

City of Utica



Utica, New York

To The City Clerk of Utica

As provided by Section 12 of the Second Class Cities Laws, I hereby certify that

Name: Kyle D. Fee

Address: [REDACTED]

Telephone:

has this day been appointed to the position of Police Officer

in the department of Public Safety- Bureau Of Police

the term to commence January 20, 2017

the term to end

filling unexpired term of (if applicable)

Signed

Mayor

Title of Official

PERFORMANCE EVALUATION REPORT

NAME (FIRST, LAST, MI) Kyle Fee	ID # 2892	RANK Ptlm	DIVISION/UNIT Patrol 2
DUTY ASSIGNMENT (I.E. DESK, STREET PATROL, BOOKING) Street Patrol	PERIOD COVERED Annual	FROM 01/01/19	TO 12/31/19

PERFORMANCE LEVEL DEFINITIONS
 OUTSTANDING = 5 VERY GOOD = 4 ACCEPTABLE = 3 NEEDS IMPROVEMENT = 2 UNSATISFACTORY = 1
 In making the evaluation of each category below, supervisors are to evaluate the employee's performance only for the past Twelve month period and compare that performance to guidelines established in section 6.15 C (1 through 18) of General Order # 02-47 Personnel Performance Evaluations.

1. DUTY PERFORMANCE (ALL EMPLOYEES)

4 PERSONAL APPEARANCE	3 COMMAND PRESENCE	4 REPORT WRITING ABILITY	3 INTERPERSONAL SKILLS (VERBAL)
4 RESPONSIVENESS TO SUPERVISION	4 ATTENDANCE	4 RELIABILITY	3 PERFORMANCE UNDER STRESS
4 PERFORMANCE	5 PUNCTUALITY	3 INVESTIGATIVE/PROBLEM SOLVING SKILLS	
3 JUDGMENT	5 CARE AND USE OF EQUIPMENT	3 KNOWLEDGE OF LAWS, POLICIES, ETC	

2. DAYS LOST DURING PERIOD COVERED BY THIS REPORT

SICK: 3 INJURED ON-DUTY: 0 INJURED OFF-DUTY: 0 OTHER: 0 TOTAL OCCURENCES: 3

3. SUPERVISORY PERSONNEL ONLYLEADERSHIP
QUALITIESEFFECTIVENESS OF
DELEGATIONTRAINING/COACHING
OF SUBORDINATESEVALUATION OF
SUBORDINATES

4. NARRATIVE SECTION (This section is to be used to record specific and personal characteristics of this employee which are not adequately covered in the rating sections above. Any factors rated as a 1 or a 5 in the above sections must be articulated in this section.)

Officer Fee has been a member of the Utica Police Department for 2.5 years.

Attendance - Officer Fee utilized 3 sick days during this rating period. This is notably low compared to the platoon average.

Punctuality - Officer Fee has never been late for his tour and always presents a neat and polished appearance.

Performance - Officer Fee issued 211 parking tickets, 154 traffic tickets and conducted 146 premise checks. He is consistently above average in this category and is proactive in his zone.

Judgement - On September 13, 2019 Officer Fee responded to an incident and failed to secure the crime scene, notify a supervisor, notify the appropriate specialized organizational component: (in this case the CAC) and complete an incident report. Officer Fee received command discipline for this event. It is my belief that Officer Fee learned from his mistake and has since portrayed better judgement.

Knowledge of Laws, Policies, ETC - Officer Fee only has 2.5 years as a Police Officer. Due to his high productivity he is learning quickly but obviously doesn't have the knowledge/experience of a more veteran Officer.

Officer Fee's totals for this rating period:

Traffic Tickets - 154

Parking Tickets - 211

Premise Checks - 146

Arrests - 48

How can this employee best improve his/her performance? (Include setting Career /Performance Goals).

I believe that Officer Fee is on track to have a very successful career as a Police Officer. I recommend that he continue to put in for specialized trainings. I would like to see him continue in patrol for the time being to broaden his knowledge of laws and gain experience as a police officer.

(Continue on Back)

(Goal settings Continue From Front)

5. OVERALL PERFORMANCE RATING: This overall rating is to be based on the following factors:

- A. The employee's performance in his/her present assignment during the evaluation period; AND
B. Consideration of the general needs of the Department, comparing the capabilities and characteristics of this employee to all other employees of equal rank and pay grade known to the evaluator.

☐ OUTSTANDING ☐ VERY GOOD ☒ ACCEPTABLE ☐ NEEDS IMPROVEMENT ☐ UNSATISFACTORY

6. REVIEWING COMMANDING OFFICER: (Immediate Supervisor) Name: Lt. Howard Brodt

Signature Howard Brodt Rank Lt. Date 1/29/2020
Print / Signature

7. SUPERVISOR REVIEWING WITH EMPLOYEE: Name: Sgt. Keith V. Phillips

Signature Keith V. Phillips Rank Sgt. Date 1/28/20
Print / Signature

8. EMPLOYEE'S COMMENTS: (Optional)

9. EMPLOYEE'S SIGNATURE: This signature does not necessarily indicate agreement with this report. It verifies that this report has been personally reviewed with me and that I have received a copy of this report. If I do not agree with this report, I have indicated this by writing "under protest" next to my signature. I have also indicated whether I "request appeal" or "waive appeal" on this report.

Signature Kyle Fee Rank Ptln. Date 1/28/20
Print / Signature

PERFORMANCE EVALUATION REPORT

NAME (FIRST, LAST, MI) Kyle, Fee	ID # 2892	RANK PO	DIVISION/UNIT Patrol/2
DUTY ASSIGNMENT (I.E. DESK, STREET PATROL, BOOKING) Street Patrol	PERIOD COVERED Annual	FROM 1/1/18	TO 12/31/18

PERFORMANCE LEVEL DEFINITIONS

EXCELLENT = 5

GOOD = 4

ACCEPTABLE = 3

NEEDS IMPROVEMENT = 2

UNSATISFACTORY = 1

In making the evaluation of each category below, supervisors are to evaluate the employee's performance only for the past Twelve month period and compare that performance to guidelines established in section 6.15 C (1 through 18) of General Order # 02-47 Personnel Performance Evaluations.

