told her no.

[REDACTED] was asked if she could explain why it seems like three female officers are harassed via the MDT messages, but two are not. He explained that [REDACTED] and herself, [REDACTED]. She was told that during this investigation it had been determined that [REDACTED] and [REDACTED] are the ones being harassed. [REDACTED] explained that she is more than capable to protect herself. She added she has learned that she has to take calls for the senior guys especially if it's a crap call, the new person takes it, and she would take it. She said that

she learned this on her own, and wants to show people she is willing to work, especially if it gets her the experience to further herself. She was asked who had taught her that, she explained that is just what people do, and was never taught this from any Field Training Officer. She was never pressured to do this, and denied there being a culture on the night shift to handle calls in this manner, it's something she likes to do.

[REDACTED] was asked if she had ever seen or witnessed overt harassment to [REDACTED]. She stated that she has not observed or heard anything on the back wall while waiting for afternoon shift officers to bring in squad cars. She did admit to seeing an MDT message sent "once in a while." She recalled the message sent by Officer Masiak, which was in context with [REDACTED]. [REDACTED] knows there have been others but could not think of specifically.

When asked if she was aware of a supervisor that sent any type of harassing messages, she stated she had not seen any from a supervisor. She added that Officer Masiak sends these types of messages out more than anyone does on night shift.

She was asked if she was aware of any other officers that could victim of harassment. She stated she did hear the rumor that [REDACTED] and [REDACTED] were also a victim of harassment. She could not say for sure, as she spoke directly to [REDACTED], and she denied being a victim of any harassment. She added that she does not talk to [REDACTED] often enough to determine if the rumor was true. [REDACTED] stated she could not recall seeing any other message sent besides the one sent when [REDACTED].

[REDACTED] was asked if is she has ever heard Officer Masiak say anything about getting [REDACTED] to the point of quitting, leaving nights or suicide, as it relates to her coming to the night shift. [REDACTED] stated she has never heard this, but admitted that Officer Masiak does make off the wall comments like this.

[REDACTED] was asked about a comment made by a night shift officer where [REDACTED] ejaculating all over [REDACTED] face, and how [REDACTED] kisses her [REDACTED] with that mouth. This comment caused some that heard this to laugh, while others walked away in disgust. [REDACTED] said she never heard this comment directly that day, but she said she knows stuff was said. She added that when the relationship between [REDACTED] and [REDACTED] [REDACTED] [REDACTED] [REDACTED] [REDACTED] [REDACTED] said it was hard to work with [REDACTED] based on this incident. She added that many were disgusted that [REDACTED] which in some ways helped others make more jokes about [REDACTED]. [REDACTED] [REDACTED] [REDACTED] Officer Masiak often makes off-handed comments and it [REDACTED].

[REDACTED] then talked about how [REDACTED] slips up on the radio, calls out on traffic, but forgets where he is and those listening on the radio knew this about [REDACTED]. [REDACTED] recalled some people saying that he takes such a deep breath that it creates a bit of humor for those listening. She added [REDACTED] and that some officers would make comments both in front of him and behind his back.

[REDACTED] then mentioned she heard rumors that racist comments were made about [REDACTED] but said that she has never heard racial comments made towards [REDACTED]. She was asked what "JNBN" meant, but she stated she didn't know what the "N" stood for. She stated she has never heard the acronym "JNBN." When asked if [REDACTED] has used the "N" word, she stated [REDACTED] stated she has never heard a supervisor use the "N" word.

[REDACTED] was asked how she feels about people she works with behaving like this. She stated [REDACTED].

[REDACTED] was asked if she was aware of anyone making fun of Hispanic or Hmong officers. She added that [REDACTED] gets made fun of, but that it's in front of him, [REDACTED]. She stated she has never heard anything mean or spiteful behind his back. When asked about the comments made on the back wall while waiting for a squad, and a night shift officer makes comment about "another one of those guys." She said she doesn't recall hearing the comment made. She did not answer when asked if this would surprise her that this was potentially said, commenting, "I don't know." She commented that if they were not speaking in English, would that matter as it relates to making racially derogatory comments, or is that they meant not being able to speak very well in English.

[REDACTED] was asked if she has ever heard any racial comments towards the community, the "N" word, or "JNBN?" [REDACTED] stated she honestly she has never heard this come out of anyone's mouth, unless a citizen stated something and had to repeat it in a professional sense. She added she was aware of the comment made by [REDACTED] at his new hire party, which he was later disciplined for.

[REDACTED] stated she [REDACTED] but is not around them when this activity was going on. She stated if she knew this stuff was going on, she would not hang around any of them, [REDACTED].

When asked if there was anyone else to talk to, she replied we should talk with [REDACTED] to get her perspective too. She explained that she felt bad, "that if this stuff was really happening", and we "say it is", that she feels bad.

When asked if there was anyone else that are being picked on, besides the normal "being on the wrong channel", specifically the mean stuff; she replied [REDACTED]

[REDACTED] asked if she felt that things got carried away on nights, from her vantage point, and if there is an issue, she replied, [REDACTED]

When asked if there is a cure or solution to it, she said [REDACTED]

[REDACTED] was asked if investigators should talk to [REDACTED] about harassment, which she replied yes. She also discussed how [REDACTED] reminded her of herself and that [REDACTED]

Investigators asked [REDACTED] how she would feel if a small group of male officers, had taken it upon themselves to banter back and forth about other officers via the MDT's about mean and spiteful things. She stated [REDACTED]

[REDACTED] then mentions, on her own, that she "wants to be truthful and I am being truthful" and "that it sucks to say things" about [REDACTED] "was really, really hard." She worries that she is appearing to be bullying by telling on [REDACTED]

[REDACTED] then stated that [REDACTED] "was so accepted right away", [REDACTED]

She felt that [REDACTED]

[REDACTED] added that [REDACTED]

[REDACTED] was asked if [REDACTED] deserve to be treated the way she was. She stated [REDACTED] She again said, that it "sucks to have to admit that, and sucks to be in this position," "Don't want to do her, nor anyone else a dis-service. Not fair for her as a human to be treated unfairly."

She then stated she felt [REDACTED] She brought up that [REDACTED] would pull her aside and try and figure things out, if there was something going on. She stated [REDACTED]

[REDACTED] was then asked if she was the Chief, how she would attempt to make things better. She explained [REDACTED]

[REDACTED] also explained that initially, she was not a fan of supervisors showing up on her calls, but she has since found this almost refreshing, knowing that calls are being handled correctly.

She was asked if she felt if officers acted together to create a hostile work environment and if she felt that discipline was warranted. She stated that [REDACTED]

She then asked about [REDACTED] She understood that he was involved in this investigation and wanted to know if he was going to receive some repercussions. She also asked about shift moves as it relates to punishments. [REDACTED] was told that this will all depend on the outcome of the case and that this was the Chief's decision.

[REDACTED] added that Officer Masiak [REDACTED] She also stated that Lt. Korth [REDACTED]

reminded of the importance of making the right choices in such a highly visible public job.

[REDACTED] was reminded that she is not to discuss the interview or any part of this investigation. She was thanked and reminded to continue to do a good job representing the Green Bay Police Department.

INTERVIEW WITH OFFICER TIM EICKHOLT

On January 4, 2017 Officer Tim Eickholt was interviewed in reference to his possible involvement in the harassment issues on night shift. His union representative, [REDACTED] accompanied him. Officer Eickholt was given a copy of the complaint against personnel and was also given copies of the alleged policy violations.

Officer Eickholt was asked if he had any knowledge of officers on the night shift being bullied and harassed. He replied that [REDACTED] (15:38). Eickholt said [REDACTED]

[REDACTED]

Officer Eickholt [REDACTED]
[REDACTED]
[REDACTED] Officer Eickholt said [REDACTED]
[REDACTED] Officer Eickholt [REDACTED]
[REDACTED] He said [REDACTED]
[REDACTED] Officer Eickholt said [REDACTED]
[REDACTED] He said that [REDACTED]
[REDACTED] He said [REDACTED]
[REDACTED] (17:50). Officer Eickholt [REDACTED]
[REDACTED]

Officer Eickholt said [REDACTED]. He said [REDACTED]
[REDACTED]
[REDACTED] Officer Eickholt said [REDACTED]
[REDACTED] Officer Eickholt said [REDACTED]
[REDACTED] (21:38). He
said [REDACTED]
[REDACTED]
[REDACTED]

Officer Eickholt was asked if these "Guys" have a belief that women shouldn't be working on the night shift. He said no, [REDACTED]
[REDACTED] Officer
Eickholt said [REDACTED]
[REDACTED] (23:11.) Officer Eickholt said [REDACTED]

[REDACTED]

When asked if he had any knowledge of any officers saying that females don't belong on night shift, [REDACTED] (24:45). [REDACTED]

[REDACTED] Officer Eickholt said [REDACTED]

[REDACTED]

Officer Eickholt said [REDACTED]

[REDACTED] He said [REDACTED]

[REDACTED] Officer Eickholt said [REDACTED]

[REDACTED] He said [REDACTED]

[REDACTED] Officer Eickholt [REDACTED]

[REDACTED] Officer Eickholt [REDACTED]

[REDACTED]

[REDACTED]

When asked if he ever reported these issues to a supervisor or an FTO, he said [REDACTED] Officer

Eickholt said [REDACTED] He said [REDACTED]

[REDACTED]

[REDACTED] Officer Eickholt [REDACTED]

[REDACTED] He said [REDACTED]

Officer Eickholt was asked if he had ever been the victim of harassment. He said [REDACTED]

[REDACTED] He said [REDACTED]

[REDACTED] Eickholt said he
[REDACTED]
(32:35).

Officer Eickholt was asked if there have been bullying, harassing and intimidating MDT messages sent out about officers and supervisors (33:55). [REDACTED]

[REDACTED]
[REDACTED]
[REDACTED]
[REDACTED]
[REDACTED]
[REDACTED]
[REDACTED]
[REDACTED]
[REDACTED]
[REDACTED]
[REDACTED]

Questions were asked of Officer Eickholt about the men's locker room and whether he has heard harassing, bullying, or unprofessional behavior from officers. [REDACTED]

[REDACTED]
[REDACTED]
[REDACTED]
[REDACTED]
[REDACTED]
[REDACTED]

Officer Eickholt said [REDACTED]
[REDACTED]

When asked which officer usually starts the conversation about [REDACTED]

[REDACTED] Officer Eickholt was asked if it was possible that all of the stories about [REDACTED] were only rumors and never really happened, and the stories had just got out of hand. He said [REDACTED]

[REDACTED]. Officer Eickholt did said [REDACTED]
[REDACTED]
[REDACTED] 5.

[REDACTED]
[REDACTED]
[REDACTED]
[REDACTED]

[REDACTED]
[REDACTED] (46:18). [REDACTED]
[REDACTED]
[REDACTED]
[REDACTED]
[REDACTED]
[REDACTED]

Officer Eickholt was asked if he had any knowledge of [REDACTED] confronting Officer Masiak and telling him to stop the behavior. He said [REDACTED]

[REDACTED]
[REDACTED]
[REDACTED]
[REDACTED] (52:57).

[REDACTED]
[REDACTED]
[REDACTED]
[REDACTED]
[REDACTED]
[REDACTED]

[REDACTED]
[REDACTED]
[REDACTED]
[REDACTED]
[REDACTED]
[REDACTED]
[REDACTED]

[REDACTED]
[REDACTED]
[REDACTED]
[REDACTED]
[REDACTED]
[REDACTED]
[REDACTED]
[REDACTED]
[REDACTED]

Officer Eickholt was asked if any of the conversations, banter or rumors could connect him to harassment, bullying or intimidation before roll calls or during or after his shifts. He replied "Yeah" (1:06:48). He said that [REDACTED] He said it's not only about her but also about [REDACTED] He said that [REDACTED] Officer Eickholt said that he, [REDACTED] have all said things about [REDACTED] Officer Eickholt also said [REDACTED] He said [REDACTED]

According to Officer Eickholt, [REDACTED]

Officer Eickholt was asked questions asked about [REDACTED] and if he thought, she had been the victim of harassment. [REDACTED]

Officer Eickholt was asked about a police call [REDACTED] that he was on and [REDACTED] had driven by in her squad car heading into the station (1:17:00). Officer Eickholt said [REDACTED] Officer Eickholt said, they were wondering why she was "cruising Washington street." Officer Eickholt admitted that they made a "rather quick judgement" about what was happening. [REDACTED] He said he later apologized to her about it.

Officer Eickholt [REDACTED] He was asked if officers felt pressure not to leave there district, and he said [REDACTED]

MDT Messages:

From Eickholt	Officers that MDT was sent To	Date of MDT Message	Brief Subject matter of MDT messages. Most include multiple threads and responses.	Intended Victim
TE1	Masiak	June 14 2016	"Shocker [redacted] has the most available minutes!" "IDK whats more shocking that she has the most available minutes or that she took a call at the PD!"	[redacted]
TE2	Rahn	7/8/16	"Maybe [redacted] should take that...oh that's right, shes at [redacted] & "don't worry, [redacted] is there too" , "Unreal"	[redacted]
TE3	Masiak & Bahl	12/15/16	"[redacted] is at [redacted] (Convenience store)...Shocker!", "is she there often?", "ya, cant stand it!"	[redacted]
TE4	Bahl Brester, Masiak	9/15/15	From Bahl: "[redacted] must be well rested from last night...", "or she saw her numbers from last year", "maybe both", "haha"	[redacted]
TE5	Masiak, Brester, Korth, Xiong, Opicka, Marquardt	11/18/15	"and heres another call where [redacted] shows up but does not get out of his car!", "Look at the calls in waiting...even when he is on the desk he still manages to create call!"	[redacted]
TE6	Bahl		"I hate working D"	All officers in district D
TE7	Korth	6/27/15	Exchange with Korth "why does she yell on the radio?", "IDK why does she do a lot of things"	[redacted]
TE8	Brester & Masiak	6/27/15	From Brester: "I cant take it anymore, someone needs to tell [redacted] about F4 (computer button) to update her status and not goover the air about going to the county", "You bet I will"	[redacted]
TE9	Brester	6/27/15	"if I get a call on S Wash (bar district) and [redacted] is my cover...you should probably jump the call for her..."	[redacted]

TE10	Stanton	6/8/15	Exchange with Lt.Strouf: "Can you see who is with brester", "rgr, wonder what shes doing here", "enough supervisors here", "ya...they are doing a lot of union work lol"	Anti Supervisor
TE11	Rahn	Unknown	"[REDACTED] is 76 from Dousman/Oakland (Convenience store) ha ha Shocker", "[REDACTED] is doing union work", "LOL taser deployment", "or he is going to get into a foot chase and then go on a track"	[REDACTED]
TE12	Masiak	3/18/16	"at least shes on her side of the river...before I saw her driving down [REDACTED] "that's close to [REDACTED]" when I asked what she was doing she said she was on a battery call..her status however showed that she was not on any call", "kids these days"	[REDACTED]
TE13	Dispatch	4/2/16	Exchange with dispatcher: "Ugh!", "whats wrong", "she can see the calls drop...knows they are in her sector", "hah maybe if has worked a full week she would be better LOL!", "and didn't take so many person breaks", "haha I wish I could take 'personal breaks'."	[REDACTED]

TE4 = Officer Eickholt said that there is an "on-going joke" that if [REDACTED] calls out with a lot of traffic stops early in the evening, that there is a distinct possibility that she is going home early (taking part of the shift off). He said that [REDACTED] was not part of the joke.

TE5 = message about [REDACTED] and calling out with traffic stops.
[REDACTED]
[REDACTED]

TE6 = Officer Eickholt hates working in District D

TE7 = had no idea what message was about, could possibly have been when suspect was kicking out her squad window and she got on radio asking for help... Officer Eickholt said it took a while for [REDACTED] to "settle in" on the shift.

TE8 = message was initiated by Officer Kurt Brester and responded back by Officer Masiak. Officer Eickholt was only recipient of message thread and never responded back. No Policy violation.

TE9 = [REDACTED]

TE10 = Exchange with Lt.Strouf in reference to his perception of supervisors doing union work.

TE11 = Exchange in reference to his perception of supervisors doing union work.

TE12 = Message was in reference to how [REDACTED] does her job

TE13 = Officer Eickholt was having conversation with police dispatcher [REDACTED] and sharing [REDACTED]

Officer Eickholt said he takes full responsibility for his messages. He added that he knows they are all potentially public, but when he initially sent them, he was have a quasi-private conversation with other officers. He admitted that he participated in behavior that would be directly or indirectly would be considered harassment involving [REDACTED] [REDACTED] [REDACTED], but added he has also done behavior "*with numerous other people on shift.*" Officer Eickholt said it was a poor decision on his part to have done it.

When asked if there was antiquate supervision on night shift, Officer Eickholt said [REDACTED]
[REDACTED] (1:57:10):

[REDACTED]

[REDACTED]

Officer Eickholt was asked if he had ever made any sexually based comments towards or about co-workers. He replied "Yes." He volunteered an incident (believed to have happened approximately December 2016) where he was in the shift commander officers with [REDACTED]. According to Officer Eickholt, [REDACTED] was telling the group about a girl at some recent training and then seeing her again in a video store. He described her as a "knock out." To which [REDACTED] made a comment about taking the girl to the "adult section of the video store." Eickholt said he made a comment about how he would like to "bend the girl over the return table" to have sexual relations with her. (2:22:30). [REDACTED] counseled Officer Eickholt after his comment and told him that he did not want to hear him talk like that again. While this incident happen, [REDACTED] was assigned [REDACTED] outside the shift commander's office. Officer Eickholt said his comment was inappropriate, and on his next shift he apologized to [REDACTED] in the locker room. [REDACTED] told Officer Eickholt that he later talked to [REDACTED] and she had not heard the comment.

Officer Eickholt was asked about an incident involving sexual comments made about [REDACTED] while night shift officers were standing on the "wall" of the police department at shift change. He was informed that other officers were present when the comments about [REDACTED] and [REDACTED]. The specific comment of [REDACTED] "ejaculating on [REDACTED] face" and the she "uses that same face to kiss her kids" was presented to Officer Eickholt.