1. DUTY PERFORMANCE (ALL EMPLOYEES)

4	GENERAL APPEARANCE	2	ASSIGNMENT TASKS	3	WORK QUALITY	3	KNOWLEDGE OF LAWS, POLICIES, ETC.
4	RESPONSIVENESS TO SUPERVISION	4	ATTENDANCE	3	RELIABILITY	3	REPORT WRITING ABILITY
3	INITIATIVE	4	PUNCTUALITY	3	INVESTIGATIVE/PROBLEM SOLVING SKILLS	3	INTERACTION WITH PUBLIC
3	JUDGMENT	3	CARE AND USE OF EQUIPMENT	3	INTERACTION WITH OTHER MEMBERS OF THE DEPARTMENT		
3	COMMAND PRESENCE	3	PERFORMANCE UNDER STRESS	3	COMMUNICATION SKILLS (VERBAL)		

2. SUPERVISORY PERSONNEL ONLY

LEADERSHIP
QUALITIESEFFECTIVENESS OF
DELEGATIONTRAINING/COACHING
OF SUBORDINATESEVALUATION OF
SUBORDINATES

3. NARRATIVE SECTION (This section is to be used to record specific and personal characteristics of this employee which are not adequately covered in the rating sections above. Any factors rated as a 1 or a 5 in the above sections must be articulated in this section.)

General Appearance - Officer Fee consistently displays a professional appearance.

Responsiveness To Supervision - Officer Fee responds to supervision in a professional and positive manner, accepting direction without complaint and strives to follow through with same as directed.

Attendance and Punctuality - Officer Fee utilized 2 sick days during this rating period and is in no way considered as a sick time abuser. Additionally, Officer Fee consistently arrives for work on time, prepared for his tour of duty, and ready to be deployed at a moment's notice.

Initiative - Officer Fee needs to be more proactive in issuing more parking tickets as he often ranks towards the bottom in this field when compared to his peers.

Assignment Tasks, Reliability - Officer Fee was sent an e-mail by Sgt. Wooden on 7/1/18 regarding an open TRACS report from 6/8/18 requesting for Officer Fee to complete same as it was still in "Open" status. Sgt. Wooden on 8/1/18 had to follow-up with Officer Fee again as this same TRACS report was still not completed and in "Open" status. Officer Fee needs to practice better case management and be more careful when running Criminal Histories as his name was listed on an audit from 9/18/18.

Communication and Interaction - Officer Fee communicates and interacts well with the general public as well as with other members of the department.

Knowledge of Laws, Policies, Etc. - Officer Fee's knowledge pertaining to laws, policies, and procedures is adequate given the amount of time on the job and experience he has. This will continue to become increasingly more sound with time and experience.

How can this employee best improve his/her performance? (Include setting Career /Performance Goals).

- Officer Fee should strive to enhance his knowledge of laws and policies.
- Officer Fee could also increase his parking ticket production by being more proactive in this area.
- Officer Fee is a young and well rounded officer with less than three years of experience whose performance and skills as an officer will only continue to improve with experience.

(Continue on Back)

(Goal settings Continue From Front)

4. OVERALL PERFORMANCE RATING: This overall rating is to be based on the following factors:

A. The employee's performance in his/her present assignment during the evaluation period; AND

B. Consideration of the general needs of the Department, comparing the capabilities and characteristics of this employee to all other employees of equal rank and pay grade known to the evaluator.

☐ EXCELLENT ☐ GOOD ☒ ACCEPTABLE ☐ NEEDS IMPROVEMENT ☐ UNSATISFACTORY

5. REVIEWING COMMANDING OFFICER: (Immediate Supervisor) Name: James Holt

Signature J. Holt / James R. Holt Rank Lieutenant Date 1/16/19
Print / Signature

6. SUPERVISOR REVIEWING WITH EMPLOYEE: Name: David Poccia

Signature D. Poccia / D. Poccia Rank Sergeant Date 1/16/19
Print / Signature

7. EMPLOYEE'S COMMENTS: (Optional)

8. EMPLOYEE'S SIGNATURE: This signature does not necessarily indicate agreement with this report. It verifies that this report has been personally reviewed with me and that I have received a copy of this report. If I do not agree with this report, I have indicated this by writing "under protest" next to my signature. I have also indicated whether I "request appeal" or "waive appeal" on this report.

Signature Kyle Fee Rank PLTM Date 1/16/19
Print / Signature



CITY OF UTICA

DEPARTMENT OF PUBLIC SAFETY BUREAU OF POLICE

413 ORISKANY STREET WEST
UTICA, NEW YORK 13502

ROBERT PALMIERI
Mayor

MARK WILLIAMS
Chief of Police

11/26/2019

PO Kyle Fee

Platoon [REDACTED] / Squad 2

Uniformed Patrol Division

PO Fee:

On September 18th 2019 an investigation was initiated regarding RMS Case # 19-35233 when an Oneida County CAC Investigator contacted the Utica Police Dept after their agency had made an arrest for rape and had found out that officers were on-scene with child and alleged perpetrator the morning of the rape on 09/13/2019 and did not take any action in regards to the crime. On 09/13/2019 you responded to [REDACTED] Blecker St in regards to a trespass complaint. During the call allegations were made by caller [REDACTED] that [REDACTED] who was on-scene had raped her 15 year-old daughter [REDACTED] who was also on-scene. This claim of rape was also mentioned in the CAD notes. In BWC footage [REDACTED] can be heard saying that [REDACTED] was raped by [REDACTED]. You cleared the scene with a radio log that included no mention of the rape allegations. On 09/16/2019 a report was received by SRO Patrick Murphy in regards to allegations made by [REDACTED] at [REDACTED] that she was raped. [REDACTED] was subsequently charged by Inv. Fred Bruzzese with Rape in the 3rd degree.

As a result of the investigation it was determined that you have violated Department Procedural Manual 7.12 RESPONSIBILITIES OF UNIFORMED DIVISION PERSONNEL:

A. Upon receipt of a sex, child abuse or neglect crime complaint the officer shall:

1. Promptly proceed to the scene. To ensure the victim's privacy, only those officers essential to the investigation may respond to the victim's location.
2. Aid and comfort the victim.
3. Determine if immediate medical attention is necessary and request emergency medical services, when appropriate.
4. Interview the victim in a private setting, being careful not to ask leading or suggestive questions, in order to:
 - a. Verify the elements of the crime
 - b. Identify and locate the perpetrator
 - c. Identify the crime scene
 - d. Obtain information necessary to broadcast information, when appropriate

Note: Unless otherwise directed, patrol officers shall not conduct in-depth interviews with, or take written statements from these crime victims.

5. Notify a Supervisor

6. Notify the appropriate specialized organizational component:

- a. If the Sex crime involves a victim under age 17; request an investigator from the Child Advocacy Center (CAC).

Last Revision Date 6/7/2016

- b. All other sex crimes; request an investigator from the Criminal Investigation Division
- 7. Remain with the victim until an investigator arrives.
- 8. Advise the victim of the possible need for medical attention/examination, and instruct the victim not to:
 - a. Change clothes, douche, shower or clean up
 - b. Throw anything away
 - c. Use unnecessary medications
- 9. Complete an incident report

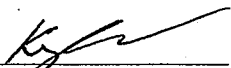
On 11/26/2019, a Command Discipline hearing was commenced. You were offered PBA representation and you ~~accepted~~/denied. Also present during this hearing was (N/A). We came to the following resolution.

- A) You accept the findings of the investigation.
- B) You accept responsibility for violating the Departmental Procedural Manual.
- C) You accept this Letter of Reprimand. You also accept that 2 days vacation be expunged/deleted/removed from your on-duty time banks.
- D) You also understand that in the future, this behavior or any other violation of Departmental Rules or Regulations of a similar nature will be subject to further disciplinary action.

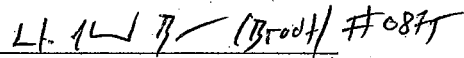
You are being furnished a copy of this letter. The original with acknowledgment, signed by you, will be placed in your personnel file.



(Capt. Don Cinque)
(Patrol Division Commander)



(PO Kyle Fee)



(Lt. Howard Brodt)



(PBA Representative)

I acknowledge the content of this letter
and a copy of it has been provided to me.

Report all personnel changes to this form
Send ONE COPY prior to payroll affected by this change
SUPPLEMENTARY PAYROLL CERTIFICATION AND
REPORT OF PERSONNEL CHANGE

DATE

MONTH 06 DAY 19 YEAR 2020

TO:
Utica Civil Service Commission

NAME OF EMPLOYEE:
Fee, Kyle D.

FROM: (Check only one)

☒ City ☐ County ☐ Town ☐ Village or District

ADDRESS:

DEPARTMENT:

Police Department

TITLE OF POSITION:

Police Officer

SALARY:

\$ 67,038.

NAME AND TITLE OF LAST EMPLOYEE IN POSITION:

☐ Veteran

☐ Non-Veteran

☐ Disabled Veteran

☐ Exempt Volunteer Fireman

DATE OF BIRTH:

SOCIAL SECURITY NUMBER:

ID# 2892

Check Nature of Personnel Change

Date Effective

Action Necessary by Appointing Officer:

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☐ Permanent

☐ Provisional

☐ Temporary

☐ Substitute

☐ For Term of Office

☐ Permanent Promotion

☐ Provisional Promotion

☐ Non-Competitive Class

☐ Exempt Class

☐ Labor Class

From: To:

From: To:

From: To:

Return report of Certification

Attach application (MSD-330)

State length of employment

Give facts under Remarks

Give facts under Remarks

Return report of Certification

Attach nomination

Attach application (MSD-330)

Submit this form only

Attach application (MSD-330)

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☐ Resignation

☐ Retirement

☐ Deceased

☐ Removal

☐ Layoff (Lack of Work or Funds)

Submit signed resignation

Give effective date

Indicate date

Attach copy of proceedings

Give facts under Remarks

Give facts under Remarks

From: To:

Give facts under Remarks

Give facts under Remarks

Give facts under Remarks

Give facts under Remarks

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Submt form MSD-222

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Give facts under Remarks

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☐ Military Leave of Absence

☐ Other Leave of Absence

☐ Transfer

☐ Demotion

☐ Suspension

☐ Reinstatement

☐ Change in Classification

☐ New Position

☒ Change in Salary

☐ Change in Name

☐ Other

6/19/20

Remarks: (Continue on back if necessary)

Longevity inc. eff. 6/19/20

3.75% contract inc. eff. 4/1/20.

Address change eff. 8/8/19

Longevity inc. eff. 6/19/19

Appointing Officer

Title

Address

Chief of Police

CERTIFICATE
valid until

(Date)

This certifies that the above
employment is in accordance with
Law and Rules made in pursuance
to law. Subject to any limitation or
condition specified above.

By

Date

Report all personnel changes to this form
Send ONE COPY prior to payroll affected by this change
SUPPLEMENTARY PAYROLL CERTIFICATION AND
REPORT OF PERSONNEL CHANGE

DATE

MONTH 04 DAY 01 YEAR 2020

TO:
Utica Civil Service Commission

NAME OF EMPLOYEE:
Fee, Kyle D.

FROM: (Check only one)

☒ City ☐ County ☐ Town ☐ Village or District

ADDRESS:

DEPARTMENT:
Police Department

TITLE OF POSITION:
Police Officer

SALARY:
\$ 63,967.