He was told that he was present at the time and was asked if he made the comment. Officer Eickholt replied "if I was there, I was there." He was then told that he had been identified as either making the comment about [REDACTED] ejaculated on [REDACTED] face, or he made the comment about her going home and using the same face to kiss her kids. Officer Eickholt replied "If I made the comment, I made the comment" He was then asked if this was

the type of comment that he normal would have said. He replied "prior to this, YA." He was asked a follow up question of he had made the comment or not. Officer Eickholt replied "If somebody told you that I said that, and I was there, and I was present and taking part of the conversation...then I did." Officer Eickholt was told that he should not admit to something if he didn't make the comment. He responded that he didn't remember saying the comment, but again said, "If I was there, I was there." He offered to take responsibility for the statement because others had said he made the comment (2:25:40).

Officer Eickholt was asked if he had made any comments in a sexual nature at all reference the [REDACTED]. He said "Ya...yes I have." He said that could not remember anything specific about them and said that when he had been making the statements, [REDACTED] never would have been made in front of [REDACTED].

Officer Eickholt was asked about the locker room incident between [REDACTED] and [REDACTED]. He was asked if he recalled [REDACTED] telling [REDACTED] to "shut the Fuck up."

The comments made on the wall at shift change about [REDACTED] ("oh great we hired another one of those") were explained to Officer Eickholt. [REDACTED]

(2:29:35). Officer Eickholt was informed that Officer Masiak had made this comment. He was asked if he was surprised by this, [REDACTED]. He was asked if he has ever heard Officer Masiak make other racially based comments in the past. [REDACTED]

[REDACTED] When asked if he had ever heard Officer Masiak use the "N" word, [REDACTED]

Officer Eickholt was asked if he had ever been present when supervisors were involved in racially based comments or actions. [REDACTED]

Officer Eickholt said that both he and [REDACTED] have both mocked the way [REDACTED] walks. When asked about the [REDACTED] walk", Officer Eickholt said he knew what it was and

that [REDACTED] had big thighs and walks with a waddle. He responded with the following to answers: "I've observed it... I know what you're talking about...I've made comments to [REDACTED] about it when [REDACTED].but I can't recall somebody specifically doing it...I'm sure I've done it...I'm sure other people have done it...I'm sure other people have said I was present when they did it, and that I had laughed...if that's the information you have, I'm trying to own up to it, but I don't recall" (2:23:45).

He was asked if he had been present in the shift commander's office when Lt. Korth did the [REDACTED] walk. Officer Eickholt replied [REDACTED]

Officer Eickholt was asked if he ever witnessed anyone doing the [REDACTED] walk and made derogatory monkey or ape sounds at the same time. He responded [REDACTED]

After taking a short break and conferring with his Union representative, Officer Eickholt told investigator the following: [REDACTED]

[REDACTED] (2:52:20).

When asked again about Lt. Korth making ape or monkey noises while doing the [REDACTED] walk, Eickholt responded [REDACTED] He said [REDACTED]

[REDACTED] Officer Eickholt agreed that the monkey and ape noise would be considered racist and inappropriate.

When asked about the shift commander's office when Lt. Korth is assigned as shift commander, Officer Eickholt agreed [REDACTED]

[REDACTED] (2:57:18).

Officer Eickholt said he has heard of the term "[REDACTED] Walk" and "[REDACTED] Walker", [REDACTED]

Questions were asked of Officer Eickholt about the alleged incident of Officer Masiak not returning [REDACTED] handcuffs after a call the two were on together and it was believed that Officer Eickholt was present in the shift commanders office. He said [REDACTED]

[REDACTED]

(3:03:00).

[REDACTED]

When asked if he thought the actions and comments made against [REDACTED] and [REDACTED] were appropriate, Officer Eickholt agreed that they weren't. When asked if he thought there was a hostile work environment directed towards [REDACTED] and [REDACTED] on the night shift, he replied, "[REDACTED]

[REDACTED]

Officer Eickholt explained [REDACTED]

Officer Eickholt was asked for his opinion if he believes that behavior has gotten worse when the captains were removed. [REDACTED]

[REDACTED]

According to Officer Eickholt, he said [REDACTED] gets picked on in MDT messages. He cited that he and Lt. Korth have both done it. Officer Eickholt said that it's not appropriate for one supervisor to be making fun of another supervisor. [REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

INTERVIEW WITH OFFICER SCOTT SALZMANN

On Friday, February 3rd, Investigators met with Officer Scott Salzmann in reference to internal affairs investigation 16-542I. Officer Salzmann was with Association representative [REDACTED]

[REDACTED] Officer Salzmann was issued a complaint against personnel which included policy violations of Standards of Conduct; General Standards, Discrimination, Oppression or Favoritism; Discrimination Prohibited/Discrimination; Prohibited Speech, Expression and Conduct.

Officer Salzmann was also issued the administrative warning, which was read to him and he acknowledged the warning and signed the form. Copies of the four policies were provided to Officer Salzmann and he was provided time to review these policies and was able to provide his understanding of the policies, which were consistent with the intent of the policy.

Officer Salzmann was asked if he knew of anyone on the night shift who had been involved in intimidation or harassment of fellow employees. He was asked if he knew of who was a victim or harassment and who was participating in these behaviors. [REDACTED]

[REDACTED]

He was

asked if this information was ever brought to the attention of a supervisor [REDACTED]
[REDACTED]
[REDACTED]
[REDACTED]

Officer Salzmann was asked specifically about any bullying or harassment involving [REDACTED]
[REDACTED]
[REDACTED]
[REDACTED]
[REDACTED]
[REDACTED]
[REDACTED]

Officer Salzmann [REDACTED] He was asked who was talking about the performance issues with [REDACTED] and [REDACTED] and [REDACTED] He was asked why he thought that Lt. Mahoney asked him to talk to Officer Masiak and Officer Brester [REDACTED]
[REDACTED] He was asked how Officer Masiak and Officer Brester responded to him when he talked about the issues of officers not wanting to go on calls with them [REDACTED]
[REDACTED]
[REDACTED]
[REDACTED] Officer Salzmann was asked if he felt that he was ever the victim of harassment and he said "no."

During the course of the investigation, investigators were told that there is a mentality on the night shift that new officers have to earn their spot on the "team." [REDACTED]
[REDACTED]
[REDACTED]
[REDACTED] Officer Salzmann said that he does not think that he has ever said this to an officer on solo patrol. Officer Salzmann said that he has said "eyes open, mouth shut, and work hard." [REDACTED]
[REDACTED]

[REDACTED]

Officer Salzmann was told that the issue of not being part of the team has become a concern as this investigation has developed and there is a concern that this is related to the bullying and harassment. [REDACTED]

[REDACTED]

Officer Salzmann was asked to put himself in the shoes of a new officer, who had earned a four year degree, had attend the recruit academy, been thought our rigorous background process and hiring process, our FTO Academy and FTO program and they get on a shift and they hear the conversation about how they wear the patch, but they are not part of the team until we tell you that you are part of this shift. He was asked if this could be construed as bullying or hazing. Officer Salzmann agreed that he could see that and it could be construed as bullying or hazing.

[REDACTED]

Officer Salzmann was asked if he was aware of any MDT messages that he felt were inappropriate, or bullying. [REDACTED]

[REDACTED]

A review of Officer Salzmann's MDT messages showed that he was not particularly involved in harassment or bullying of other officers. However, several inappropriate messages were located that were in violation of policy. Officer Salzmann was using words, phrases or abbreviations that were not in accordance with policy. The MDT messages that Officer Salzmann sent or received and responded to, were reviewed with him and he was able to explain many of the messages. However, the following messages in particular involve inappropriate content that were in violation of policy or were in poor taste.

Number	Sent To	Date	Subject	Victim	Agreed that Policy was violated
SS1	K. Brester	11/28/2015	U lost bro?	[REDACTED]	Yes
SS2	Bilskey	12/19/2015	I hate you	[REDACTED]	Yes
SS3	Bilskey/ Krueger	12/24/2015	Awwwww....how fitting...snow on Christmas eve...now time to take ppl to jail Yep.....merry effing Christmas	N/A	Yes
SS4	K. Brester	03/04/2016	[REDACTED] is the other way bro No seriously....it is to the north	[REDACTED]	Yes
SS5	K. Brester	03/11/2016	U lost bro?	[REDACTED]	Yes
SS6	Bilskey	03/19/2016	Newest car in the fleet and the power seat already is broken.....people really suck at this place	PD	Yes
SS7	Schilling	03/20/2016	I don't think you will ever get used to it....i still want to knock his teeth in sometimes	[REDACTED]	Yes
SS8	K. Brester	05/07/2016	Ha....was just typin...you lost bro	[REDACTED]	Yes
SS9	Brown Co Dispatch	07/01/2016	I am surprised it made it to end of shift!.....some asses woulda been beat	N/A	Yes
SS10	K. Brester	07/02/2016	Lost bro?	[REDACTED]	Yes
SS11	K. Brester	07/03/2016	U lost bro?	[REDACTED]	Yes
SS12	K. Brester / Bilskey	08/02/2016	That's 1	[REDACTED]	Yes
SS13	Bilskey	10/26/2016	U lost bro? That medical condition is a bit of a stretch	[REDACTED]	Yes
SS14	Bilskey	11/01/2016	U lost bro?	[REDACTED]	Yes

Of the messages that were reviewed with Officer Salzman, eight of the messages (SS1, SS4, SS5, SS8, SS10, SS11, SS12, SS13, and SS14) had content of "U lost bro" in them. Through interviews with other officers it was discovered that Officer Salzman is identified by other officers as holding some sort of leadership role on the shift. [REDACTED]

Officer Salzman was asked about the "U lost bro" messages and he said that it was a running joke between him [REDACTED] when he would drive through his [REDACTED] District sector.

[REDACTED]
[REDACTED]
[REDACTED]
[REDACTED]

Officer Salzmann was reminded that we are all part of the team and we can all patrol the areas of the City.

Officer Salzmann was asked about message SS2 as it referred to a message he sent to Officer Bilskey that said, "*I hate you.*" It was explained to Officer Salzmann that we understand that he has a friendship with Officer Bilskey, but by typing this, and someone from outside the department sees this, they would be concerned as to why one officer is telling another that he hates him. Officer Salzmann understood the concern with this and the policy violation related to computer usage.

Officer Salzmann was asked about message SS3 that was sent to Officer Krueger and Officer Bilskey. The message referred to it snowing on Christmas Eve and now it was time to take people to jail. He also typed, "*Merry effing Christmas,*" in this message. Officer Salzmann understood the concern with this and the policy violation related to sending these types of messages.

Officer Salzmann was asked about message SS6 that he sent to Officer Bilskey. It appeared that Officer Salzmann was talking about a squad car seat that was broken and typed in his MDT message, "*.....people really suck at this place.*" He was asked if talking about his co-workers, other officers and employees of the Green Bay Police Department like this would be disruptive to the efficiency of the department and he agreed with this.

Officer Salzmann was asked about message SS7 as it was related to a message he sent to Officer Schilling and not getting used to working with [REDACTED]. Officer Salzmann typed "*.....I still want to knock his teeth in sometimes.*" Officer Salzman was told that this banter between officers is the thing that the investigation is about. Officer Salzmann understood that this kind of message would disrupt the efficiency of the department as it relates to policy violations.

Officer Salzmann was asked about message SS9 as it related to his message "*.....I am surprised it made it to the end of shift!.....some asses woulda been beat.*" Officer Salzmann said that this was about a dispatcher, who had made a birthday cake for his kid that was brought into the PD. Officer Salzmann said that he was surprised that the cake made it to the end of the shift without anyone touching it. He was asked if he understood that the "*some asses woulda been beat*" portion of the message was inappropriate and would not look good in the eyes of the public, and he agreed with this.

Officer Salzmann was then directed to message SS13. This message started out with Officer Salzmann sending Officer Bilskey the message, "*u lost bro?.*" The message continues on with a message from Officer Salzmann sending another message to Officer Bilskey, "*weird how [REDACTED]s still on admin....even tho mtg is over.*" Officer Salzmann continues with this message with, "*that*

medical issue is a little bit of a stretch." The roster for this shift on 10/26/2016 was checked and [REDACTED] was [REDACTED]. Officer Salzman said that [REDACTED] [REDACTED] Officer Salzman was directed to the policy on discrimination based on a medical condition. Officer Salzman was reminded that this investigation involves the fact that officers were being critical of [REDACTED] [REDACTED]. Officer Salzman knew about [REDACTED] [REDACTED] but still used this in an MDT message that was in poor taste and a violation of policy.

This was the end of the MDT messages that were reviewed with Officer Salzman. He was asked if he had any further questions about the review of his MDT messages and he did not. He was told that as a result of the information that was obtained during the investigation, PSD was directed to review all MDT messages from night shift and this was why we were discussing these particular messages with him. Based on the review of the MDT messages with Officer Salzman, it was determined that many of his messages were in poor taste, unprofessional and, or inappropriate. Officer Salzman used inappropriate words and made inappropriate comments in his MDT messages with words like "...merry effing Christmas", "....knock his teeth out", "....asses would have been beat", and "....bravo is getting its ass kicked right now." Of more concern is that Officer Salzman sent a disparaging remark about [REDACTED] [REDACTED] "that medical issue is a little bit of a stretch."

Investigators then began to discuss topics of behaviors that Officer Salzman may or may not have been involved in and the behaviors of other officers on the night shift. Officer Salzman was asked if he had witnessed anything that could be construed as harassment or bullying on the night shift. [REDACTED]

Officer Salzman was asked if he generally feels that there is adequate supervision on the night shift. [REDACTED] asked how long he thinks that there has not been inadequate supervision on night shift [REDACTED]

[REDACTED]

Officer Salzmann was asked what he thought about Lt. Korth [REDACTED]
[REDACTED]
[REDACTED]
[REDACTED]
[REDACTED]

He said [REDACTED]
[REDACTED]
[REDACTED]

Officer Salzmann was asked if he has ever seen anything with [REDACTED] or [REDACTED]
that was of safety concerns or performance concerns [REDACTED]
[REDACTED]
[REDACTED]
[REDACTED]
[REDACTED]
[REDACTED]
[REDACTED]
[REDACTED]

Officer Salzmann was asked if he has ever heard or used the term [REDACTED] "Walker" and he said
that he has not heard of this and has never used this term. He was asked if he has ever used
the "N" word, and he said he has not. He was asked if he was familiar with the term "JNBN"
and he said that he has heard this phrase and may have used this term. Officer Salzmann could
not name a specific time when he used this term but said that it was used years ago out of
frustration related to some chaotic incident. He estimated that he used it seven plus years ago.
Officer Salzmann said that he has never heard of the [REDACTED] Walk and did not know what it
was. Officer Salzmann said [REDACTED]
[REDACTED]
[REDACTED]
[REDACTED]
[REDACTED]

This ended the interview with Officer Salzmann and he had no further info to provide. Officer
Salzmann answered all questions in what appeared to be in a truthful and thoughtful manner.

INTERVIEW WITH OFFICER KEVIN BAHL

On 02/17/2017, PSD Investigators interviewed Officer Kevin Bahl in reference to his involvement in the ongoing internal investigation as to his conduct related to harassment, standards of conduct violations and/or discrimination and prohibited speech. [REDACTED] of the Green Bay Professional Police Association represented Officer Bahl. Officer Bahl was asked to report to the Professional Standards Division. When he reported to PSD, he was provided with copies of the Formal Complaint, the Administrative Warning and copies of the three policies alleged to have been violated. Officer Bahl was given time to review the complaint against personnel, the administrative warning and the policies he is suspected of violating.

During this interview, Officer Bahl was directed to the formal complaint against personnel, copies of the policies that he has been alleged to have violated and the Administrative Warning and Statement of Employee Rights. Officer Bahl was read the Administrative Warning and he said that he understood the statement, and then the four policies were reviewed with Officer Bahl. These policies included Standards of Conduct; General Standards; Discrimination, Oppression or Favoritism; Discrimination Prohibited/Discrimination; Prohibited Speech, Expression and Conduct

Officer Bahl was informed that the results of this investigation would be turned over to the Chief and the Chief would determine the level of discipline if any. He was told that he could take break and confer with his rep at any time and he said that he understood that he needed to answer all questions truthfully and completely. Officer Bahl was asked if he had talked with anyone in reference to the investigation and he said that he talked to [REDACTED] and may have talked to others in general about how long their interview was and about the fact that the investigation revolved around MDT messages. He said he did not talk to anyone about specific questions related to the investigation.

Officer Bahl confirmed that he was given access to the Green Bay Police Department Policy Manual (Lexipol) and he understood that he must be knowledgeable about the policies. He also said that if he did not understand a policy that he knew he needed to talk with a supervisor for clarification. Officer Kevin Bahl requested that each policy section related to the alleged violations against him be reviewed with him. The above policy sections were read to him word for word at the request of Officer Bahl. Officer Bahl was asked if he understood the policies that he is to have allegedly violated and he said that he does understand the policies and made remarks as to his understanding of each policy. Officer Bahl's response to his understanding of each of these policies was based on him reading portions of the policy back to investigators. Officer Bahl was asked to express his understanding of the policies in his own words, however, he responded by reading portions of the policy back to investigators and appeared to be unable to express in his own words what each policy means.

At this point in the interview of Officer Kevin Bahl, he was told that we would be reviewing MDT messages that he had sent. 17 messages were selected as being of concern and appeared to be

in violation of policy or policies. The following is a listing of MDT messages that were reviewed with Officer Bahl:

Number	Sent To	Date	Subject	Victim	Agreed that Policy was violated
KB1	M. Rahn	06/12/2015	██████████ Forgot what time it is	██████████	possible
KB2	M. Rahn Masiak Eickholt K Brester	12/28/2015	3-4 people on an EM-1 at the hospital	██████████	yes
KB3	M. Rahn	12/28/2015	██████████ LOL	██████████	Yes
KB4	M. Rahn	01/06/2016	Guess who is off tomorrow	██████████	Yes
KB5	Nespoli, Dantoin	01/12/2016	Everyone can log off 5 mins early except ██████████ units	██████████	Yes
KB6	M. Rahn	02/22/2016	NOPE. I'm ██████████ and I do what I want	██████████	Yes
KB7	M. Rahn	03/30/2016	How did ██████████ not take that call?!	██████████	Yes
KB8	Behn, M. Rahn	07/24/2016	Why would ██████████ get the bearcat?	██████████	Yes
KB9	M. Rahn	11/01/2016	That kid is special	██████████	Yes
KB10	M. Rahn	07/24/2016	Driving the f back home	n/a	Yes
KB11	M. Rahn	07/08/2016	Next up ██████████	██████████	Yes
KB12	M. Rahn	01/05/2016	Solid effort tonight ██████████	██████████	Yes
KB13	M. Rahn	12/20/15	██████████ went home early / shocker who would have guessed	██████████	Yes
KB14	M. Rahn	12/13/2015	I hear the packers r looking to pick ██████████ up next year / this sucks	██████████	Yes
KB15	M. Rahn	11/19/2015	When did mason/military become ██████████ / who knows. I thought taylor and Larson was	██████████	Yes
KB16	M. Rahn	10/25/2015	Cause that's what ██████████ does lol	██████████	Yes
KB17	M. Rahn	08/15/2015	Looks like david is in Charlie now....	n/a	Yes

Officer Bahl admitted that 16 of the 17 messages that he initiated or responded to were in violation of policy and negatively affected the effectiveness and/or efficiency of the Green Bay Police Department. Officer Kevin Bahl clarified that message "KB1" where he sent the message that ██████████ *forgot what time it is*" was not a slam on ██████████. Officer Bahl feels that he has a good relationship with ██████████ and he would not be offended by this. Officer Bahl was asked why he didn't include ██████████ in on this message and he said that he thought that ██████████ was busy and he probably wouldn't get the message as the reason for not sending him the message. Officer Bahl was told that even if ██████████ was busy at the time, he would eventually be able to see the message and it would have likely negatively affected the effectiveness and/or efficiency of ██████████ or the Green Bay Police Department. Officer Bahl was told that communication, which could be viewed as negative by a co-worker or the public and was behind the back of a fellow officer, was not appropriate. Officer Bahl acknowledged the fact that communication behind the back of a fellow officer was not appropriate, however, he feels that his relationship and friendship with ██████████ would not be negatively impacted by this message.

Investigators directed Officer Bahl to message "KB2." He was read the MDT message string and asked to tell investigators what he was referring to in these messages. Officer Bahl was initially trying to justify the message and in general, he was trying to justify all of his messages as "*no big deal.*" In particular with message KB2, he said that he was not being negative toward any of the officers and again said that he had good professional or personal relationships with ██████████ and ██████████ did not really know ██████████ that well and ██████████. He was again asked why he did not include these officers in the message and he did not have an answer other than to say that it was only a comment in reference to "*admin*" understaffing ██████████ district on a regular basis and how busy ██████████ district is. He also referred to the fact that statistics would show that ██████████ is always the busiest district. He was asked if he had the statistics and he said he did not. He was asked if he had done a study on this and he said that he did not. Officer Bahl was also told that sending this message had nothing to do with how "*admin*" staffed ██████████ district. He was told that this was based on the staffing agreement in the contract and was not something that would be debated in this setting, but could be discussed when the contract was opened for negotiation in a few years. Officer Bahl was asked about his professional or personal relationship with ██████████ and he said he had a good working relationship with ██████████. Officer Bahl was asked if this was truly the case, because he would see that there was a pattern of who he decided to target in his inappropriate and unprofessional MDT messages. Officer Bahl was also asked why he would send this message to Officer Mike Rahn, Officer Tim Eickholt, Officer Casey Masiak, and Officer Kurt Brester when in fact; these officers would not be able to do anything about the number of officers on certain calls or staffing levels in ██████████ District. ██████████. He was asked what he should have done if he had a concern about officers activities or staffing levels, and he said that he understood that he should have talked to a supervisor.

During a nearly 30 minute conversation related to message KB1 and KB2, Officer Bahl continued to minimize and made attempts to justify the messages he sent out. He was hanging on and

evaluating every word that was in the messages. Officer Bahl was told that it appeared that he was trying to justify the messages and the fact of the matter was that the messages should not have been sent in the first place. Officer Bahl made statements that he was not sure if the officers he was referencing in the first two messages that were discussed, would or would not be upset about the fact he was talking behind their backs. Officer Bahl was not willing to accept that the messages that he sent would likely make others upset. Officer Bahl decided that he wanted to make the comment that others have sent messages about him. When asked how he knew this, he said that he would see the messages because they were "all car" messages. Officer Bahl was told that if it was an all car and he knew about the message that this was different from what he was doing. He was not including those that he was ridiculing or talking about in his messages, so they did not have the opportunity to address the issues with him because they knew nothing about it.

At 29 minutes into Officer Bahl's interview, GBPPA rep [REDACTED] asked for a break. Investigators then reconvened with Officer Bahl and [REDACTED] approximately 15 minutes later and Officer Bahl was again directed with to message KB1 and he again started down the path of making excuses about sending this message and he feels that this message is not a policy violation, because of his relationship with [REDACTED]. Officer Bahl was then directed back to message "KB2" and Bahl again continued to make excuses that he has a good relationship with the officers he was talking about in the message. He said that it really depends on the comments that were made and what was being talked about behind these officers backs as to determine if it was offensive or not. Investigators continued to discuss messages "KB1" and "KB2" for one hour and eight minutes. During this time Officer Bahl did all he could to minimize and justify his messages. He went from blaming the administration for staffing issues, that he was not targeting anyone specific, that statistics show that [REDACTED] District is always busy, that he has good relationships with the officers he was talking about, that someone was not logged in so he would not be able to include the person he was talking about, or the fact that they were busy and would not see the message until later as to why he would not send the message to them. In the end Officer Bahl was told that the message he sent should not have been sent in the first place and he agreed. However, Officer Bahl attempted to justify his messages until I directed him to the question of, "did this message disrupt, or impact the efficiency of the department" and he agreed that it did. He was also asked if this was a policy violation and he agreed that it was.

Officer Bahl was directed to messages "KB3" and "KB4" how it pertained to off time usage of [REDACTED]. Officer Bahl was asked why he cared how or when [REDACTED] was using her off time. [REDACTED]

[REDACTED] Officer Bahl was asked why he was worried about [REDACTED] off time usage and what [REDACTED] could do about it. [REDACTED]

[REDACTED]

Officer Bahl said that he does not think that [REDACTED] would appreciate the message about her. Officer Bahl agreed that these messages were a violation of policy. Officer Bahl made a statement that this has nothing to do with gender but had to do about [REDACTED] work performance and safety issues. He was asked where in his job description that he was in a position to evaluate job performance of another officer. He was asked if he was an FTO and he replied "No", he was asked if he was a supervisor and he said "No." He was asked if he reported the performance issues and safety concerns to a supervisor and [REDACTED]. He was told of the process to first report to his immediate supervisor, then the shift district captain, then the commander and finally the chief of police. [REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

Officer Bahl was then directed to message "KB5" and asked why he felt that he had the authority to determine who could and could not log off at the end of their shift. Officer Bahl was asked if it was his responsibility as a patrol officer to tell officers when they should go on calls and when they should clear calls and he said that it was not his job function to do this but he has cleared officers from calls when they were not needed for a call he was on. He was asked if that was what we were talking about and he admitted that it was different. Officer Bahl was asked if this message was a policy violation and he said that it was a policy violation.

Officer Bahl was then directed to message "KB6" and asked what this message was about and if it was appropriate. This message was in reference in [REDACTED] and his comment of [REDACTED] does what she wants. He was asked if [REDACTED] was aware of this message being sent out about her and he said that it was about [REDACTED] police style. He was asked if this was a policy violation and he said that he took responsibility for sending the message and it was a policy violation.

Officer Bahl was asked about message "KB7" and why he sent a message about [REDACTED] and he was asked if he talked to a supervisors or anyone about safety concerns and performance with [REDACTED] and he said that he did not. He was asked if this is a policy violation and he said that this was a policy violation.

He was then directed to message "KB8" and asked about why he sent this message in reference to "fight club", an officer getting the Bearcat at the end of his shift, and calling off cover. He was asked if any of these messages had anything to do with police work and Officer Bahl was asked if this was police related and appropriate and he said it was not and it was a policy violation.

Officer Bahl was asked if he remembered message "KB9." He was directed to the portion of the message where he indicated that [REDACTED] is "special." He was asked if this was an appropriate message and if it was a policy violation. He agreed that it was not appropriate and was a policy violation.

Officer Bahl was asked about message "KB10" as it related to an incident in DePere and listening to a tactical call going on in DePere. This message also had mention of the "fight club", the merit based system, "drive the F back home." He was asked why he was being critical of the DePere Police Department and why he was worried about what was going on in DePere and was not worried about what he was supposed to be doing in Green Bay. [REDACTED]

[REDACTED] He admitted that the comments about the merit based system had to do with the new contract and also admitted that "drive the F back home", meant drive the "fuck" back home. He was again asked if this was appropriate and a policy violation and he agreed that this was not appropriate and was a policy violation.

He was then asked to look at message "KB11" as it relates to [REDACTED] and [REDACTED] not finishing her shift. Officer Bahl was asked why he was concerned with [REDACTED] or [REDACTED] taking off time. He was asked if anyone that he sent this message to could do anything about the amount of time that these officers take off and he said they could do nothing. He was asked if he was seeing a pattern of behavior and messaging about [REDACTED] and now [REDACTED] and he said, "Yes." He was asked if this was a policy violation and he said, "Yes."

Officer Bahl was asked about message "KB12" as it relates to [REDACTED]. Officer Bahl had a message string with Officer Michael Rahn in reference to [REDACTED] having a "solid effort" and also referenced to [REDACTED] as well. He was asked if he understood the pattern of focusing on what [REDACTED] and her usage of sick time or off time. Officer Bahl acknowledged that sees what I was talking about in terms of this pattern. He also acknowledged that this was a policy violation.

Officer Bahl was directed to message "KB13" as it relates to [REDACTED] going home early. Officer Bahl was asked if he knew who [REDACTED] was and he said probably [REDACTED]. Officer Bahl cited the sick time usage policy in this message and said that supervisors shall monitor sick time usage and take action. Officer Bahl was asked if Officer Rahn was able to do anything about another officer's sick time or off time usage and he said that he should have talked to a supervisor [REDACTED] referring to [REDACTED]. He was asked if he felt that [REDACTED] would be happy that he was talking behind her back and he said no that he did not feel she would be happy and this was a policy violation.

Officer Bahl was then directed to message "KB14" as it relates to a message about [REDACTED] "punting" a call for service, which refers to [REDACTED] not doing what he should on a call. Officer Bahl was also directed to the section of the message that he typed "this sucks." He was told that this was certainly unprofessional and asked if it could disrupt the effectiveness and efficiency of the Green Bay Police Department and he agreed that it would not look good in the eyes of the public.

Officer Bahl was directed to message "KB15" as it relates to a message about [REDACTED]. Officer Bahl was able to identify immediately that this message was about [REDACTED]. This was another example of the continuation of focusing on what [REDACTED] is doing and Officer Bahl agreed.

Officer Bahl was then asked about message "KB16" as relates to [REDACTED]. [REDACTED] put herself on a call and that the new people don't get it. He was asked what the "wait for it, wait for it" was about and he said it was in reference to staying away from an area where detectives were performing an operation and he thought that [REDACTED] put herself on a crime prevention call in this area. He was asked if this message behind [REDACTED] back would disrupt the efficiency and effectiveness of the Green Bay Police Department and he agreed that this would.

Officer Bahl was then asked about message "KB17" as it relates to a discussion about [REDACTED] district officers and a reference to [REDACTED] who sweats the small stuff. He was asked if this was appropriate to talk about another officer behind his back and he said that this was not appropriate.

This was the end of the review of the messaging from Officer Bahl. Investigators then discussed the pattern of messaging that occurred and his focus on the female officers and the African American and Asian officers at the Green Bay Police Department. Officer Bahl said that he takes responsibility for the messages and agreed that they should not have been sent out or those that he was messaging about should have been included in the messages. Officer Bahl was asked what his view of the moral was from the night shift and [REDACTED].

[REDACTED] At this point the interview was ended due to the amount of time it had taken to get to this point in the interview and was scheduled to continue on another day.

Part two of the interview with Officer Bahl took place on Wednesday February 22, 2017. Present at this interview with Officer Bahl was GBPPA representative [REDACTED]. Captain John Balza and Lieutenant Ben Allen conducted the interview with Officer Bahl. Officer Bahl started the interview with some reflection of the first interview and said that he thought about all of this over the weekend and wanted to make sure that we understood that he is taking accountability for his actions and he wants to move forward and provide as much information as possible about the investigation. Officer Bahl said he wants to work through this and he is 100% committed to get our agency moving forward. [REDACTED].

[REDACTED] Officer Bahl said that he has never been through an internal investigation and it is terrible and he wants to get through it and move forward. We also talked about the policies that pertain to the investigation and in particular to the standards of conduct related to his messaging. [REDACTED].

[REDACTED]
[REDACTED] but he also understands that he should not have sent out the messages.

Investigators then directed Officer Bahl to pre-scripted questions related to this investigation. Officer Bahl was asked if he was aware of any harassment that was directed to anyone specifically, behind anyone's back, to their face or otherwise and [REDACTED]

[REDACTED]
[REDACTED]
[REDACTED]
[REDACTED]
[REDACTED]
[REDACTED]
[REDACTED]
[REDACTED]

Officer Bahl was asked if he was aware of anyone sending out messages that were inappropriate or could be viewed as harassment or bullying and [REDACTED]

[REDACTED]
[REDACTED]
[REDACTED]

[REDACTED] He was then asked to think of any messages that were related to "knowledge is power" messages, and

[REDACTED]
[REDACTED]
[REDACTED]
[REDACTED]

Officer Bahl was asked if he remembered a message being sent out related to [REDACTED] and [REDACTED] assisting [REDACTED] with an OWI traffic stop. [REDACTED]

[REDACTED]
[REDACTED]
[REDACTED]
[REDACTED]

Officer Bahl was asked if he recalled a conversation between himself, Officer Masiak and Officer Michael Rahn related to Officer Rahn saying to Officer Masiak that "we got your back, nothing is going to happen to you." [REDACTED]

[REDACTED]
[REDACTED]
[REDACTED]
[REDACTED]

Officer Bahl as asked if he had ever received a message similar to "you lost bro?" or "that's one." [REDACTED]

He was then asked if he had ever been in the locker room when there was conversation between officers or between officers and supervisors that were inappropriate or talking behind others back, or bullying type conversations. [REDACTED]

Officer Bahl was asked if he had heard of or been involved in any conversations of a sexual nature related to a co-worker. [REDACTED]

He was then asked if he had to pick anyone on the shift that was a target of harassment or bullying, who would that be. [REDACTED]

We then talked again about the issue of messages related to making sure officers have their gun. He was asked if this was sometimes a legitimate message, making sure that officers have their equipment prior to going out on a shift. [REDACTED]

Officer Bahl was asked if he knew of any supervisors that had failed to stop any harassment or had participated in harassment or bullying. [REDACTED]

He was asked if he knew or heard of Lt. Korth talk about [REDACTED] and that he made

the comment that "her ass is so big, that she needs to turn sideways to walk through a door."

[REDACTED]
[REDACTED]
[REDACTED]
[REDACTED]
Officer Bahl was asked if he felt that there was adequate supervision on night shift. He was asked about Lt. Korth [REDACTED]

[REDACTED] He was asked about Lt. Mahoney [REDACTED]
[REDACTED]
[REDACTED]
[REDACTED]
[REDACTED]
[REDACTED]
[REDACTED]

He was asked about his friendship or personal relationship with [REDACTED]

[REDACTED] When asked about a friendship with [REDACTED]

[REDACTED] He was also asked about [REDACTED]
[REDACTED]

Officer Bahl was asked if he had any concerns about people taking off too much time and he said that he has been told several times that he should not worry about how or when people are off. He said that his messages about people using off time were more about frustration than anything.

He was asked if he knew of the issue of officers jumping calls in order to get other officers off of calls. [REDACTED]
[REDACTED]
[REDACTED]

Officer Bahl was asked if he had knowledge of the [REDACTED] walk." He said that he did not know anything about that [REDACTED] He was

asked if he ever heard anyone say "Great, we hired another one of those", in reference to [REDACTED] He was asked if he had ever heard an officer use the "N" word or the term "JNBN" [REDACTED]

He was asked if he knew of a group of officers that hung out in the shift commander's office on a regular basis around 0430 hours in the morning [REDACTED]
[REDACTED]
[REDACTED]

[REDACTED]

When asked if he had ever heard the term black [REDACTED] or white [REDACTED] referring to [REDACTED] and [REDACTED] He said that he did know of these terms [REDACTED]

At the conclusion of the interview with Officer Bahl, he asked to talk about reasons why he didn't go to a supervisor for some of the things that concerned him [REDACTED]

[REDACTED]

Officer [REDACTED]

INTERVIEW WITH OFFICER KURT BRESTER PART 3

A third interview was conducted with Officer Kurt Brester on February 28th, 2017 at approximately 1430 hours. The interview was conducted in the Green Bay Police Department conference room. PSD Investigators conducted the interview with Officer Brester and Union representation [REDACTED] was also present.

Officer Brester was presented with an MDT message that was sent from [REDACTED] vehicle, by another officer belittling her. He was asked if he sent the message or if he knew who had sent the message. It should be noted that through interviews, vehicle GPS, shift roster, call notes and prior interviews that either Officer Brester or Masiak had sent the message from [REDACTED] vehicle, as Brester and Masiak were working a two man squad car and on the same call with [REDACTED] and vehicle GPS showed them at St. Vincent's Hospital with [REDACTED] at the time the message was sent. No other GBPD officer or squad was in that area at that time. [REDACTED]

[REDACTED] Brester said they had gone back to station for something and [REDACTED] vehicle was parked in the South lot and the message came out. He was confronted with the fact that GPS showed both his and Masiak's car at the hospital with [REDACTED] car when the message was sent out and he said he just remembered them being somewhere where two squads would be parked together and he could not remember exactly where it was.

Brester was asked if he (Brester) was the one that sent the message and he said that he could not remember. [REDACTED]

[REDACTED] Brester was asked what that meant and he said he had no idea.

Officer Brester was asked what the MDT message, "You lost Bro," meant. [REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

There were no further areas of clarification with Officer Brester and the interview was concluded.