NAME AND TITLE OF LAST EMPLOYEE IN POSITION:

☐ Veteran ☐ Non-Veteran
☐ Disabled Veteran ☐ Exempt Volunteer Fireman

DATE OF BIRTH:

SOCIAL SECURITY NUMBER:

ID# 2892

Check Nature of Personnel Change

Date Effective

Action Necessary by Appointing Officer:

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☐ Provisional
☐ Temporary
☐ Substitute
☐ For Term of Office
☐ Permanent Promotion
☐ Provisional Promotion
☐ Non-Competitive Class
☐ Exempt Class
☐ Labor Class

From: To:
From: To:
From: To:

Return report of Certification
Attach application (MSD-330)
State length of employment
Give facts under Remarks
Give facts under Remarks
Return report of Certification
Attach nomination
Attach application (MSD-330)
Submit this form only
Attach application (MSD-330)

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- ☐ Resignation
☐ Retirement
☐ Deceased
☐ Removal
☐ Layoff (Lack of Work or Funds)

Submit signed resignation
Give effective date
Indicate date
Attach copy of proceedings
Give facts under Remarks

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- ☐ Military Leave of Absence
☐ Other Leave of Absence
☐ Transfer
☐ Demotion
☐ Suspension
☐ Reinstatement
☐ Change in Classification
☐ New Position
☒ Change in Salary
☐ Change in Name
☐ Other

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Give facts under Remarks
Give facts under Remarks

Remarks: (Continue on back if necessary)

3.75% contract inc. eff. 4/1/20.

Address change eff. 8/8/19
Longevity inc. eff. 6/19/19

Appointing Officer

Title

Address



Chief of Police

CERTIFICATE
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Date

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SUPPLEMENTARY PAYROLL CERTIFICATION AND
REPORT OF PERSONNEL CHANGE

DATE

MONTH 08 DAY 08 YEAR 2019

TO:
Utica Civil Service Commission

NAME OF EMPLOYEE:
Fee, Kyle D.

FROM: (Check only one)

☒ City ☐ County ☐ Town ☐ Village or District

ADDRESS:

DEPARTMENT:
Police Department

TITLE OF POSITION:
Police Officer

SALARY:
\$ 61,655.

NAME AND TITLE OF LAST EMPLOYEE IN POSITION:

☐ Veteran ☐ Non-Veteran
☐ Disabled Veteran ☐ Exempt Volunteer Fireman

DATE OF BIRTH:

SOCIAL SECURITY NUMBER:

ID# 2892

Check Nature of Personnel Change

Date Effective

Action Necessary by Appointing Officer:

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☐ Permanent

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☐ Retirement

☐ Deceased

☐ Removal

☐ Layoff (Lack of Work or Funds)

Submit signed resignation

Give effective date

Indicate date

Attach copy of proceedings

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Submt form MSD-222

Indicate new saalry

Give facts under Remarks

Give facts under Remarks

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☐ Military Leave of Absence

☐ Other Leave of Absence

☐ Transfer

☐ Demotion

☐ Suspension

☐ Reinstatement

☐ Change in Classification

☐ New Position

☐ Change in Salary

☐ Change in Name

☒ Other

8/8/19

Give facts under Remarks

Remarks: (Continue on back if necessary)

Address change eff. 8/8/19

Longevity inc. eff. 6/19/19

3.75% contract inc. eff. 4/1/19

Longevity inc. eff. 6/19/18

Appointing Officer

Title

Address

Chief of Police

CERTIFICATE
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(Date)

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By

Date

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REPORT OF PERSONNEL CHANGE

DATE

MONTH 06 DAY 19 YEAR 2019

TO:
Utica Civil Service Commission

NAME OF EMPLOYEE:
Fee, Kyle D.

FROM: (Check only one)

☒ City ☐ County ☐ Town ☐ Village or District

ADDRESS:

DEPARTMENT:
Police Department

TITLE OF POSITION:
Police Officer

SALARY:
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NAME AND TITLE OF LAST EMPLOYEE IN POSITION:

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☐ Non-Veteran

☐ Disabled Veteran

☐ Exempt Volunteer Fireman

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SOCIAL SECURITY NUMBER:

ID# 2892

Check Nature of Personnel Change

Date Effective

Action Necessary by Appointing Officer:

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☐ Permanent

☐ Provisional

☐ Temporary

☐ Substitute

☐ For Term of Office

☐ Permanent Promotion

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☐ Non-Competitive Class

☐ Exempt Class

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Return report of Certification

Attach application (MSD-330)

State length of employment

Give facts under Remarks

Give facts under Remarks

Return report of Certification

Attach nomination

Attach application (MSD-330)

Submit this form only

Attach application (MSD-330)

Submit signed resignation

Give effective date

Indicate date

Attach copy of proceedings

Give facts under Remarks

Give facts under Remarks

From: To:

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☐ Military Leave of Absence

☐ Other Leave of Absence

☐ Transfer

☐ Demotion

☐ Suspension

☐ Reinstatement

☐ Change in Classification

☐ New Position

☒ Change in Salary

☐ Change in Name

☐ Other

6/19/19

Remarks: (Continue on back if necessary)

Longevity inc. eff. 6/19/19

3.75% contract inc. eff. 4/1/19

Longevity inc. eff. 6/19/18

New Contract salary changes eff. 4/1/18

Appointing Officer

Title

Address



Chief of Police

CERTIFICATE
valid until

(Date)

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employment is in accordance with
Law and Rules made in pursuance
to law. Subject to any limitation or
condition specified above.

By

Date

Report all personnel changes to this form
Send ONE COPY prior to payroll affected by this change
SUPPLEMENTARY PAYROLL CERTIFICATION AND
REPORT OF PERSONNEL CHANGE

DATE

MONTH 04 DAY 01 YEAR 2019

TO: Utica Civil Service Commission

NAME OF EMPLOYEE:
Fee, Kyle D.

FROM: (Check only one)

☒ City ☐ County ☐ Town ☐ Village or District

ADDRESS:

DEPARTMENT:

Police Department

TITLE OF POSITION:

Police Officer

SALARY:

\$ 57,545.