GREEN BAY POLICE DEPARTMENT

Formal Complaint Against Personnel

Date of Incident On going	Time of Incident Night Shift	Location of Incident 307 S. Adams St.
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Complaint Against:

Officer Kevin Bahl

Provide a brief description of the incident. Specify incident and case number if available. Identify any witnesses to the incident. If additional space is needed, complete details and attach.

Information received that Officer Kevin Bahl has participated in, supported or failed to act to prevent harassment, conduct unbecoming, discrimination, and or prohibited speech or conduct while working as a patrol officer for the Green Bay Police Department. Officer Bahl is also suspected of prohibited speech and conduct, which was directed toward co-workers.

Additional Details

ALLEGED VIOLATIONS

Section	Chapter	Subsection	Paragraph	Law	Description
320	320.4				Standards of Conduct; General Standards
320	320.5.3				Discrimination, Oppression or Favoritism
314	314.3.1				Discrimination Prohibited/Discrimination
1026	1026.4	(a)			Prohibited Speech, Expression and Conduct

Supervisor or Employee Filing Complaint

I understand that this report may be subject to release under provisions of Wisconsin's Open Records Law ss 19.31 and further acknowledge that making a false complaint regarding the conduct of a law enforcement officer is punishable by a Class A Forfeiture pursuant to ss 946.66(2) of Wisconsin Statutes.

Signature	Print Name and Title Lt. Ben Allen	Date 2/17/2017
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Investigative Personnel: If a citizen complaint is the basis for the internal investigation, attach it to this form. Indicate the alleged violations of policy on this form and provide the citizen complaint form and this page to the employee who is the subject of the investigation.

If the complaint is a department employee, blank out the name of the complainant before providing the copy to the employee who is the subject of the investigation.



Department of Police

Andrew J. Smith
Chief of Police

DT: 07/14/2017

To: Officer Kevin Bahl

RE: Loudermill Hearing

Officer Bahl,

Based on the information that you provided during your internal investigation interviews with the Professional Standards Division, the interviews with other involved officers, the supporting documentation and evidence, I will determine the disposition of the investigation and any discipline as a result of your actions.

The policies that are suspected to have been violated are the following:

- 314.3.1 – Discrimination
- 320.4 – General Standards
- 320.5.3 – Discrimination, Oppression or Favoritism
- 320.5.9 – Conduct
- 1027.4 – Prohibited Speech, Expression and Conduct

You met with Internal Affairs Investigators on February 17, 2017 in reference to your involvement in the night shift internal affairs complaint. Investigators went through the standard paperwork and reviewed policy with you and you said that you understood. Investigators then began a review of your MDT messages.

During the review of your MDT messages, There was a nearly a 30 minute conversation about two MDT messages where you attempted to justify and minimize the content of the messages that you sent out. It was clear that you showed some sort of concern with the amount of time off used or how other officers used their off time. You particularly focused on this with [REDACTED] [REDACTED] When asked about why this was any concern of yours or what any of the officers that you sent messages to, could do about the off time usage you could not give an answer to this and understood that other officers could do nothing about how officers use their off time.

Department of Police

Andrew J. Smith
Chief of Police

Many of your messages revolved around concern of what [REDACTED] and [REDACTED] were doing. You sent an all car message "Everyone can log off 5 min early except [REDACTED] units". [REDACTED] units on this particular date included [REDACTED] and you expressed that this was out of frustration that [REDACTED] was taking too long on a call and did not respond to another call. You were asked what authority you have to allow officers to log off early and why you would concern yourself with what other officers were doing. You said you don't have this authority.

Your message review continues to show that you have concern with [REDACTED] taking off time and how she responds to calls for service. You also expressed in your messages related to [REDACTED] and what she does or does not do at work. You said that you take responsibility for the messages and agreed that they should not have been sent out.

You were again interviewed on February 22, 2017 as a continuation of the first interview. Investigators went through a series of questions with you and you provided thoughtful and honest feedback related to the issues on night shift. It appears that you have stayed away from issues involving racial comments and gestures, however, you appeared to have participated in messaging about [REDACTED], [REDACTED] and [REDACTED]. You said that you take responsibility for your actions and mistakes and wants to right your wrongs.

The internal investigation is nearly complete, however, you are not to discuss the investigation with anyone involved in the investigation. You may discuss the investigation with those that are considered covered by the privilege exception. I am considering a serious level of discipline. Prior to me making a decision, is there any additional information you would like to share?

Sincerely,

Chief Andrew Smith

I have read and I understand the contents of this report. I may or may not necessarily agree with what is written. By signing this document, I acknowledge that I have received a copy.

Received: _____

Date: _____



TITLETOWN USA

Department of Police

Andrew J. Smith
Chief of Police

August 11, 2017

Officer Kevin Bahl
307 South Adams Street
Green Bay, WI. 54301

RE: Discipline letter

Dear Officer Kevin Bahl,


The Department has completed its investigation into Internal Affairs complaint 16-542I, which is a complaint in reference to the night shift harassment investigation. You have been alleged to have violated GBPD Policies 320.4 – General Standards & 320.5.9(n) - Conduct & 1027.4 (a) – Prohibited Speech, Expression and Conduct. I have concluded that you did violate these policies and have sustained the allegations related to this investigation.

I appreciated the fact that you understand the gravity of this investigations and have taken responsibility for your actions that you took. I hope and believe that you have learned a valuable lesson from this incident and I appreciate your cooperation in this matter. After a review of all of the information, I have decided to issue the following discipline:

- You will serve 1 day of an unpaid suspension. The 1 day will be served on August 16, 2017. ^{24 KB}
- You have already received re-training in the policies related to Harassment, Discrimination, Prohibited Speech, General Standards and Conduct at In-service. You will also receive additional training related to Harassment and Civil Rights violations at the 2017 Fall In-service.

This letter is also a notice that any future misconduct, of any nature, may result in discipline up to and including termination. Retaliation against anyone involved in this issue will not be tolerated and will be separate grounds for serious discipline up to and including discharge. As a represented employee, you have the right to grieve this disciplinary action under the Green Bay Professional Police Association collective bargaining agreement.

Respectfully,


ANDREW J. SMITH
Chief of Police
Green Bay Police Department

I have read and I understand the contents of this report. I may or may not necessarily agree with what is written. By signing this document, I acknowledge that I have received a copy.

Received:



Date:

08-11-2017

307 South Adams Street ♦ Green Bay, WI, 54301-4582 ♦ 920 448 3200 ♦ Fax 920 448 3248 ♦ Emergency

9-1-1

World Wide Web <http://www.ci.green-bay.wi.us/>

COMPLAINT ADJUDICATION

Complaint by: Green Bay Police Department

The Internal Complaint Investigation, No. 16-5421, resulted in allegations of misconduct against 11 Department Employees:

Police Officer Kevin Bahl

SUMMARY AND BASIS OF COMPLAINT

On December 12th, 2016 at approximately 0600 hours, Professional Standards Division (PSD) investigators were made aware of allegations that a patrol officer was possibly abusing sick time. During the initial stages of that investigation, a Department supervisor said that [REDACTED] [REDACTED] approached him, and asked when the supervisors were going to do something with all of the harassment against a particular officer assigned to night watch.

Based on the information provided to PSD investigators and an initial investigation into the matter, it became apparent that a pattern of harassment of certain officers on the night shift by fellow officers and a supervisor was occurring. That harassment toward a small group of people and was in violation of several policies of the Green Bay Police Department. The investigation determined that a substantial amount of this harassment was being done over the Mobile Data Terminals (MDT) in the squad cars. This prompted a review of 18 months of MDT messages of each of the night shift officers. This also prompted interviews with 29 members of the Green Bay Police Department, and in some cases, multiple interviews with the same officers.

A review of Officer Kevin Bahl's MDT messages revealed that he was responding to messages that were sent to him that were inappropriate. He was not particularly involved in harassment or bullying of certain officers, however, he was focused on how two female officers in particular used their off time. Several inappropriate messages were located that were in violation of policy. Some of the examples of Officer Bahl's inappropriate MDT messages:

- "[REDACTED] LOL" (reference [REDACTED])
- "Guess who is off tomorrow" (reference [REDACTED])
- "Next up [REDACTED]" (reference [REDACTED])
- "Solid effort tonight [REDACTED]" (reference [REDACTED])
- "[REDACTED] went home early / shocker who would have guessed" (reference [REDACTED])
- "Everyone can log off 5 mins early except [REDACTED] units" (reference [REDACTED])

ALLEGATION 1. During the review of Officer Bahl's MDT messages, There was a nearly a 30 minute conversation about two MDT messages where he attended to justify and minimize the content of the messages that you sent out. It was clear that he showed some sort of concern with the amount of time off used or how other officers used their off time. He particularly focused on this with a female Officer. When asked about why this was any concern of his or what any of the officers that he sent messages to, could do about the off time usage, he could not give an answer to this and understood that other officers could do nothing about how officers use their off time.

Many of Officer Bahl's messages revolved around concern of what two of our female officers were doing. He sent an all car message "Everyone can log off 5 min early except [REDACTED] units". [REDACTED] units on this particular date included one of the female officers. He expressed that this was out of frustration that this female officer was taking too long on a call and did not respond to another call. Officer Bahl was asked what authority he had to allow officers to log off early and why he would concern yourself with what other officers were doing. He said you don't have this authority.

Officer Bahl's message review continued to show that he had concern with one female officer taking off time and how she responds to calls for service. He also expressed in his messages related to another female officer and what she does or does not do at work. Officer Bahl said that he takes responsibility for the messages and agreed that they should not have been sent out.

Officer Bahl was again interviewed on February 22, 2017 as a continuation of the first interview. Investigators went through a series of questions with him and he provided thoughtful and honest feedback related to the issues on night shift. It appears that he stayed away from issues involving racial comments and gestures, however, he participated in messaging about two female officers. Officer Bahl said that he take responsibility for his actions and mistakes and wants to right his wrongs. This Contrary to GBPD Policy 320.4 – General Standards & 320.5.9(n) - Conduct & 1027.4 (a) – Prohibited Speech, Expression and Conduct.

CLASSIFICATION

Allegation 1 is classified as **SUSTAINED**.

PENALTY

Officer Bahl will receive a Personnel File Entry and a one day unpaid suspension.

PENALTY RATIONALE

The investigation determined that at least sixteen of Officer Bahl's MDT messages contained messages that involved inappropriate content that were in violation of policy or were in poor taste. During his interview with PSD, Officer Bahl admitted that the fourteen messages were inappropriate and should not have been sent on the Department MDT system.

The creation and dissemination of those messages was determined to have contributed to the inappropriate environment on night watch.

I believe the penalty assessed will accomplish the three goals of internal discipline. Primarily it will serve as a reminder to Officer Kevin Bahl and will ensure that incidents of this nature involving Officer Bahl will not recur. Second, the penalty will provide other Green Bay Police Officers with guidelines for their behavior, and make certain all officers know the limits of acceptable behavior and consequences for violations of policy, law and the Constitution. Finally, the penalty will demonstrate to the community that the Green Bay Police Department closely monitors officers' behavior, and can be trusted to hold our officers to the highest standards of conduct and integrity.

ADMINISTRATIVE INSIGHT: POLICE OFFICER KEVIN BAHL

Training Issues.

Officer Kevin Bahl, along with all sworn staff of the Green Bay Police Department were issued policies 314, 320, and 1027 during Winter In-service 2017. A review of each policy was completed with all sworn staff during the Winter In-service training sessions. Officer Bahl along with all sworn staff will receive additional harassment training from CVMIC during the 2017 Fall inservice along with training in Civil Rights violations from the US Attorneys Office.

Workplace Issues.

This investigation revealed a lack of self-responsibility when it comes to addressing issues with or about other employees. The standard has again been set that work place harassment is not acceptable and will not be tolerated in the future.

Work/Compliant History Analysis.

Officer Kevin Bahl has no other sustained complaints in his GBPD work history.

Demotion/Downgrade Considerations.

None.

Relief from Duty Considerations.

None.

Actions Taken.

Officer Kevin Bahl received a review of policies related to harassment during Winter In-service 2017 and will receive additional training on harassment for Fall In-service 2017.

Recommendations.

None.

GREEN BAY POLICE DEPARTMENT

Formal Complaint Against Personnel

Date of Incident On going	Time of Incident Night Shift	Location of Incident 307 S. Adams St.
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Complaint Against:

Officer Tim Eickholt

Provide a brief description of the incident. Specify incident and case number if available. Identify any witnesses to the incident. If additional space is needed, complete details and attach.

Information received that Officer Tim Eickholt has participated in, supported or failed to act to prevent harassment, conduct unbecoming, discrimination, and or prohibited speech or conduct while working as a patrol officer for the Green Bay Police Department. Officer Eickholt is also suspected of prohibited speech and conduct which was directed toward a fellow employee/coworker.

Additional Details

ALLEGED VIOLATIONS

Section	Chapter	Subsection	Paragraph	Law	Description
320	320.4				Standards of Conduct; General Standards
320	320.5.3				Discrimination, Oppression or Favoritism
314	314.3.1				Discrimination Prohibited/Discrimination
1026	1026.4	(a)			Prohibited Speech, Expression and Conduct

Supervisor or Employee Filing Complaint

I understand that this report may be subject to release under provisions of Wisconsin's Open Records Law ss 19.31 and further acknowledge that making a false complaint regarding the conduct of a law enforcement officer is punishable by a Class A Forfeiture pursuant to ss 946.66(2) of Wisconsin Statutes.

Signature	Print Name and Title Capt John Balza	Date 01/03/2017
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Investigative Personnel: If a citizen complaint is the basis for the internal investigation, attach it to this form. Indicate the alleged violations of policy on this form and provide the citizen complaint form and this page to the employee who is the subject of the investigation.

If the complaint is a department employee, blank out the name of the complainant before providing the copy to the employee who is the subject of the investigation.



Department of Police

Andrew J. Smith
Chief of Police

DT: 07/06/2017

To: Officer Tim Eickholt

RE: Loudermill Hearing

Officer Eickholt,

Your Loudermill Hearing will be held on July 12th, at 9:30am in the conference room on the second floor of the police department. You may bring an Association representative or your choice, but you will need to make arraignments for that. This is your opportunity to provide any additional information you may wish to add as it relates to the harassment investigation on night shift. Based on the information that you provided during your internal investigation interviews with the Professional Standards Division, the interviews with other involved officers, the supporting documentation and evidence, I will determine the disposition of the investigation and any discipline as a result of your actions.

The policies that are suspected to have been violated are the following:

- 314.3.1 – Discrimination
- 320.4 – General Standards
- 320.5.3 – Discrimination, Oppression or Favoritism
- 320.5.9 – Conduct
- 1027.4 – Prohibited Speech, Expression and Conduct

The internal investigation is nearly complete, however, you are not to discuss the investigation with anyone involved in the investigation. You may discuss the investigation with those that are considered covered by the privilege exception. I am considering a serious level of discipline. Prior to me making a decision, is there any additional information you would like to share?

Sincerely,

Chief Andrew Smith



TITLETOWN USA

Department of Police

Andrew J. Smith
Chief of Police

August 21, 2017

Officer Timothy Eickholt
307 South Adams Street
Green Bay, WI. 54301

RE: Discipline letter

Dear Officer Timothy Eickholt,

The Department has completed its investigation into Internal Affairs complaint 16-542I, which is a complaint in reference to the night shift harassment investigation. You have been alleged to have violated GBPD Policy 314.3.1 – Discrimination & Policy 320.4 – General Standards & 320.5.9(n) - Conduct & 1027.4 (a) – Prohibited Speech, Expression and Conduct. I have concluded that you did violate these policies and have sustained the allegations related to this investigation.

I appreciated the fact that you understand the gravity of this investigations and have taken responsibility for your actions that you took. I hope and believe that you have learned a valuable lesson from this incident and I appreciate your cooperation in this matter. After a review of all of the information, I have decided to issue the following discipline:

Jm3

August 28, 29, 30 September 1, 13, 14, 15

HC

- You will serve 7 days of an unpaid suspension. These 7 days will be served consecutively and will be served starting **(TBD)**. You will also be placed on the FTO inactive list for a period of one year.
- You have already received re-training in the policies related to Harassment, Discrimination, Prohibited Speech, General Standards and Conduct at In-service. You will also receive additional training related to Harassment and Civil Rights violations at the 2017 Fall In-service.

This letter is also a notice that any future misconduct, of any nature, may result in discipline up to and including termination. Retaliation against anyone involved in this issue will not be tolerated and will be separate grounds for serious discipline up to and including discharge. As a represented employee, you have the right to grieve this disciplinary action under the Green Bay Professional Police Association collective bargaining agreement.

Respectfully,

ANDREW J. SMITH
Chief of Police
Green Bay Police Department

I have read and I understand the contents of this report. I may or may not necessarily agree with what is written. By signing this document, I acknowledge that I have received a copy.

Received: *for C. C. et*

Date: *8-21-17*

COMPLAINT ADJUDICATION

Complaint by: Green Bay Police Department

The Internal Complaint Investigation, No. 16-542I, resulted in allegations of misconduct against 11 Department Employees. The investigation resulted in one Allegation of misconduct, with 14 counts, against:

Police Officer Timothy Eickholt Green Bay Police Department -Patrol

SUMMARY AND BASIS OF COMPLAINT

On December 12th, 2016 at approximately 0600 hours, Professional Standards Division (PSD) investigators were made aware of allegations that a patrol officer was possibly abusing sick time. During the initial stages of that investigation, a Department supervisor said that [REDACTED] [REDACTED] approached him, and asked when the supervisors were going to do something with all of the harassment against a particular officer assigned to night watch.

Based on the information provided to PSD investigators and an initial investigation into the matter, it became apparent that a pattern of harassment of certain officers on the night shift by fellow officers and a supervisor was occurring. That harassment toward a small group of people and was in violation of several policies of the Green Bay Police Department. The investigation determined that a substantial amount of this harassment was being done over the Mobile Data Terminals (MDT) in the squad cars. This prompted a review of 18 months of MDT messages of each of the night shift officers. This also prompted interviews with 29 members of the Green Bay Police Department, and in some cases, multiple interviews with the same officers.