NAME AND TITLE OF LAST EMPLOYEE IN POSITION:

☐ Veteran

☐ Non-Veteran

☐ Disabled Veteran

☐ Exempt Volunteer Fireman

DATE OF BIRTH:

SOCIAL SECURITY NUMBER:

ID# 2892

	Check Nature of Personnel Change	Date Effective	Action Necessary by Appointing Officer:
A P P O I N T M E N T S	<input type="checkbox"/> Permanent		Return report of Certification
	<input type="checkbox"/> Provisional		Attach application (MSD-330)
	<input type="checkbox"/> Temporary	From: To:	State length of employment
	<input type="checkbox"/> Substitute	From: To:	Give facts under Remarks
	<input checked="" type="checkbox"/> For Term of Office	From: To:	Give facts under Remarks
	<input type="checkbox"/> Permanent Promotion		Return report of Certification
	<input type="checkbox"/> Provisional Promotion		Attach nomination
	<input type="checkbox"/> Non-Competitive Class		Attach application (MSD-330)
	<input type="checkbox"/> Exempt Class		Submit this form only
	<input type="checkbox"/> Labor Class		Attach application (MSD-330)
T E R M I N A S	<input type="checkbox"/> Resignation		Submit signed resignation
	<input type="checkbox"/> Retirement		Give effective date
	<input type="checkbox"/> Deceased		Indicate date
	<input type="checkbox"/> Removal		Attach copy of proceedings
	<input type="checkbox"/> Layoff (Lack of Work or Funds)		Give facts under Remarks
O T H E R C H A N G E S	<input type="checkbox"/> Military Leave of Absence		Give facts under Remarks
	<input type="checkbox"/> Other Leave of Absence	From: To:	Give facts under Remarks
	<input type="checkbox"/> Transfer		Give facts under Remarks
	<input type="checkbox"/> Demotion		Give facts under Remarks
	<input type="checkbox"/> Suspension		Give facts under Remarks
	<input type="checkbox"/> Reinstatement		Give facts under Remarks
	<input type="checkbox"/> Change in Classification		Give facts under Remarks
	<input type="checkbox"/> New Position		Submit form MSD-222
	<input checked="" type="checkbox"/> Change in Salary	4/1/19	Indicate new salary
	<input type="checkbox"/> Change in Name		Give facts under Remarks
<input type="checkbox"/> Other		Give facts under Remarks	

Remarks: (Continue on back if necessary)

3.75% contract inc. eff. 4/1/19

Longevity inc. eff. 6/19/18

New Contract salary changes eff. 4/1/18

pp. 6/8/18

Appointing Officer

Title

Address

Mark H. Williams

Chief of Police

CERTIFICATE

valid until

(Date)

This certifies that the above
employment is in accordance with
Law and Rules made in pursuance
to law. Subject to any limitation or
condition specified above.

By

Date

Report all personnel changes to this form
Send ONE COPY prior to payroll affected by this change
SUPPLEMENTARY PAYROLL CERTIFICATION AND
REPORT OF PERSONNEL CHANGE

DATE

MONTH 06 DAY 19 YEAR 2018

TO: **Utica Civil Service Commission** NAME OF EMPLOYEE: **Fee, Kyle D.**

FROM: (Check only one) ☒ City ☐ County ☐ Town ☐ Village or District ADDRESS: [REDACTED]

DEPARTMENT: **Police Department** TITLE OF POSITION: **Police Officer** SALARY: **\$ 55,465.**

NAME AND TITLE OF LAST EMPLOYEE IN POSITION: ☐ Veteran ☐ Non-Veteran
☐ Disabled Veteran ☐ Exempt Volunteer Fireman

DATE OF BIRTH: SOCIAL SECURITY NUMBER: **ID# 2892**


	Check Nature of Personnel Change	Date Effective	Action Necessary by Appointing Officer:
A P P O I N T M E N T S	<input type="checkbox"/> Permanent		Return report of Certification
	<input type="checkbox"/> Provisional		Attach application (MSD-330)
	<input type="checkbox"/> Temporary	From: To:	State length of employment
	<input type="checkbox"/> Substitute	From: To:	Give facts under Remarks
	<input type="checkbox"/> For Term of Office	From: To:	Give facts under Remarks
	<input type="checkbox"/> Permanent Promotion		Return report of Certification
	<input type="checkbox"/> Provisional Promotion		Attach nomination
	<input type="checkbox"/> Non-Competitive Class		Attach application (MSD-330)
	<input type="checkbox"/> Exempt Class		Submit this form only
	<input type="checkbox"/> Labor Class		Attach application (MSD-330)
T E R M I N A S	<input type="checkbox"/> Resignation		Submit signed resignation
	<input type="checkbox"/> Retirement		Give effective date
	<input type="checkbox"/> Deceased		Indicate date
	<input type="checkbox"/> Removal		Attach copy of proceedings
	<input type="checkbox"/> Layoff (Lack of Work or Funds)		Give facts under Remarks
O T H E R C H A N G E S	<input type="checkbox"/> Military Leave of Absence		Give facts under Remarks
	<input type="checkbox"/> Other Leave of Absence	From: To:	Give facts under Remarks
	<input type="checkbox"/> Transfer		Give facts under Remarks
	<input type="checkbox"/> Demotion		Give facts under Remarks
	<input type="checkbox"/> Suspension		Give facts under Remarks
	<input type="checkbox"/> Reinstatement		Give facts under Remarks
	<input type="checkbox"/> Change in Classification		Give facts under Remarks
	<input type="checkbox"/> New Position		Submit form MSD-222
	<input checked="" type="checkbox"/> Change in Salary	6/19/18	Indicate new salary
	<input type="checkbox"/> Change in Name		Give facts under Remarks
<input type="checkbox"/> Other		Give facts under Remarks	

Remarks: (Continue on back if necessary)

Longevity inc. eff. 6/19/18

New Contract salary changes eff. 4/1/18
pp. 6/8/18

Appointing Officer
Title
Address


Chief of Police

CERTIFICATE
valid until

(Date)

This certifies that the above
employment is in accordance with
Law and Rules made in pursuance
to law. Subject to any limitation or
condition specified above.