Based on the interview with Officer Timothy Eickholt where he admitted to making inappropriate statements and using inappropriate language about other officers. A review of Officer Timothy Eickholt's MDT messages revealed that he was involved in harassment or bullying of certain officers. Several inappropriate messages were located that were in violation of policy.

ALLEGATION 1. Officer Timothy Eickholt, while on duty, was involved with thirteen (13) inappropriate MDT messages and making other inappropriate comments to other officers. Officer Eickholt's messages and inappropriate comments contained words, phrases or abbreviations that were not in accordance with Department policy. The creation and transmission of those inappropriate messages contributed to an inappropriate workplace environment that was hostile to some Department employees. This is contrary to GBPD

Policies 314.3 – Discrimination & 320.4 – General Standards & 320.5.9(n) - Conduct & 1027.4 (a) – Prohibited Speech, Expression and Conduct.

CLASSIFICATION

Allegation 1 is classified as SUSTAINED.

RATIONALE

The investigation determined that at least thirteen of Officer Eickholt's MDT messages contained messages that involved inappropriate content that were in violation of policy or were in poor taste. During his interview with PSD, Officer Eickholt admitted that the thirteen messages were inappropriate and should not have been sent on the Department MDT system. The creation and dissemination of those messages was determined to have contributed to the inappropriate environment on night watch. Officer Eickholt also admitted to making comments that were inappropriate, sexual in nature, offensive and unprofessional.

Examples of the inappropriate messages that the investigation determined to be sent included:

- "Shocker [REDACTED] has the most available minutes!" "IDK whats more shocking that she has the most available minutes or that she took a call at the PD!" (Reference [REDACTED])
- "she can see the calls drop...knows they are in her sector", "hah maybe if has worked a full week she would be better LOL!", "and didn't take so many person breaks", "haha I wish I could take 'personal breaks' ". (Reference [REDACTED])
- "or she saw her numbers from last year", "maybe both", "haha" (reference [REDACTED])

Officer Eickholt admitted that his actions are considered harassment, bullying, and intimidation, directly toward other officers and in some cases, indirectly by talking negatively about them behind their back. Officer Eickholt also admitted to making sexually explicit statements in the shift commanders office in the presence of a police supervisor and a female co-worker. He also said that he made a sexually natured comment about [REDACTED]. Officer Eickholt also disclosed that he may or may not have done the "[REDACTED] Walk" and said "I'm sure I've done it". The internal investigation has also revealed that other officers have confirmed that he has used the "N" word and the phrase "JNBN".

Members of the Green Bay Police Department shall conduct themselves, whether on or off duty, in accordance with the Policies and procedures of the Green Bay Police Department, the United States and Wisconsin Constitutions and all laws, ordinances and rules enacted or established pursuant to legal authority. It is important that each member of the Green Bay Police Department understand and are familiar with the policies and procedures of the Department and are responsible for complying with them.

The investigation proved and Officer Eickholt admitted did not conduct himself in accordance with policy based on the MDT messages that he sent out and comments made and actions he took. Officer Eickholt should have known that the MDT messages, comments and his actions do not reflect the conduct of what a Green Bay Police Officer should be displaying.

His on duty conduct related to the MDT messages, comments, and actions are considered to be unbecoming for a Police Officer of the Green Bay Police Department. His behaviors are contrary to the good order, efficiency and morale and will, and reflect unfavorably upon this Department and its members. The actions of Officer Eickholt have the probability of damaging the mission, reputation and professionalism of the Green Bay Police Department and its members in the eyes of the department and the public.

PENALTY

Officer Eickholt will receive a personnel file letter and a seven day unpaid suspension. Officer Eickholt will also be removed from active status in the Field Training Officer (FTO) program for one year.

PENALTY RATIONALE

I believe the penalty assessed will accomplish the three goals of internal discipline. Primarily it will serve as a reminder to Officer Eickholt and will ensure that incidents of this nature involving Officer Eickholt will not recur. Second, the penalty will provide other Green Bay Police Officers with guidelines for their behavior, and make certain all officers know the limits of acceptable behavior and consequences for violations of policy, law and the Constitution. Finally, the penalty will demonstrate to the community that the Green Bay Police Department closely monitors officers' behavior, and can be trusted to hold our officers to the highest standards of conduct and integrity.

ADMINISTRATIVE INSIGHT: POLICE OFFICER TIMOTHY EICKHOLT

Training Issues.

Officer Eickholt, along with all sworn staff of the Green Bay Police Department were issued policies 314, 320, and 1027 during Winter In-service 2017. A review of each policy was completed with all sworn staff during the Winter In-service training sessions. Officer Eickholt

along with all sworn staff will receive additional harassment training from CVMIC during the 2017 Fall in-service along with training in Civil Rights violations from the US Attorney's Office.

Workplace Issues.

This investigation revealed a lack of self-responsibility when it comes to addressing issues with or about other employees. The standard has again been set that work place harassment is not acceptable and will not be tolerated in the future.

Work/Compliant History Analysis.

Officer Eickholt has no other sustained complaints in his GBPD work history.

Demotion/Downgrade Considerations.

None.

Relief from Duty Considerations.

None.

Actions Taken.

Officer Eickholt received a review of policies related to harassment during Winter In-service 2017 and will receive additional training on harassment for Fall In-service 2017.

Recommendations.

None.

GREEN BAY POLICE DEPARTMENT

Formal Complaint Against Personnel

Date of Incident On going	Time of Incident Night Shift	Location of Incident 307 S. Adams St.
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Complaint Against:
Officer Kurt Brester

Provide a brief description of the incident. Specify incident and case number if available. Identify any witnesses to the incident. If additional space is needed, complete details and attach.

Information received that Officer Kurt Brester has participated in, supported or failed to act to prevent harassment, conduct unbecoming, discrimination, and or prohibited speech or conduct while working as a patrol officer for the Green Bay Police Department. Officer Brester is also suspected of prohibited speech and conduct which was directed toward a subordinate.


Additional Details

ALLEGED VIOLATIONS

Section	Chapter	Subsection	Paragraph	Law	Description
320	320.4				Standards of Conduct; General Standards
320	320.5.3				Discrimination, Oppression or Favoritism
314	314.3.1				Discrimination Prohibited/Discrimination
1026	1026.4	(a)			Prohibited Speech, Expression and Conduct

Supervisor or Employee Filing Complaint

I understand that this report may be subject to release under provisions of Wisconsin's Open Records Law ss 19.31 and further acknowledge that making a false complaint regarding the conduct of a law enforcement officer is punishable by a Class A Forfeiture pursuant to ss 946.66(2) of Wisconsin Statutes.

Signature 	Print Name and Title Capt John Balza	Date 12/29/2016
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Investigative Personnel: If a citizen complaint is the basis for the internal investigation, attach it to this form. Indicate the alleged violations of policy on this form and provide the citizen complaint form and this page to the employee who is the subject of the investigation.

If the complaint is a department employee, blank out the name of the complainant before providing the copy to the employee who is the subject of the investigation.



Department of Police

Andrew J. Smith
Chief of Police

DT: 07/12/2017

To: Officer Kurt Brester

RE: Loudermill Hearing

Officer Kurt Brester,

Based on the information that you provided during your internal investigation interviews with the Professional Standards Division, the interviews with other involved officers, the supporting documentation and evidence, I will determine the disposition of the investigation and any discipline as a result of your actions.

The policies that are suspected to have been violated are the following:

- 314.3.1 – Discrimination
- 320.4 – General Standards
- 320.5.3 – Discrimination, Oppression or Favoritism
- 320.5.9 – Conduct
- 1027.4 – Prohibited Speech, Expression and Conduct

The supporting evidence that you may have violated policy related to the above policies comes from statements that you made during your internal affairs interview and information that was cohobated from other interviews and MDT messages.

You were interviewed on three occasion as it relates to this internal investigation. During both interviews you were evasive in your answers and relied heavily on statements similar to “not that I can recall”, “I don’t remember”, and “that’s possible but I can’t say for sure”. It is understood that a police officer is required to be able to recall events and facts in order to write a report or testify in court. It appears that your statements similar to “not that I can recall”, along with the other similar generalized statements were self-serving and made in an attempt to not fully answer the questions from Internal Affairs investigators.

During your internal affairs interview, you said that you have said things to others that could be harassing towards [REDACTED]. You also said you have sent MDT messages that could be construed as harassing about [REDACTED].

Department of Police

Andrew J. Smith
Chief of Police

In your second interview, you were asked if he had ever heard, seen or done the "[REDACTED] Walk". You said outside of work that you has done it once or twice. During your first internal affairs interview you told investigators that you had only heard about the [REDACTED] walk and in the second interview, you said that you had observed Lt. Korth do it 5-10 times.

During interviews of others involved in this investigations, investigators were told by multiple officers that that you have used the "N" word in the past. You denied this and said that you were very surprised that anyone would say that you used the "N" word. You were asked if you had ever used the phrase, "He talks like a drunk Mexican", and said that you could not remember a specific time but "I more than likely said it".

The internal investigation is nearly complete, however, you are not to discuss the investigation with anyone involved in the investigation. You may discuss the investigation with those that are considered covered by the privilege exception. I am considering a serious level of discipline. Prior to me making a decision, is there any additional information you would like to share?

Sincerely,

Chief Andrew Smith

I have read and I understand the contents of this report. I may or may not necessarily agree with what is written. By signing this document, I acknowledge that I have received a copy.

Received: _____ Date: _____

COMPLAINT ADJUDICATION

Complaint by: Green Bay Police Department

The Internal Complaint Investigation, No. 16-5421, resulted in allegations of misconduct against 11 Department Employees:

Police Officer Kurt Brester

SUMMARY AND BASIS OF COMPLAINT

On December 12th, 2016 at approximately 0600 hours, Professional Standards Division (PSD) investigators were made aware of allegations that a patrol officer was possibly abusing sick time. During the initial stages of that investigation, a Department supervisor said that [REDACTED] and asked when the supervisors were going to do something with all of the harassment against a particular officer assigned to night watch.

Based on the information provided to PSD investigators and an initial investigation into the matter, it became apparent that a pattern of harassment of certain officers on the night shift by fellow officers and a supervisor was occurring. That harassment toward a small group of people and was in violation of several policies of the Green Bay Police Department. The investigation determined that a substantial amount of this harassment was being done over the Mobile Data Terminals (MDT) in the squad cars. This prompted a review of 18 months of MDT messages of each of the night shift officers. This also prompted interviews with 29 members of the Green Bay Police Department, and in some cases, multiple interviews with the same officers.

The supporting evidence that Officer Kurt Brester violated policy related to Conduct, Standards, Prohibited Speech, comes from statements that Officer Kurt Brester made during his internal affairs interview and information that was corroborated from other interviews and MDT messages.

ALLEGATION 1. You were interviewed on three occasions as it relates to this internal investigation. During these interviews you were evasive in your answers and relied heavily on statements similar to "not that I can recall", "I don't remember", and "that's possible but I can't say for sure". It is understood that a police officer is required to be able to recall events and facts in order to write a report or testify in court. It appears that your statements similar to "not that I can recall", along with the other similar generalized statements were self-serving and made in an attempt to not fully answer the questions from Internal Affairs investigators.

During your internal affairs interview, you said that you have said things to others that could be harassing towards [REDACTED]. You also said you have sent MDT messages that could be construed as harassing about [REDACTED].

In your second interview, you were asked if he had ever heard, seen or done the "[REDACTED] Walk". You said outside of work that you has done it once or twice. During your first internal affairs interview you told investigators that you had only heard about the [REDACTED] walk and in the second interview, you said that you had observed Lt. Korth do it 5-10 times.

During interviews of others involved in this investigations, investigators were told by multiple officers that that you have used the "N" word in the past. You denied this and said that you were very surprised that anyone would say that you used the "N" word. You were asked if you had ever used the phrase, "He talks like a drunk Mexican", and said that you could not remember a specific time but "I more than likely said it".

ALLEGATION 1. Officer Kurt Brester, while on duty, sent fourteen (17) inappropriate MDT messages to other officers. Those messages contained words, phrases or abbreviations that were not in accordance with Department policy. The creation and transmission of those inappropriate messages contributed to an inappropriate workplace environment that was hostile to some Department employees. This is contrary to GBPD Policy 314.3.1 – Discrimination & Policy 320.4 – General Standards & 320.5.9(n) - Conduct & 1027.4 (a) – Prohibited Speech, Expression and Conduct.

CLASSIFICATION

Allegation 1 is classified as SUSTAINED.

RATIONALE

The investigation determined that at least seventeen of Officer Kurt Brester's MDT messages contained messages that involved inappropriate content that were in violation of policy or were in poor taste. During his interview with PSD, Officer Brester admitted that the seventeen messages were inappropriate and should not have been sent on the Department MDT system. The creation and dissemination of those messages was determined to have contributed to the inappropriate environment on night watch.

Examples of the inappropriate messages that the investigation determined to be sent included:

- "he's dumb lol" (referring to [REDACTED])
- "dumb dumb" (referring to [REDACTED])

- “so you're saying I have to work the game and then the road? But when will I see my family?” (referring to [REDACTED])
- “pretty cool that [REDACTED] just stays on training screen while we have Adam helping us lol” (referring to [REDACTED])
- “I don't think [REDACTED] likes pulling her weight” (referring to [REDACTED])
- “she asked if you wold and I told her that she'd have to ask you lol” (referring to [REDACTED])

Members of the Green Bay Police Department shall conduct themselves, whether on or off duty, in accordance with the Policies and procedures of the Green Bay Police Department, the United States and Wisconsin Constitutions and all laws, ordinances and rules enacted or established pursuant to legal authority. It is important that each member of the Green Bay Police Department understand and are familiar with the policies and procedures of the Department and are responsible for complying with them.

The investigation proved and Officer Kurt Brester admitted he did not conduct himself in accordance with policy based on the MDT messages that he sent out. Officer Brester should have known that the MDT messages that he sent do not reflect the conduct of what a Green Bay Police Officer should be displaying.

His on duty conduct related to the MDT messages that he sent are considered to be unbecoming for a Police Officer of the Green Bay Police Department. His messages are contrary to the good order, efficiency and morale and will, and reflect unfavorably upon this Department and its members. The messages that Officer Kurt Brester sent have the probability of damaging the mission, reputation and professionalism of the Green Bay Police Department and its members in the eyes of the department and the public.

PENALTY

Officer Brester will receive 15 day unpaid suspension. Officer Kurt Brester will also be removed from active status in the Field Training Officer (FTO) program for two years.

PENALTY RATIONALE

I believe the penalty assessed will accomplish the three goals of internal discipline. Primarily it will serve as a reminder to Officer Kurt Brester and will ensure that incidents of this nature involving Officer Kurt Brester will not recur. Second, the penalty will provide other Green Bay Police Officers with guidelines for their behavior, and make certain all officers know the limits of acceptable behavior and consequences for violations of policy, law and the Constitution. Finally, the penalty will demonstrate to the community that the Green Bay Police Department

closely monitors officers' behavior, and can be trusted to hold our officers to the highest standards of conduct and integrity.

ADMINISTRATIVE INSIGHT: POLICE OFFICER KURT BRESTER

Training Issues.

Officer Kurt Brester, along with all sworn staff of the Green Bay Police Department were issued policies 314, 320, and 1027 during Winter In-service 2017. A review of each policy was completed with all sworn staff during the Winter In-service training sessions. Officer Kurt Brester along with all sworn staff will receive additional harassment training from CVMIC during the 2017 Fall in-service along with training in Civil Rights violations from the US Attorney's Office.

Workplace Issues.

This investigation revealed a lack of self-responsibility when it comes to addressing issues with or about other employees. The standard has again been set that work place harassment is not acceptable and will not be tolerated in the future.

Work/Compliant History Analysis.

[REDACTED]

Demotion/Downgrade Considerations.

None.

Relief from Duty Considerations.

None.

Actions Taken.

Officer Kurt Brester received a review of policies related to harassment during Winter In-service 2017 and will receive additional training on harassment for Fall In-service 2017.

Recommendations.

None.



TITLETOWN USA

Department of Police

Andrew J. Smith
Chief of Police

August 11, 2017

Officer Kurt Brester
307 South Adams Street
Green Bay, WI. 54301

RE: Discipline letter

Dear Officer Kurt Brester,

The Department has completed its investigation into Internal Affairs complaint 16-542I, which is a complaint in reference to the night shift harassment investigation. You have been alleged to have violated GBPD Policy 314.3.1 - Discrimination & Policy 320.4 - General Standards & 320.5.9(n) - Conduct & 1027.4 (a) - Prohibited Speech, Expression and Conduct. I have concluded that you did violate these policies and have sustained the allegations related to this investigation.

I appreciated the fact that you understand the gravity of this investigations and have taken responsibility for your actions that you took. I hope and believe that you have learned a valuable lesson from this incident and I appreciate your cooperation in this matter. After a review of all of the information, I have decided to issue the following discipline:

- You will serve 15 days of an unpaid suspension. These 15 days will be served consecutively (three, five-day work cycle) and will be served starting **(TBD)**. You will also be placed on the FTO inactive list for a period of ~~two~~ ^{one} years. *August 19, 20, 21, 22, 23* *September 5, 6, 7, 8, 20, 21, 22, 23, 24, 28* *Ejm3*
- You have already received re-training in the policies related to Harassment, Discrimination, Prohibited Speech, General Standards and Conduct at In-service. You will also receive additional training related to Harassment and Civil Rights violations at the 2017 Fall In-service.

This letter is also a notice that any future misconduct, of any nature, may result in discipline up to and including termination. Retaliation against anyone involved in this issue will not be tolerated and will be separate grounds for serious discipline up to and including discharge. As a represented employee, you have the right to grieve this disciplinary action under the Green Bay Professional Police Association collective bargaining agreement.

Respectfully,


ANDREW J. SMITH
Chief of Police
Green Bay Police Department

I have read and I understand the contents of this report. I may or may not necessarily agree with what is written. By signing this document, I acknowledge that I have received a copy.

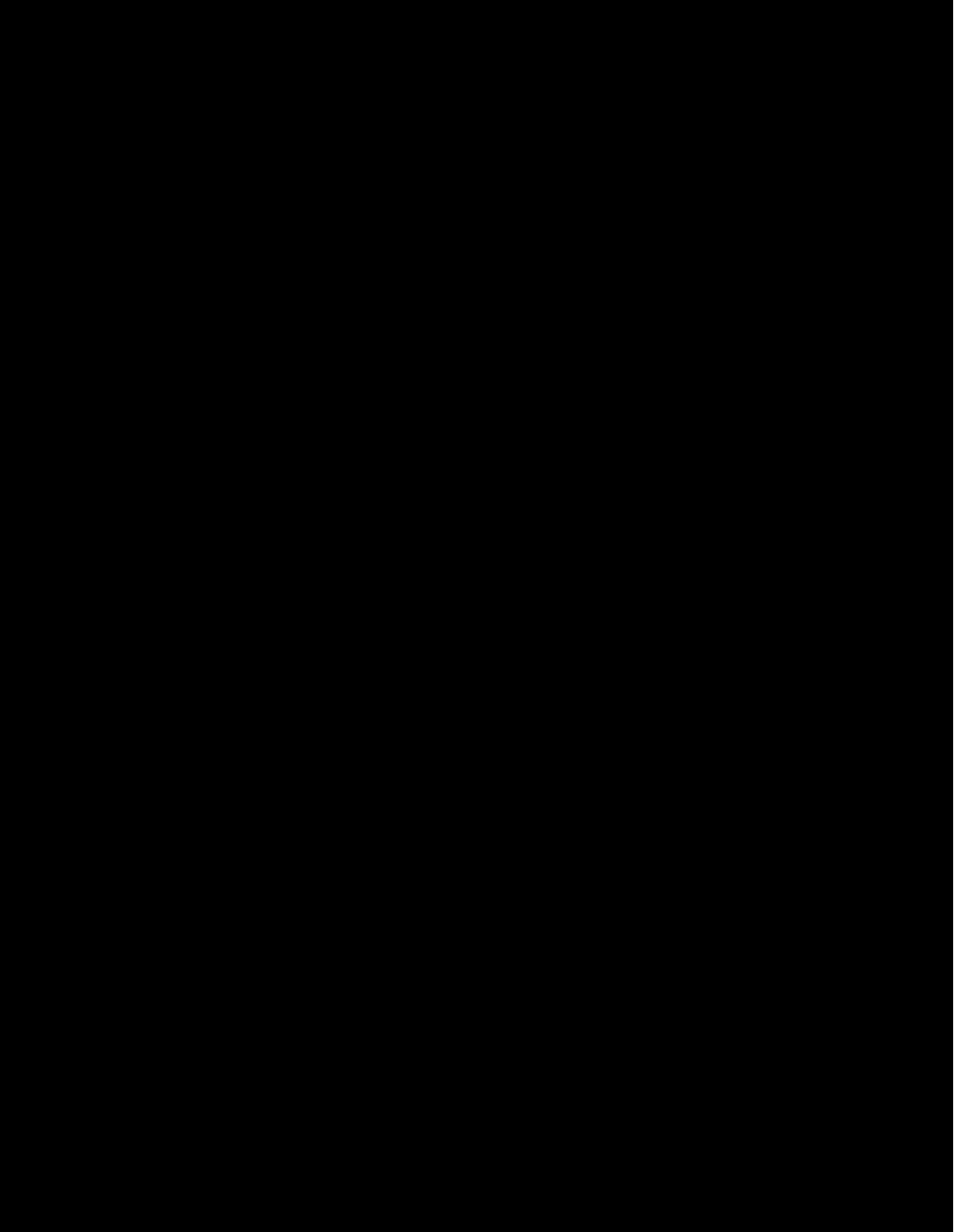
Received: 

Date: *8/11/17*

307 South Adams Street ♦ Green Bay, WI. 54301-4582 ♦ 920 448 3200 ♦ Fax 920 448 3248 ♦ Emergency

9-1-1

World Wide Web <http://www.ci.green-bay.wi.us/>



Green Bay Police Department
Administrative Warning and Statement of Employee Rights

Employee Name
Officer Mike Rahn

Investigating Supervisor
Lt. Dave Wesely & Lt. Keith Gering

Employee Representative:
Officer Nate Allen

Internal Affairs Case Number:
16-5421

Order Compelling Employee to Answer Questions

I wish to advise you that you are being questioned as part of an official internal investigation of the police department.

You will be asked questions specifically directed and narrowly related to the performance of your official duties or fitness for duty.

You are under a direct order to answer these questions.

Failure or refusal to answer these questions completely and truthfully shall be considered grounds for serious discipline, up to and including termination.

Nothing you say nor the fruits thereof may be used against you in later criminal proceedings, but may be used in later disciplinary proceedings.

Supervisor Signature:

Date:
01/20/17

Time:

Lt. Dave Wesely

My signature indicates neither admission nor denial of guilt, but simply represents that I acknowledge being given the above order.

Employee Signature:

Date:

Time:

Statement of the Rights of an Employee Under Investigation

◆ Prior to any questioning the employee will be informed of the nature of investigation. ss 164.02(1)(a), Wisconsin Statutes.

◆ Any verbal or written statements provided by the employee in this investigation cannot be used against the employee in any criminal proceeding. *Garrity v. New Jersey, 385 U.S. 493 (1967)*

◆ The employee under investigation cannot be compelled to waive immunity from criminal prosecution as a condition of continued employment. *Gardner v. Broderick, 392 U.S. 273 (1968)*

◆ The employee is only required to answer questions that are specifically, narrowly, and directly related to their duty or fitness for duty. *Gardner v. Broderick, 392 U.S. 273 (1968)*

◆ The employee has the right to be represented by any person of their choosing during any questioning. ss 164.02(1)(b), Wisconsin Statutes

Green Bay Police Department
Administrative Warning and Statement of Employee Rights

Employee Name
Officer Mike Rahn

Investigating Supervisor
Lt. Dave Wesely & Lt. Keith Gering

Employee Representative:
Officer Nate Allen

Internal Affairs Case Number:
16-5421

Order Compelling Employee to Answer Questions

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Nothing you say nor the fruits thereof may be used against you in later criminal proceedings, but may used in later disciplinary proceedings.

Supervisor Signature:

Date:
01/11/17

Time:

Lt. Dave Wesely

My signature indicates neither admission nor denial of guilt, but simply represents that I acknowledge being given the above order.

Employee Signature:

Date:

Time:

Statement of the Rights of an Employee Under Investigation

- ◆ Prior to any questioning the employee will be informed of the nature of investigation. ss 164.02(1)(a), Wisconsin Statutes.
- ◆ Any verbal or written statements provided by the employee in this investigation cannot be used against the employee any criminal proceeding. *Garrity v. New Jersey, 385 U.S. 493 (1967)*
- ◆ The employee under investigation cannot be compelled to waive immunity from criminal prosecution as a condition of continued employment. *Gardner v. Broderick, 392 U.S. 273 (1968)*
- ◆ The employee is only required to answer questions that are specifically, narrowly, and directly related to their duty or fitness for duty. *Gardner v. Broderick, 392 U.S. 273 (1968)*
- ◆ The employee has the right to be represented by any person of their choosing during any questioning. ss 164.02(1)(b), Wisconsin Statutes

GREEN BAY POLICE DEPARTMENT

Formal Complaint Against Personnel

Date of Incident 12/11/2016	Time of Incident 1:09 A.M.	Location of Incident 307 S. Adams St.
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Complaint Against:
Officer Matt Knutson

Provide a brief description of the incident. Specify incident and case number if available. Identify any witnesses to the incident. If additional space is needed, complete details and attach.

Information received that Officer Matt Knutson accessed, printed and posted the employee picture of a co-worker and posted the picture at the temporary light duty work station of this employee with a caption attached to the photo of "Can't Work".

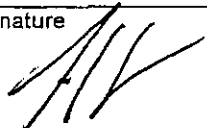
Additional Details

ALLEGED VIOLATIONS

Section	Chapter	Subsection	Paragraph	Law	Description
320	320.4				Standards of Conduct; General Standards
320	320.5.9	(n)			Standards of Conduct/Conduct
314	314.3.1				Discrimination Prohibited/Discrimination
342	342.2 342.5				Department use of social media/policy Social Media/Prohibited Content

Supervisor or Employee Filing Complaint

I understand that this report may be subject to release under provisions of Wisconsin's Open Records Law ss 19.31 and further acknowledge that making a false complaint regarding the conduct of a law enforcement officer is punishable by a Class A Forfeiture pursuant to ss 946.66(2) of Wisconsin Statutes.

Signature 	Print Name and Title Chief Andrew Smith	Date 12/13/2016
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Investigative Personnel: If a citizen complaint is the basis for the internal investigation, attach it to this form. Indicate the alleged violations of policy on this form and provide the citizen complaint form and this page to the employee who is the subject of the investigation.

If the complaint is a department employee, blank out the name of the complainant before providing the copy to the employee who is the subject of the investigation.



Department of Police

Andrew J. Smith
Chief of Police

DT: 07/14/2017

To: Officer Matt Knutson

RE: Loudermill Hearing

Officer Matt Knutson,

Based on the information that you provided during your internal investigation interviews with the Professional Standards Division, the interviews with other involved officers, the supporting documentation and evidence, I will determine the disposition of the investigation and any discipline as a result of your actions.

The policies that are suspected to have been violated are the following:

- 314.3.1 – Discrimination
- 320.4 – General Standards
- 320.5.3 – Discrimination, Oppression or Favoritism
- 320.5.9 – Conduct
- 1027.4 – Prohibited Speech, Expression and Conduct

You became the center of this internal investigation, when it was discovered that you had printed the employee picture of [REDACTED] and posted the picture at the work station where [REDACTED] was working [REDACTED]. You attached a caption on the picture, which stated "I can't work". This is of obvious concern as it is in direct conflict with several policies including General Standards of Conduct; Discrimination and Favoritism; Discrimination based on protected classes; Use of Social Media; and Prohibited Content.

You were asked how well you know [REDACTED] and he said, "Not very". You were asked to elaborate on this and [REDACTED] and described this interaction as "it went fine". You were later asked what your relationship was with [REDACTED] and you said you don't not have a relationship with her. You was asked why you would print and post this picture and you said that he heard a rumor that [REDACTED] completed a tactical instructor course [REDACTED]. Upon returning to work, she dressed in full uniform, brought her (duty) bag to her car and then said "I can't work". You were asked if you felt your actions of printing and posting the picture of [REDACTED] was appropriate or if it was a violation of policy and

Department of Police

Andrew J. Smith
Chief of Police

you said it was a violation. This is the information that you provided to investigators during the first of four interviews with you in regards to this investigation.

While proceeding with this investigation and reviewing the first interview with you, it was found that there were some inconsistencies and possible omissions with your responses to the questions. You were ordered to meet with investigators again on December 14, 2016. You were told that internal affairs was looking to clarify some of the issue that were discussed at your initial interview.

You were asked if you remembered where that rumor came from [REDACTED] You said that [REDACTED] [REDACTED] You were asked if it came from night shift officers [REDACTED] [REDACTED] After a long conversation about who had told you the rumor and [REDACTED] [REDACTED] so you could not specifically remember, you said, the information came from [REDACTED] You went on to say [REDACTED] [REDACTED]

You said you could guess that the other person's voice [REDACTED] [REDACTED] and [REDACTED] [REDACTED] were both interviewed and said that they never had a conversation about [REDACTED] [REDACTED] and did not remember having a conversation in the locker room when you were around.

Based on interviews with Officers and Supervisors that you named in your second interview, it was clear that you were omitting information and were answering questions with self-serving responses in an attempt to limit your responsibility for your actions. On January 19th, 2017, you were interviewed for a third time.

Your MDT messages were reviewed and your focus in many of the inappropriate MDT messages were clearly about [REDACTED]. One of your messages reference "...just like your sister, 80 [REDACTED]". You also sent inappropriate MDT messages about [REDACTED] referencing the work he was doing. You also focused on [REDACTED] and the time she used to for off time. You also sent disparaging messages about the [REDACTED] referring to them as "goof troopers". You also sent messages that were disparaging toward [REDACTED] referring to him as "[REDACTED]" and [REDACTED]. These messages and many more are not consistent with the way an officer of the Green Bay Police Department should act and are in violation of policy.

You were again asked to discuss the rumor about [REDACTED] and you then told investigators that you had [REDACTED] [REDACTED] [REDACTED]

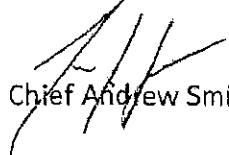
Department of Police

Andrew J. Smith
Chief of Police

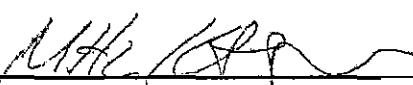
██ during the third interview when in your first interview you could not recall and your second interview, you named ██████████ and ██████████ as having talked about his rumor. Your inability or unwillingness to provide accurate and truthful statements during your first or second interview resulted in investigators needing to interview you multiple times when they could have been working on other duties and responsibilities. It is also concerning that it took four interviews in order for you to provide complete information related to questions that were asked of you during your first two interviews.

The internal investigation is nearly complete, however, you are not to discuss the investigation with anyone involved in the investigation. You may discuss the investigation with those that are considered covered by the privilege exception. I am considering a serious level of discipline. Prior to me making a decision, is there any additional information you would like to share?

Sincerely,

 7-14-17
Chief Andrew Smith

I have read and I understand the contents of this report. I may or may not necessarily agree with what is written. By signing this document, I acknowledge that I have received a copy.

Received:  Date: 7/14/17

COMPLAINT ADJUDICATION

Complaint by: Green Bay Police Department

The Internal Complaint Investigation, No. 16-542I, resulted in allegations of misconduct against 11 Department Employees. The investigation resulted in one Allegation of misconduct, with 14 counts, against:

Police Officer Matthew Knutson Green Bay Police Department -Patrol

SUMMARY AND BASIS OF COMPLAINT

On December 12th, 2016 at approximately 0600 hours, Professional Standards Division (PSD) investigators were made aware of allegations that a patrol officer was possibly abusing sick time. During the initial stages of that investigation, a Department supervisor said [REDACTED] and asked when the supervisors were going to do something with all of the harassment against a particular officer assigned to night watch.

Based on the information provided to PSD investigators and an initial investigation into the matter, it became apparent that a pattern of harassment of certain officers on the night shift by fellow officers and a supervisor was occurring. That harassment toward a small group of people and was in violation of several policies of the Green Bay Police Department. The investigation determined that a substantial amount of this harassment was being done over the Mobile Data Terminals (MDT) in the squad cars. This prompted a review of 18 months of MDT messages of each of the night shift officers. This also prompted interviews with 29 members of the Green Bay Police Department, and in some cases, multiple interviews with the same officers.

Based on the four interviews with Officer Matthew Knutson, he admitted to printing and posting a picture of [REDACTED] making inappropriate statements and using inappropriate language about other officers. A review of Officer Matthew Knutson's MDT messages revealed that he was involved in harassment or bullying of certain officers. Several inappropriate messages were located that were in violation of policy.

ALLEGATION 1. Officer Matthew Knutson, while on duty, was involved with twenty-five inappropriate MDT messages, along with making other inappropriate comments to other officers. Officer Knutson's messages and inappropriate comments contained words, phrases or abbreviations that were not in accordance with Department policy. The creation and transmission of those inappropriate messages contributed to an inappropriate workplace environment that was hostile to some Department employees. This is contrary to GBPD Policies 314.3 – Discrimination & 320.4 – General Standards & 320.5.9(n) - Conduct & 1027.4 (a) – Prohibited Speech, Expression and Conduct.

CLASSIFICATION

Allegation 1 is classified as **SUSTAINED**.

RATIONALE

The investigation determined that at least twenty-five of Officer Knutson's MDT messages contained messages that involved inappropriate content that were in violation of policy or were in poor taste. During his interview with PSD, Officer Knutson admitted that the twenty-five messages were inappropriate and should not have been sent on the Department MDT system. The creation and dissemination of those messages was determined to have contributed to the inappropriate environment on night watch. Officer Knutson also admitted to printing and posting a picture of another officer in a manner that was harassing in nature. Officer Knutson also sent disparaging messages about an officer's [REDACTED]

Examples of the inappropriate messages that the investigation determined to be sent included:

- "SOMEBODY CHECK ON [REDACTED] I think Crisis might've abducted her."
- "How did I get stuck at KT? WTF?"
- "I don't want to, I don't like you. Why doesn't he ([REDACTED]) drive the kid"
- "Oh, [REDACTED] left.....weird"
- "Disregard all his messages he had too much Kool-aid today"
- "Trivia question. How many Goof Troop squads still in the lot?"
- "Oh, just like your sister, 80 min [REDACTED] 😊." ([REDACTED])
- "[REDACTED] ran over my duty bag tonight. Yes, completely over the top. Think there's some truth to that driving thing"

Officer Knutson admitted that his actions are considered harassment, bullying, and intimidation, directly toward other officers and in some cases, indirectly by talking negatively about them behind their back. Officer Knutson was interviewed on four separate occasions and it was not until after he was placed on Administrative Duty, that Officer Knutson was able to fully and

completely answer to his role in the harassment and bullying of other officers. Officer Knutson's inability or unwillingness to provide accurate and truthful statements during his first or second interview resulted in investigators needing to interview him multiple times when they could have been working on other duties and responsibilities. It is also concerning that it took four interviews in order for him to provide complete information related to questions that were asked of you during your first two interviews.

Members of the Green Bay Police Department shall conduct themselves, whether on or off duty, in accordance with the Policies and procedures of the Green Bay Police Department, the United States and Wisconsin Constitutions and all laws, ordinances and rules enacted or established pursuant to legal authority. It is important that each member of the Green Bay Police Department understand and are familiar with the policies and procedures of the Department and are responsible for complying with them.

The investigation proved and Officer Knutson admitted did not conduct himself in accordance with policy based on the MDT messages that he sent out and comments made and actions he took. Officer Knutson should have known that the MDT messages, comments and his actions do not reflect the conduct of what a Green Bay Police Officer should be displaying.

His on duty conduct related to the MDT messages, comments, and actions are considered to be unbecoming for a Police Officer of the Green Bay Police Department. His behaviors are contrary to the good order, efficiency and morale and will, and reflect unfavorably upon this Department and its members. The actions of Officer Knutson have the probability of damaging the mission, reputation and professionalism of the Green Bay Police Department and its members in the eyes of the department and the public.