By

Date

Report all personnel changes to this form
Send ONE COPY prior to payroll affected by this change
SUPPLEMENTARY PAYROLL CERTIFICATION AND
REPORT OF PERSONNEL CHANGE

DATE

MONTH 06 DAY 08 YEAR 2018

TO:
Utica Civil Service Commission

NAME OF EMPLOYEE:
Fee, Kyle D.

FROM: (Check only one)

☒ City ☐ County ☐ Town ☐ Village or District

ADDRESS:

DEPARTMENT:
Police Department

TITLE OF POSITION:
Police Officer

SALARY:
\$ 45,790.

NAME AND TITLE OF LAST EMPLOYEE IN POSITION:

☐ Veteran ☐ Non-Veteran
☐ Disabled Veteran ☐ Exempt Volunteer Fireman

DATE OF BIRTH:

SOCIAL SECURITY NUMBER:
ID# 2892

Check Nature of Personnel Change

Date Effective

Action Necessary by Appointing Officer:

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☐ Permanent

☐ Provisional

☐ Temporary

☐ Substitute

☐ For Term of Office

☐ Permanent Promotion

☐ Provisional Promotion

☐ Non-Competitive Class

☐ Exempt Class

☐ Labor Class

From:

To:

Return report of Certification

Attach application (MSD-330)

State length of employment

Give facts under Remarks

Give facts under Remarks

Return report of Certification

Attach nomination

Attach application (MSD-330)

Submit this form only

Attach application (MSD-330)

Submit signed resignation

Give effective date

Indicate date

Attach copy of proceedings

Give facts under Remarks

Give facts under Remarks

From:

To:

Give facts under Remarks

Give facts under Remarks

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Give facts under Remarks

Submit form MSD-222

Indicate new salary

Give facts under Remarks

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☐ Resignation

☐ Retirement

☐ Deceased

☐ Removal

☐ Layoff (Lack of Work or Funds)

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☐ Military Leave of Absence

☐ Other Leave of Absence

☐ Transfer

☐ Demotion

☐ Suspension

☐ Reinstatement

☐ Change in Classification

☐ New Position

☒ Change in Salary

☐ Change in Name

☐ Other

4/1/18

Remarks: (Continue on back if necessary)

New Contract salary changes eff. 4/1/18
pp. 6/8/18

Appointing Officer

Title

Address

Mark H. Williams

Chief of Police

Off unpaid leave of absence, on payroll eff. ☒

CERTIFICATE
valid until

(Date)

This certifies that the above
employment is in accordance with
Law and Rules made in pursuance
to law. Subject to any limitation or
condition specified above.

By

Date

Report all personnel changes to this form
Send ONE COPY prior to payroll affected by this change
SUPPLEMENTARY PAYROLL CERTIFICATION AND
REPORT OF PERSONNEL CHANGE

DATE

MONTH 06 DAY 19 YEAR 2017

TO:
Utica Civil Service Commission

NAME OF EMPLOYEE:
Fee, Kyle D.

FROM: (Check only one)

☒ City ☐ County ☐ Town ☐ Village or District

ADDRESS:

DEPARTMENT:
Police Department

TITLE OF POSITION:
Police Officer

SALARY:
\$ 42,317.

NAME AND TITLE OF LAST EMPLOYEE IN POSITION:

☐ Veteran ☐ Non-Veteran
☐ Disabled Veteran ☐ Exempt Volunteer Fireman

DATE OF BIRTH:

SOCIAL SECURITY NUMBER:
ID# 2892

Check Nature of Personnel Change

Date Effective

Action Necessary by Appointing Officer:

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☐ Permanent

☐ Provisional

☐ Temporary

☐ Substitute

☐ For Term of Office

☐ Permanent Promotion

☐ Provisional Promotion

☐ Non-Competitive Class

☐ Exempt Class

☐ Labor Class

From: To:

From: To:

From: To:

Return report of Certification

Attach application (MSD-330)

State length of employment

Give facts under Remarks

Give facts under Remarks

Return report of Certification

Attach nomination

Attach application (MSD-330)

Submit this form only

Attach application (MSD-330)

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☐ Resignation

☐ Retirement

☐ Deceased

☐ Removal

☐ Layoff (Lack of Work or Funds)

Submit signed resignation

Give effective date

Indicate date

Attach copy of proceedings

Give facts under Remarks

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☐ Military Leave of Absence

☐ Other Leave of Absence

☐ Transfer

☐ Demotion

☐ Suspension

☐ Reinstatement

☐ Change in Classification

☐ New Position

☒ Change in Salary

☐ Change in Name

☐ Other

From: To:

6/19/17

Give facts under Remarks

Give facts under Remarks

Give facts under Remarks

Give facts under Remarks

Give facts under Remarks

Give facts under Remarks

Give facts under Remarks

Submit form MSD-222

Indicate new salary

Give facts under Remarks

Give facts under Remarks

Remarks: (Continue on back if necessary)

Off unpaid leave of absence, on payroll eff.
6/19/17 when academy starts.

On unpaid leave of absence eff. 1/20/17.
Sworn in 1/20/17, on payroll 6/5/2017 when

Appointing Officer

Title

Address

Chief of Police

CERTIFICATE
valid until

(Date)

This certifies that the above
employment is in accordance with
Law and Rules made in pursuance
to law. Subject to any limitation or
condition specified above.

By

Date

Report all personnel changes to this form
Send ONE COPY prior to payroll affected by this change
SUPPLEMENTARY PAYROLL CERTIFICATION AND
REPORT OF PERSONNEL CHANGE

DATE


MONTH 01 DAY 20 YEAR 2017

TO: Utica Civil Service Commission		NAME OF EMPLOYEE: Fee, Kyle D.	
FROM: (Check only one) <input checked="" type="checkbox"/> City <input type="checkbox"/> County <input type="checkbox"/> Town <input type="checkbox"/> Village or District		ADDRESS: [REDACTED]	
DEPARTMENT: Police Department		TITLE OF POSITION: Police Officer	SALARY: \$ 42,317.
NAME AND TITLE OF LAST EMPLOYEE IN POSITION:		<input type="checkbox"/> Veteran <input type="checkbox"/> Non-Veteran <input type="checkbox"/> Disabled Veteran <input type="checkbox"/> Exempt Volunteer Fireman	
		DATE OF BIRTH:	SOCIAL SECURITY NUMBER: ID# 2892
	<u>Check Nature of Personnel Change</u>	<u>Date Effective</u>	<u>Action Necessary by Appointing Officer:</u>
A P P O I N T M E N T S	<input checked="" type="checkbox"/> Permanent	1/20/17	Return report of Certification
	<input type="checkbox"/> Provisional		Attach application (MSD-330)
	<input type="checkbox"/> Temporary	From: To:	State length of employment
	<input type="checkbox"/> Substitute	From: To:	Give facts under Remarks
	<input type="checkbox"/> For Term of Office	From: To:	Give facts under Remarks
	<input type="checkbox"/> Permanent Promotion		Return report of Certification
	<input type="checkbox"/> Provisional Promotion		Attach nomination
	<input type="checkbox"/> Non-Competitive Class		Attach application (MSD-330)
	<input type="checkbox"/> Exempt Class		Submit this form only
T E R M I N A S	<input type="checkbox"/> Labor Class		Attach application (MSD-330)
	<input type="checkbox"/> Resignation		Submit signed resignation
	<input type="checkbox"/> Retirement		Give effective date
	<input type="checkbox"/> Deceased		Indicate date
	<input type="checkbox"/> Removal		Attach copy of proceedings
O T H E R C H A N G E S	<input type="checkbox"/> Layoff (Lack of Work or Funds)		Give facts under Remarks
	<input type="checkbox"/> Military Leave of Absence		Give facts under Remarks
	<input type="checkbox"/> Other Leave of Absence	From: To:	Give facts under Remarks
	<input type="checkbox"/> Transfer		Give facts under Remarks
	<input type="checkbox"/> Demotion		Give facts under Remarks
	<input type="checkbox"/> Suspension		Give facts under Remarks
	<input type="checkbox"/> Reinstatement		Give facts under Remarks
	<input type="checkbox"/> Change in Classification		Give facts under Remarks
	<input type="checkbox"/> New Position		Submit form MSD-222
	<input type="checkbox"/> Change in Salary		Indicate new salary
	<input type="checkbox"/> Change in Name		Give facts under Remarks
	<input type="checkbox"/> Other		Give facts under Remarks

Remarks: (Continue on back if necessary)

Sworn in 1/20/17, on payroll 6/5/2017 when
academy begins.

Appointing Officer
Title
Address


Chief of Police

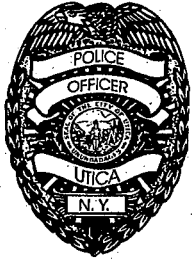
CERTIFICATE
valid until

(Date)

This certifies that the above
employment is in accordance with
Law and Rules made in pursuance
to law. Subject to any limitation or
condition specified above.

By

Date



UTICA POLICE DEPARTMENT

Personnel Order

Issue date: 12/31/19	Subject: Assignment / Transfer Orders	P.O. 19-53
Issuing Authority Don Cinque	Approved by: Chief M. Williams	

Sgt. Chris Faniglula

Will leave B – Platoon, Squad 1 at the completion of his tour on Wednesday, January 1, 2020. He will report to Capt. Cinque on Thursday, January 2, 2020 at [REDACTED] hours for assignment as an Administrative Sergeant for the Patrol Division.

Sgt. Joseph Cimpi

Will leave C – Platoon Squad 2 at the completion of his tour on Thursday January 2, 2020. He will maintain an RDO on January 3, 2020 and will report to Lt. Sean Dougherty on Saturday January 4th, 2020 at [REDACTED] hours for assignment in [REDACTED] - Platoon Squad 3.

Sgt. Benny Perra

Will leave C- Platoon Squad 3 at the completion of his tour Sunday January 5, 2020. He will maintain an RDO on January 6, 2010 and will report to Lt. Dougherty on January 7, 2020 at [REDACTED] hours for assignment in [REDACTED] - Platoon Squad 1.

Sgt. Charles Goldstein

Will leave the Tactical Unit at the completion of his tour on Weds. January 1, 2020. He will have an RDO January 2, 2020 and will report to Lt. James Holt on Friday January 3, 2020 at [REDACTED] hours for assignment in [REDACTED] - Platoon Squad 3.

PO Patrick West

Will leave the Tactical Unit at the completion of his tour on Weds. January 1, 2020. He will have an RDO January 2, 2020 and will report to Lt. Sean Dougherty on Friday January 3, 2020 at [REDACTED] hours for assignment in [REDACTED] - Platoon Squad 3.

PO Dave Desens

Will leave the Tactical Unit at the completion of his tour on Weds. January 1, 2020. He will have an RDO January 2, 2020 and will report to Lt. Sean Dougherty on Friday January 3, 2020 at [REDACTED] hours for assignment in [REDACTED] - Platoon Squad 3.

PO Tyler Sheppard

Will leave the Tactical Unit at the completion of his tour on Tuesday, December 31. He will have an RDO January 1, 2020 and will report to Lt. Sean Dougherty on Thursday, January 2, 2020 at [REDACTED] hours for assignment in [REDACTED] - Platoon Squad 2.

PO Clifford Wiley

Will leave B - Platoon, Squad 1 at the completion of his tour on Saturday, January 4, 2020. He will report to Lt. Howard Brodt on Sunday, January 5, 2020 at [REDACTED] hours for January 6, 2020. He will be assigned to [REDACTED] - Platoon, Squad 2.