PENALTY

Officer Knutson will receive a personnel file letter and a 30 day unpaid suspension. Officer Knutson will also be removed from active status in the Field Training Officer (FTO) program for two years.

PENALTY RATIONALE

I believe the penalty assessed will accomplish the three goals of internal discipline. Primarily it will serve as a reminder to Officer Knutson and will ensure that incidents of this nature involving Officer Knutson will not recur. Second, the penalty will provide other Green Bay Police Officers with guidelines for their behavior, and make certain all officers know the limits of acceptable behavior and consequences for violations of policy, law and the Constitution. Finally, the penalty will demonstrate to the community that the Green Bay Police Department closely monitors officers' behavior, and can be trusted to hold our officers to the highest standards of conduct and integrity.

ADMINISTRATIVE INSIGHT: POLICE OFFICER SCOTT SALZMANN

Training Issues.

Officer Knutson, along with all sworn staff of the Green Bay Police Department were issued policies 314, 320, and 1027 during Winter In-service 2017. A review of each policy was completed with all sworn staff during the Winter In-service training sessions. Officer Knutson along with all sworn staff will receive additional harassment training from CVMIC during the 2017 Fall in-service along with training in Civil Rights violations from the US Attorney's Office.

Workplace Issues.

This investigation revealed a lack of self-responsibility when it comes to addressing issues with or about other employees. The standard has again been set that work place harassment is not acceptable and will not be tolerated in the future.

Work/Compliant History Analysis.

Demotion/Downgrade Considerations.

None.

Relief from Duty Considerations.

None.

Actions Taken.

Officer Knutson received a review of policies related to harassment during Winter In-service 2017 and will receive additional training on harassment for Fall In-service 2017.

Recommendations.

None.



TITLETOWN USA

Department of Police

Andrew J. Smith
Chief of Police

August 31, 2017

Officer Matt Knutson
307 South Adams Street
Green Bay, WI. 54301

RE: Discipline letter

Dear Officer Matt Knutson,

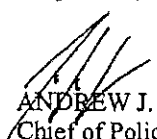
The Department has completed its investigation into Internal Affairs complaint 16-542I, which is a complaint in reference to the night shift harassment investigation. You have been alleged to have violated GBPD Policy 314.3.1 – Discrimination & Policy 320.4 – General Standards & 320.5.9(n) - Conduct & 1027.4 (a) – Prohibited Speech, Expression and Conduct. I have concluded that you did violate these policies and have sustained the allegations related to this investigation.

I appreciated the fact that you understand the gravity of this investigations and have taken responsibility for your actions that you took. I hope and believe that you have learned a valuable lesson from this incident and I appreciate your cooperation in this matter. After a review of all of the information, I have decided to issue the following discipline:

- You will serve 30 days of an unpaid suspension. These 30 days will be served consecutively (six, five-day work cycle) and will be served starting (TBD). You will also be placed on the FTO inactive list for a period of two years.
- You have already received re-training in the policies related to Harassment, Discrimination, Prohibited Speech, General Standards and Conduct at In-service. You will also receive additional training related to Harassment and Civil Rights violations at the 2017 Fall In-service.

This letter is also a notice that any future misconduct, of any nature, may result in discipline up to and including termination. Retaliation against anyone involved in this issue will not be tolerated and will be separate grounds for serious discipline up to and including discharge. As a represented employee, you have the right to grieve this disciplinary action under the Green Bay Professional Police Association collective bargaining agreement.

Respectfully,


ANDREW J. SMITH
Chief of Police
Green Bay Police Department

I have read and I understand the contents of this report. I may or may not necessarily agree with what is written. By signing this document, I acknowledge that I have received a copy.

Received: 

Date: 8-31-2017

307 South Adams Street ♦ Green Bay, WI. 54301-4582 ♦ 920 448 3200 ♦ Fax 920 448 3248 ♦ Emergency

9-1-1

World Wide Web <http://www.ci.green-bay.wi.us/>

GREEN BAY POLICE DEPARTMENT Formal Complaint Against Personnel

Date of Incident	Time of Incident	Location of Incident
June 2015 to Present	Night Shift hours	City Of Green Bay

Complaint Against:

Officer Paul Spoerl

Provide a brief description of the incident. Specify incident and case number if available. Identify any witnesses to the incident. If additional space is needed, complete details and attach.

Information received that Officer Paul Spoerl participated in, supported, or failed to act to prevent harassment, conduct unbecoming, discrimination, and or prohibited speech or conduct while working as a patrol officer for the Green Bay Police Department. Officer Paul Spoerl is also suspected of prohibited speech and conduct which was directed toward a fellow employee/coworker in either in person or via electronic devises.

Additional Details

ALLEGED VIOLATIONS

Section	Chapter	Subsection	Paragraph	Law	Description
320	320.4				Standards of Conduct; General Standards
320	320.5.3				Discrimination, Oppression or Favoritism
314	314.3.1				Discrimination Prohibited/Discrimination
1026	1026.4	(a)			Prohibited Speech, Expression and Conduct

Supervisor or Employee Filing Complaint

I understand that this report may be subject to release under provisions of Wisconsin's Open Records Law ss 19.31 and further acknowledge that making a false complaint regarding the conduct of a law enforcement officer is punishable by a Class A Forfeiture pursuant to ss 946.66(2) of Wisconsin Statutes.

Signature	Print Name and Title	Date
	Capt John Balza	01/30/2017

Investigative Personnel: If a citizen complaint is the basis for the internal investigation, attach it to this form. Indicate the alleged violations of policy on this form and provide the citizen complaint form and this page to the employee who is the subject of the investigation.

If the complaint is a department employee, blank out the name of the complainant before providing the copy to the employee who is the subject of the investigation.

Green Bay Police Department
Administrative Warning and Statement of Employee Rights

Employee Name
Officer Paul Spoerl

Investigating Supervisor
Lt. Dave Wesely & Lt. Keith Gering

Employee Representative:
Officer Mike Knetzger

Internal Affairs Case Number:
16-5421

Order Compelling Employee to Answer Questions

I wish to advise you that you are being questioned as part of an official internal investigation of the police department.

You will be asked questions specifically directed and narrowly related to the performance of your official duties or fitness for duty.

You are under a direct order to answer these questions.

Failure or refusal to answer these questions completely and truthfully shall be considered grounds for serious discipline, up to and including termination.

Nothing you say nor the fruits thereof may be used against you in later criminal proceedings, but may be used in later disciplinary proceedings.

Supervisor Signature:

Date:
01/29/17

Time:

Lt. Dave Wesely

My signature indicates neither admission nor denial of guilt, but simply represents that I acknowledge being given the above order.

Employee Signature:

Date:

Time:

Statement of the Rights of an Employee Under Investigation

- ◆ Prior to any questioning the employee will be informed of the nature of investigation. *ss 164.02(1)(a), Wisconsin Statutes.*
- ◆ Any verbal or written statements provided by the employee in this investigation cannot be used against the employee any criminal proceeding. *Garrity v. New Jersey, 385 U.S. 493 (1967)*
- ◆ The employee under investigation cannot be compelled to waive immunity from criminal prosecution as a condition of continued employment. *Gardner v. Broderick, 392 U.S. 273 (1968)*
- ◆ The employee is only required to answer questions that are specifically, narrowly, and directly related to their duty or fitness for duty. *Gardner v. Broderick, 392 U.S. 273 (1968)*
- ◆ The employee has the right to be represented by any person of their choosing during any questioning. *ss 164.02(1)(b), Wisconsin Statutes*



TITLETOWN USA

Department of Police

Andrew J. Smith
Chief of Police

September 19, 2017

Officer Paul Spoerl
307 South Adams Street
Green Bay, WI. 54301

RE: Discipline letter

Dear Officer Paul Spoerl,

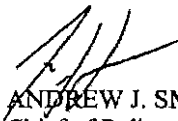
The Department has completed its investigation into Internal Affairs complaint 16-542I, which is a complaint in reference to the night shift harassment investigation. You have been alleged to have violated GBPD Policies 320.4 – General Standards & 320.5.9(n) - Conduct & 1027.4 (a) – Prohibited Speech, Expression and Conduct. I have concluded that you did violate these policies and have sustained the allegations related to this investigation.

I appreciated the fact that you understand the gravity of this investigations and have taken responsibility for your actions that you took. I hope and believe that you have learned a valuable lesson from this incident and I appreciate your cooperation in this matter. After a review of all of the information, I have decided to issue the following discipline:

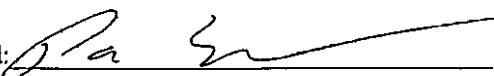
- You will serve two days of an unpaid suspension. Those two days will be served consecutively on September 20 & 21, 2017.
- You have already received re-training in the policies related to Harassment, Discrimination, Prohibited Speech, General Standards and Conduct at In-service. You will also receive additional training related to Harassment and Civil Rights violations at the 2017 Fall In-service.

This letter is also a notice that any future misconduct, of any nature, may result in discipline up to and including termination. Retaliation against anyone involved in this issue will not be tolerated and will be separate grounds for serious discipline up to and including discharge. As a represented employee, you have the right to grieve this disciplinary action under the Green Bay Professional Police Association collective bargaining agreement.

Respectfully,


ANDREW J. SMITH
Chief of Police
Green Bay Police Department

I have read and I understand the contents of this report. I may or may not necessarily agree with what is written. By signing this document, I acknowledge that I have received a copy.

Received: 

Date: 19 Sep 2017

307 South Adams Street ♦ Green Bay, WI. 54301-4582 ♦ 920 448 3200 ♦ Fax 920 448 3248 ♦ Emergency
9-1-1

World Wide Web <http://www.ci.green-bay.wi.us/>

**OFFICE OF THE DISTRICT ATTORNEY
BROWN COUNTY**

300 E. WALNUT STREET, P.O. BOX 23600
GREEN BAY, WI 54305-3600
PHONE (920) 448-4190, FAX (920) 448-4189

**DAVID L. LASEE
DISTRICT ATTORNEY**

DEPUTY DISTRICT ATTORNEYS
Dana J. Johnson
Mary M. Kerrigan-Mares
Wendy W. Lomkull

VICTIM WITNESS COORDINATOR

Karen H. Dorau
(920) 448-4194

SPECIAL PROSECUTOR

Caleb J. Saunders

CONTRACT SPECIAL PROSECUTOR

Kimberly A. Hardtke

ASSISTANT DISTRICT ATTORNEYS

Amy R.G. Prutzke
John F. Luetscher
Kevin G. Greene
Erio R. Enli
Beau G. Liegeois
Cynthia L. Vopal
Kari A. Heffman
Bryant M. Dorstey
Hannah N. Gonya
Melissa Decker Cheslock

July 26, 2017

Chief Andrew Smith
Green Bay Police Department
307 S. Adams Street
Green Bay, WI 54301

RE: Officer Paul Spoerl

Dear Chief Smith:

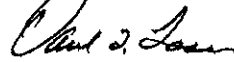
I have had the opportunity to review the materials provided by Lieutenant Wesely relative to an investigation into Officer Paul Spoerl and specifically, information he provided during an interview with Lieutenants Wesely and Gehring regarding the conduct of the night shift officers and potential harassment that had been occurring on that shift. Based on my review of a draft investigative report prepared by Lieutenant Wesely and my review of the video recorded interview, it is clear to me that Officer Spoerl provided false information to the investigating officers on multiple occasions, in an apparent attempt to protect his co-workers and supervisor on the night shift.

As you are aware, the District Attorney's Office is required to disclose any known instances of untruthfulness by any witnesses that the State intends to call at trial, including prior instances of untruthfulness of law enforcement officers. I have discussed this matter with the Deputy District Attorneys in my office, as well as the Attorney General's Office, and we uniformly believe that Officer Spoerl's conduct, as outlined above, constitutes an instance of prior untruthfulness that would require disclosure to defense counsel.

Considering the effect that this information will have on Officer Spoerl's credibility, this incident significantly limits his usefulness as a witness in criminal cases. If he does continue to work as a law enforcement officer, I anticipate that there would be circumstances in which our office would not use him as a witness, and in some instances, I could envision that our office would choose not to file criminal charges where Officer Spoerl's testimony would be an essential part of the prosecution.

Thank you for your consideration in this matter. If you have any questions or concerns, please contact me at your convenience.

Sincerely,

A handwritten signature in cursive script, appearing to read "David L. Lasee".

David L. Lasee
Brown County District Attorney



Department of Police

Andrew J. Smith
Chief of Police

DT: 07/31/2017

To: Officer Paul Spoerl

RE: Administrative Leave

Officer Paul Spoerl,

The internal investigation regarding your conduct and performance as a Green Bay Police Officer is ongoing. Thus far, the investigation has revealed behavior that constitutes a serious breach of policy and disregard for the rules and regulations of the police department.

You are hereby notified that, you are being relieved from your official law enforcement duty assignment, with pay, and will continue on administrative leave. While on administrative leave, you are not allowed to act in any official capacity as a Green Bay Police Officer. You are directed to surrender your duty weapon, badge, identification card, radio and department issued keys. Your ability to carry a firearm while being relieved from your official law enforcement duty assignment will fall under Wisconsin State Law of concealed carry or open carry. The expectation of you while on paid Administrative Leave will be, that you will make yourself available to the Chief of Police, The Professional Standards Division, or any member of the Green Bay Police Department Command Staff anytime between the hours of 8:00 A.M. – 4:30 P.M., Monday – Friday. You will not need to be available on every other Friday, starting with Friday, December 23, 2016 as a normal off day. If you will not be available during these times or days, you must notify Capt. John Balza immediately of the day(s) and time(s) that you will not be available. You are not to be at the Green Bay Police Department at any time other than when ordered to be at the Green Bay Police Department to answer to the internal investigation or when ordered to report to the Green Bay Police Department for other reasons identified by the Chief or his designee. Your availability will be required and expected in order for you to be considered on paid Administrative Leave or you may be subject to suspension without pay.

You are directed to not discuss any of the contents of the City's investigation with any persons other than your Union representative, personal attorney, your spouse, Chief Smith or his designee. If you have any questions about the scope of permissible disclosures, then you are to contact Chief Smith or his designee. You are also directed to not engage in any retaliatory or intimidating conduct against any person who participates in the investigation.

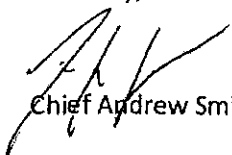
Any actions by you in violation of the directives issued to you will be considered as insubordination in addition to other rule violations warranting serious discipline up to and including likely discharge. Further, any action by you designed to compromise or that may compromise this internal investigation will subject you to disciplinary action up to and including discharge.

Department of Police

Andrew J. Smith
Chief of Police

If you have any questions related to this information or if any questions come up during your Administrative Leave, please contact me or Capt. Balza.

Sincerely,



Chief Andrew Smith



Department of Police

Andrew J. Smith
Chief of Police

DT: 08/07/2017

To: Officer Paul Spoerl

RE: Loudermill Hearing

Officer Spoerl

Based on the information that you provided during your internal investigation interviews with the Professional Standards Division, the interviews with other involved officers, the supporting documentation and evidence, I will determine the disposition of the investigation and any discipline as a result of your actions.

The policies that are suspected to have been violated are the following:

- 314.3.1 – Discrimination
- 320.4 – General Standards
- 320.5.3 – Discrimination, Oppression or Favoritism
- 320.5.9 – Conduct
- 1027.4 – Prohibited Speech, Expression and Conduct

You met with Internal Affairs Investigators on the first occasion on December 28, 2016 as a witness officer to the night shift internal affairs complaint. During that interview, investigators advised you to be truthful with your answers. Investigators asked you specific questions pertaining to the investigation and on numerous occasions, you initially responded by denying knowing any information, only to later reveal specific information, after further questioning. When asked during the interview why you would not have just been up front with your answers, you replied, [REDACTED] You then said you were “super nervous” and said, “I agree that some of it came out slow and you had to pry for some of it.” You then apologized to investigators and said, “It’s difficult to get some of that stuff out.” You then said you did not mean to mislead the investigation. You further said that you should have said something about the “mocking” and harassment that was going on with the nightshift and by not doing so, you were wrong.

Department of Police

Andrew J. Smith
Chief of Police

A second interview was conducted on January 29, 2017. Prior to the interview you were provided with a Formal Complaint Against Personnel and copies of the alleged policy violations. You acknowledged you reviewed those policies and understood them. Investigators then reviewed several MDT messages that you had sent. One of the messages that was sent on June 4, 2016 read, "Good news, I have [REDACTED] car tonight, so I probably have her three guns tonight." Another example was a message sent on June 7, 2016, which read, "WTF is this call." After review of the MDT messages, you admitted to investigators of violating policy by sending 15 inappropriate messages that were reviewed with you.

During your second interview you were asked by investigators about an incident that occurred [REDACTED] between [REDACTED] and Officer Casey Masiak and you initially answered, [REDACTED]. You went on to say, [REDACTED]. [REDACTED] After further questioning, you revealed to investigators [REDACTED]. [REDACTED]

The internal investigation is nearly complete; however, you are not to discuss the investigation with anyone involved in the investigation. You may discuss the investigation with those that are considered covered by the privilege exception. I am considering a serious level of discipline. Prior to me making a decision, is there any additional information you would like to share?

Sincerely,

Chief Andrew Smith

I have read and I understand the contents of this report. I may or may not necessarily agree with what is written. By signing this document, I acknowledge that I have received a copy.

Received: _____ Date: _____

COMPLAINT ADJUDICATION

Complaint by: Green Bay Police Department

The Internal Complaint Investigation, No. 16-542I, resulted in allegations of misconduct against 11 Department Employees. The investigation resulted in one Allegation of misconduct, with 14 counts, against:

Police Officer Paul Spoerl Green Bay Police Department -Patrol

SUMMARY AND BASIS OF COMPLAINT

On December 12th, 2016 at approximately 0600 hours, Professional Standards Division (PSD) investigators were made aware of allegations that a night shift patrol officer was possibly being harassed. During the initial stages of that investigation, a Department supervisor said that [REDACTED], and asked when the supervisors were going to do something with all of the harassment against a particular officer assigned to night watch.

Based on the information provided to PSD investigators and an initial investigation into the matter, it became apparent that a pattern of harassment of certain officers on the night shift by fellow officers and a supervisor was occurring. That harassment toward a small group of people and was in violation of several policies of the Green Bay Police Department. The investigation determined that a substantial amount of this harassment was being done over the Mobile Data Terminals (MDT) in the squad cars. This prompted a review of 18 months of MDT messages of each of the night shift officers. This also prompted interviews with 29 members of the Green Bay Police Department, and in some cases, multiple interviews with the same officers.

Based on the interview with Officer Paul Spoerl where he admitted to making inappropriate statements and using inappropriate language about other officers. A review of Officer Paul Spoerl's MDT messages revealed that he was involved in harassment or bullying of certain officers. Several inappropriate messages were located that were in violation of policy.

ALLEGATION 1. Officer Paul Spoerl, while on duty, was involved in at least fifteen (15) inappropriate MDT messages and making other inappropriate comments to other officers. Officer Spoerl's messages and inappropriate comments contained words, phrases or abbreviations that were not in accordance with Department policy. The creation and transmission of those inappropriate messages contributed to an inappropriate workplace environment that was hostile to some Department employees. This is contrary to GBPD

Policies 314.3 – Discrimination & 320.4 – General Standards & 320.5.9(n) - Conduct & 1027.4 (a) – Prohibited Speech, Expression and Conduct.

CLASSIFICATION

Allegation 1 is classified as SUSTAINED.

RATIONALE

The investigation determined that at least fifteen of Officer Spoerl's MDT messages contained messages that involved inappropriate content that were in violation of policy or were in poor taste. During his interview with PSD, Officer Spoerl admitted that the fifteen messages were inappropriate and should not have been sent on the Department MDT system and that he violated policy. The creation and dissemination of those messages was determined to have contributed to the inappropriate environment on night watch.

Examples of the inappropriate messages that the investigation determined to be sent included:

- " So we got a stolen vehicle and a track going on this guy all in D3. take a wild guess at who isnt on this call helping" (Reference [REDACTED])
- "I see your sister hasn't signed anything yet, looks like she wants to prove herself some more LOL" (Reference [REDACTED])
- "WTF is this call..." (Reference profanity)
- "That dam B Falcon. Up to his games and such. Have you tried calling Chet? Or tired doing more SSD?" (reference Getting Buddy Fucked on a call)

Officer Spoerl admitted that his actions are considered harassment, bullying, and intimidation, indirectly by talking negatively about them behind their back.

Members of the Green Bay Police Department shall conduct themselves, whether on or off duty, in accordance with the Policies and procedures of the Green Bay Police Department, the United States and Wisconsin Constitutions and all laws, ordinances and rules enacted or established pursuant to legal authority. It is important that each member of the Green Bay Police Department understand and are familiar with the policies and procedures of the Department and are responsible for complying with them.

The investigation proved and Officer Spoerl admitted did not conduct himself in accordance with policy based on the MDT messages that he sent out and comments made and actions he took. Officer Spoerl should have known that the MDT messages, comments and his actions do not reflect the conduct of what a Green Bay Police Officer should be displaying.

His on duty conduct related to the MDT messages, comments, and actions are considered to be unbecoming for a Police Officer of the Green Bay Police Department. His behaviors are contrary to the good order, efficiency and morale and will, and reflect unfavorably upon this Department and its members. The actions of Officer Spoerl have the probability of damaging the mission, reputation and professionalism of the Green Bay Police Department and its members in the eyes of the department and the public.

PENALTY

Officer Spoerl will receive a two day unpaid suspension.

PENALTY RATIONALE

I believe the penalty assessed will accomplish the three goals of internal discipline. Primarily it will serve as a reminder to Officer Spoerl and will ensure that incidents of this nature involving Officer Spoerl will not recur. Second, the penalty will provide other Green Bay Police Officers with guidelines for their behavior, and make certain all officers know the limits of acceptable behavior and consequences for violations of policy, law and the Constitution. Finally, the penalty will demonstrate to the community that the Green Bay Police Department closely monitors officers' behavior, and can be trusted to hold our officers to the highest standards of conduct and integrity.

ADMINISTRATIVE INSIGHT: POLICE OFFICER PAUL SPOERL

Training Issues.

Officer Spoerl, along with all sworn staff of the Green Bay Police Department were issued policies 314, 320, and 1027 during Winter In-service 2017. A review of each policy was completed with all sworn staff during the Winter In-service training sessions. Officer Spoerl along with all sworn staff will receive additional harassment training from CVMIC during the 2017 Fall in-service along with training in Civil Rights violations from the US Attorney's Office.

Workplace Issues.

This investigation revealed a lack of self-responsibility when it comes to addressing issues with or about other employees. The standard has again been set that work place harassment is not acceptable and will not be tolerated in the future.

Work/Compliant History Analysis.

[REDACTED]

Demotion/Downgrade Considerations.

None.

Relief from Duty Considerations.

None.

Actions Taken.

Officer Spoerl received a review of policies related to harassment during Winter In-service 2017 and will receive additional training on harassment for Fall In-service 2017.

Recommendations.

None.

GREEN BAY POLICE DEPARTMENT

Formal Complaint Against Personnel

Date of Incident On going	Time of Incident Night Shift	Location of Incident 307 S. Adams St.
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Complaint Against:
Officer Scott Salzman

Provide a brief description of the incident. Specify incident and case number if available. Identify any witnesses to the incident. If additional space is needed, complete details and attach.

Information received that Officer Scott Salzman has participated in, supported or failed to act to prevent harassment, conduct unbecoming, discrimination, and or prohibited speech or conduct while working as a patrol officer for the Green Bay Police Department. Officer Salzman is also suspected of prohibited speech and conduct, which was directed toward a co-worker.

Additional Details

ALLEGED VIOLATIONS

Section	Chapter	Subsection	Paragraph	Law	Description
320	320.4				Standards of Conduct; General Standards
320	320.5.3				Discrimination, Oppression or Favoritism
314	314.3.1				Discrimination Prohibited/Discrimination
1026	1026.4	(a)			Prohibited Speech, Expression and Conduct

Supervisor or Employee Filing Complaint

I understand that this report may be subject to release under provisions of Wisconsin's Open Records Law ss 19.31 and further acknowledge that making a false complaint regarding the conduct of a law enforcement officer is punishable by a Class A Forfeiture pursuant to ss 946.66(2) of Wisconsin Statutes.

Signature	Print Name and Title Capt John Balza	Date 02/02/2017
-----------	--	---------------------------

Investigative Personnel: If a citizen complaint is the basis for the internal investigation, attach it to this form. Indicate the alleged violations of policy on this form and provide the citizen complaint form and this page to the employee who is the subject of the investigation.

If the complaint is a department employee, blank out the name of the complainant before providing the copy to the employee who is the subject of the investigation.

Green Bay Police Department
Administrative Warning and Statement of Employee Rights

Employee Name Officer Scott Salzmann	Investigating Supervisor Ben Allen
--	---------------------------------------

Employee Representative:	Internal Affairs Case Number:
--------------------------	-------------------------------

Order Compelling Employee to Answer Questions

I wish to advise you that you are being questioned as part of an official internal investigation of the police department.

You will be asked questions specifically directed and narrowly related to the performance of your official duties or fitness for duty.

You are under a direct order to answer these questions.

Failure or refusal to answer these questions completely and truthfully shall be considered grounds for serious discipline, up to and including termination.

Nothing you say nor the fruits thereof may be used against you in later criminal proceedings, but may be used in later disciplinary proceedings.

Supervisor Signature:	Date:	Time:
-----------------------	-------	-------

My signature indicates neither admission nor denial of guilt, but simply represents that I acknowledge being given the above order.

Employee Signature:	Date:	Time:
---------------------	-------	-------

Statement of the Rights of an Employee Under Investigation

- ◆ Prior to any questioning the employee will be informed of the nature of investigation. ss 164.02(1)(a), Wisconsin Statutes.
- ◆ Any verbal or written statements provided by the employee in this investigation cannot be used against the employee in any criminal proceeding. *Garrity v. New Jersey*, 385 U.S. 493 (1967)
- ◆ The employee under investigation cannot be compelled to waive immunity from criminal prosecution as a condition of continued employment. *Gardner v. Broderick*, 392 U.S. 273 (1968)
- ◆ The employee is only required to answer questions that are specifically, narrowly, and directly related to their duty or fitness for duty. *Gardner v. Broderick*, 392 U.S. 273 (1968)
- ◆ The employee has the right to be represented by any person of their choosing during any questioning. ss 164.02(1)(b), Wisconsin Statutes



Department of Police

Andrew J. Smith
Chief of Police

DT: 07/13/2017

To: Officer Scott Salzmann

RE: Loudermill Hearing

Officer Salzmann,

Based on the information that you provided during your internal investigation interviews with the Professional Standards Division, the interviews with other involved officers, the supporting documentation and evidence, I will determine the disposition of the investigation and any discipline as a result of your actions.

The policies that are suspected to have been violated are the following:

- 314.3.1 – Discrimination
- 320.4 – General Standards
- 320.5.3 – Discrimination, Oppression or Favoritism
- 320.5.9 – Conduct
- 1027.4 – Prohibited Speech, Expression and Conduct

During your internal affairs investigation interview, you said [REDACTED]

[REDACTED]
[REDACTED]
[REDACTED]
[REDACTED] The idea that a new officer it not considered part of the team is of concern and goes against what this agency is about.

A review of your MDT messages showed that you were not particularly involved in harassment or bullying of certain officers. However, several inappropriate messages were located that were in violation of policy. You were using words, phrases or abbreviations that were not in accordance with policy. Messages that were reviewed with you involve inappropriate content that were in violation of policy or were in poor taste. One of the messages that you sent was related to [REDACTED] and stated “.....i still want to knock his teeth in sometimes”. This type of message is obviously concerning and should not have been sent and in violation of policy.

Department of Police

Andrew J. Smith
Chief of Police

You were asked about the "U lost bro" messages that you sent on a consistent basis. You said that it was a running joke between you and three other officers as it related to them driving through your [REDACTED] District sector. You said [REDACTED]

[REDACTED] It appeared that there was not ill intent on your part, however these messages further the feelings that other officers expressed in their internal affairs interviews. These Officers said [REDACTED]

[REDACTED] It is concerning that this mentality and your "U lost bro" messages have perpetuated the feeling that what you say is how things are going to be.

Your messages that include phrases of "I hate you", "people suck around this place", "asses woulda been beat", "merry effing Christmas", and ".....piss poor job", are certainly not appropriate and not the image that Officers of the Green Bay Police Department should be portraying and are a violation of policy.

The internal investigation is nearly complete, however, you are not to discuss the investigation with anyone involved in the investigation. You may discuss the investigation with those that are considered covered by the privilege exception. I am considering a serious level of discipline. Prior to me making a decision, is there any additional information you would like to share?

Sincerely,

Chief Andrew Smith

I have read and I understand the contents of this report. I may or may not necessarily agree with what is written. By signing this document, I acknowledge that I have received a copy.

Received: _____ Date: _____

COMPLAINT ADJUDICATION

Complaint by: Green Bay Police Department

The Internal Complaint Investigation, No. 16-542I, resulted in allegations of misconduct against 11 Department Employees. The investigation resulted in one Allegation of misconduct, with 14 counts, against:

Police Officer Scott Salzmann Green Bay Police Department -Patrol

SUMMARY AND BASIS OF COMPLAINT

On December 12th, 2016 at approximately 0600 hours, Professional Standards Division (PSD) investigators were made aware of allegations that a patrol officer was possibly abusing sick time. During the initial stages of that investigation, a Department supervisor said that [REDACTED] and asked when the supervisors were going to do something with all of the harassment against a particular officer assigned to night watch.

Based on the information provided to PSD investigators and an initial investigation into the matter, it became apparent that a pattern of harassment of certain officers on the night shift by fellow officers and a supervisor was occurring. That harassment toward a small group of people and was in violation of several policies of the Green Bay Police Department. The investigation determined that a substantial amount of this harassment was being done over the Mobile Data Terminals (MDT) in the squad cars. This prompted a review of 18 months of MDT messages of each of the night shift officers. This also prompted interviews with 29 members of the Green Bay Police Department, and in some cases, multiple interviews with the same officers.

A review of Officer Scott Salzmann's MDT messages revealed that he was not particularly involved in harassment or bullying of certain officers. However, several inappropriate messages were located that were in violation of policy.

ALLEGATION 1. Officer Scott Salzmann, while on duty, sent fourteen (14) inappropriate MDT messages to other officers. Those messages contained words, phrases or abbreviations that were not in accordance with Department policy. The creation and transmission of those inappropriate messages contributed to an inappropriate workplace environment that was hostile to some Department employees. This is contrary to GBPD Policy 320.4 – General Standards & 320.5.9(n) - Conduct & 1027.4 (a) – Prohibited Speech, Expression and Conduct.

CLASSIFICATION

Allegation 1 is classified as SUSTAINED.

RATIONALE

The investigation determined that at least fourteen of Officer 's MDT messages contained messages that involved inappropriate content that were in violation of policy or were in poor taste. During his interview with PSD, Officer Salzman admitted that the fourteen messages were inappropriate and should not have been sent on the Department MDT system. The creation and dissemination of those messages was determined to have contributed to the inappropriate environment on night watch.

Examples of the inappropriate messages that the investigation determined to be sent included:

- One of the messages was related to [REDACTED] and stated ".....i still want to knock his teeth in sometimes".
- Messages that include phrases of "I hate you", "people suck around this place", "asses woulda been beat", "merry effing Christmas", and ".....piss poor job
- Messages stating "U lost bro" on multiple occasions.
- A message stating "This medical condition is getting old" directed towards [REDACTED]

Members of the Green Bay Police Department shall conduct themselves, whether on or off duty, in accordance with the Policies and procedures of the Green Bay Police Department, the United States and Wisconsin Constitutions and all laws, ordinances and rules enacted or established pursuant to legal authority. It is important that each member of the Green Bay Police Department understand and are familiar with the policies and procedures of the Department and are responsible for complying with them.

The investigation proved and Officer Salzman admitted did not conduct himself in accordance with policy based on the MDT messages that he sent out. Officer Salzman should have known that the MDT messages that he sent do not reflect the conduct of what a Green Bay Police Officer should be displaying.

His on duty conduct related to the MDT messages that he sent are considered to be unbecoming for a Police Officer of the Green Bay Police Department. His messages are contrary to the good order, efficiency and morale and will, and reflect unfavorably upon this Department and its members. The messages that Officer Salzman sent have the probability of damaging the mission, reputation and professionalism of the Green Bay Police Department and its members in the eyes of the department and the public.

PENALTY

Officer Salzmann will receive a one day unpaid suspension. Officer Salzmann will also be removed from active status in the Field Training Officer (FTO) program for one year.

PENALTY RATIONALE

I believe the penalty assessed will accomplish the three goals of internal discipline. Primarily it will serve as a reminder to Officer Salzmann and will ensure that incidents of this nature involving Officer Salzmann will not recur. Second, the penalty will provide other Green Bay Police Officers with guidelines for their behavior, and make certain all officers know the limits of acceptable behavior and consequences for violations of policy, law and the Constitution. Finally, the penalty will demonstrate to the community that the Green Bay Police Department closely monitors officers' behavior, and can be trusted to hold our officers to the highest standards of conduct and integrity.

ADMINISTRATIVE INSIGHT: POLICE OFFICER SCOTT SALZMANN

Training Issues.

Officer Scott Salzmann, along with all sworn staff of the Green Bay Police Department were issued policies 314, 320, and 1027 during Winter In-service 2017. A review of each policy was completed with all sworn staff during the Winter In-service training sessions. Officer Salzmann along with all sworn staff will receive additional harassment training from CVMIC during the 2017 Fall in-service along with training in Civil Rights violations from the US Attorney's Office.

Workplace Issues.

This investigation revealed a lack of self-responsibility when it comes to addressing issues with or about other employees. The standard has again been set that work place harassment is not acceptable and will not be tolerated in the future.

Work/Compliant History Analysis.

Officer Salzmann has no other sustained complaints in his GBPD work history.

Demotion/Downgrade Considerations.

None.

Relief from Duty Considerations.

None.

Actions Taken.

Officer Salzmann received a review of policies related to harassment during Winter In-service 2017 and will receive additional training on harassment for Fall In-service 2017.

Recommendations.

None.



TITLE TOWN USA

Department of Police

Andrew J. Smith
Chief of Police

August 23, 2017

Officer Scott Salzmann
307 South Adams Street
Green Bay, WI. 54301

RE: Discipline letter

Dear Officer Scott Salzmann,


The Department has completed its investigation into Internal Affairs complaint 16-5421, which is a complaint in reference to the night shift harassment investigation. You have been alleged to have violated GBPD Policy 314.3.1 – Discrimination & Policy 320.4 – General Standards & 320.5.9(n) - Conduct & 1027.4 (a) – Prohibited Speech, Expression and Conduct. I have concluded that you did violate these policies and have sustained the allegations related to this investigation.

I hope and believe that you have learned a valuable lesson from this incident and I appreciate your cooperation in this matter. After a review of all of the information, I have decided to issue the following discipline:

- You will serve 1 day of an unpaid suspension. The 1 day will be served on (TBD). You will also be placed on the FTO inactive list for a period of one year.
- You have already received re-training in the policies related to Harassment, Discrimination, Prohibited Speech, General Standards and Conduct at In-service. You will also receive additional training related to Harassment and Civil Rights violations at the 2017 Fall In-service.

This letter is also a notice that any future misconduct, of any nature, may result in discipline up to and including termination. Retaliation against anyone involved in this issue will not be tolerated and will be separate grounds for serious discipline up to and including discharge. As a represented employee, you have the right to grieve this disciplinary action under the Green Bay Professional Police Association collective bargaining agreement.

Respectfully,



ANDREW J. SMITH

Chief of Police
Green Bay Police Department

I have read and I understand the contents of this report. I may or may not necessarily agree with what is written. By signing this document, I acknowledge that I have received a copy.

Received:  # 441

Date: 08-23-17

307 South Adams Street ♦ Green Bay, WI. 54301-4582 ♦ 920 448 3200 ♦ Fax 920 448 3248 ♦ Emergency

9-1-1

World Wide Web <http://www.ci.green-bay.wi.us/>