PO Donald Talerico

Will leave the Tactical Unit at the completion of his tour on Weds. January 1, 2020. He will report to Lt. James Holt on Thursday January 2, 2020 at [REDACTED] hours for assignment in [REDACTED] - Platoon Squad 2.

PO Carlie Heilig

Will leave C - Platoon Squad 3 at the completion of her tour on Sunday, January 5, 2020. She will have an RDO on January 6, 2020 and report to Lt. Dougherty on Tuesday, January 7, 2020 at [REDACTED] hours for assignment in [REDACTED] - Platoon, Squad 2.

PO Andrew Miller

Will leave C - Platoon Squad 2 at the completion of his tour on Thursday January 2, 2020. He will maintain an RDO on January 3 and 4, 2020 and will report to Lt. Sean Dougherty on Sunday January 5th, 2020 at [REDACTED] hours for assignment in [REDACTED] - Platoon Squad 1.

PO Kyle Fee

Will leave A - Platoon, Squad 2, on Tuesday, January 14, 2020 at the completion of his tour. He will report to Lt. James Holt on Friday January 17, 2020 at [REDACTED] hours for assignment in [REDACTED] Platoon, Squad 1.

PO Marissa Vomer

Will leave C – Platoon, Squad 3, on Saturday January 4, 2020 at the completion of her tour. She will take an RDO on January 5, 2020 and report to Lt. Holt on Monday January 6, 2020 at [REDACTED] hours for assignment in [REDACTED] – Platoon, Squad 1.

PO Patrick Wuest

Will leave the Tactical Unit at the completion of his tour on Tuesday, December 31. He will have an RDO January 1, 2020 and will report to Lt. James Holt on Thursday, January 2, 2020 at [REDACTED] hours for assignment in [REDACTED] – Platoon Squad 3. Will require final Sgt ride along upon transfer.

PO Adrian Viscomi

Will leave the Tactical Unit at the completion of his tour on Tuesday, December 31. He will have an RDO January 1, 2020 and will report to Lt. James Holt on Thursday, January 2, 2020 at [REDACTED] hours for assignment in [REDACTED] – Platoon Squad 2 to continue the FTO program.

PO Sado Korman

Will leave B – Platoon, Squad 3 at the completion of his tour on January 7, 2020 (5th day), have an RDO on January 8, 2020 and report to Lt. James Holt on Thursday January 9, 2020 for assignment in [REDACTED] Platoon, Squad 3.

PO Benny Grullon

Will leave C – Platoon, Squad 1 at the completion of his tour on Saturday January 4, 2020. He will maintain RDO's on January 5 and 6. He will report to Lt. Howard Brodt on January 6 at 2345 hours for his shift which will commence at [REDACTED] hours on January 7, 2020 in [REDACTED] – Platoon, Squad 1.

Captain Donald Cinque

UTICA POLICE DEPARTMENT

Personnel Order



Issue date: 03/01/18	Subject: Assignment / Transfer Orders	P.O. 18-10
Issuing Authority Captain DE Cinque	Approved by: Chief M. Williams	

PO Kyle Fee

Will leave A Platoon Squad 2 on Thursday, March 1st, 2018 at the completion of his tour at 0800 hrs. He will report to Lieutenant Sean Dougherty on Monday, March 5th, 2018 at [REDACTED] hrs. for assignment in [REDACTED] Platoon Squad 2.

PO David Lentricchia

Will leave B Platoon Squad 3 on March 5th, 2018 at the completion of his tour at 1600 hrs. He will report to Lieutenant Michael D'Ambro on Weds. March 7th at 2345 hours for his tour which will commence at [REDACTED] hrs. on the 8th in [REDACTED] Platoon Squad 3.

PO Steven Gray

Will leave A Platoon Squad 2 on Wednesday, March 7th, 2018 at the completion of his tour at 0800 hrs. He will report to Lieutenant James Holt on Friday March 9th, 2018 at [REDACTED] hrs. for assignment in [REDACTED] Platoon Squad 3. His RDO will be March 8, 2018.

PO Marissa Vomer

Will leave C Platoon Squad 3 on Tuesday, March 6th, 2018 at the completion of her tour at 0000 hrs. She will report to Lieutenant Sean Dougherty on Thursday March 8th, 2018 at [REDACTED] hrs. for assignment in [REDACTED] Platoon Squad 3.

PO Daniel Zayas

Will leave B Platoon Squad 2 on Monday, March 5th, 2018 at the completion of his tour at 1600 hrs. He will report to Lieutenant Brian Bansner on Tuesday March 6th at [REDACTED] hrs. for assignment in the Tactical Unit.

PO Amanda Maciol

Will leave the A Platoon Squad 1 on Saturday, March 3rd, 2018 at the completion of her tour at 0800 hrs. She will report to Lieutenant Sean Dougherty on Tuesday March 6th, 2018 at [REDACTED] hrs. for assignment in [REDACTED] Platoon Squad 1.

PO Brian Comesky

Will remain in B Platoon Squad 1.

PO Steven Gomez

Will leave the Tactical Unit on Saturday, March 3rd, 2018 at the completion of his tour at 0300 hrs. He will report to Lieutenant Michael D'Ambro on Monday March 5th at 2345 hours for his shift which will commence at [REDACTED] hours on March 6th, 2018 for assignment in the [REDACTED] Platoon Squad 2.

Captain Donald E. Cinque

CITY OF UTICA, CIVIL SERVICE COMMISSION

PROBATIONARY REPORT

To Appointing Officer:

Please complete this form in triplicate:

- Forward original to the Civil Service Commission.
- Give one copy to the employee.
- Retain one copy for your files.

DATE THIS REPORT DUE:	The Civil Service Commission requires that this report be filed <u>two weeks</u> prior to the end of the probationary term. See date probationary term ends below.		
EMPLOYEE'S NAME: <u>Kyle Fee</u>	DATE OF APPOINTMENT: <u>6/16/17</u>		
SOCIAL SECURITY NUMBER: <u>[REDACTED]</u>	DEPARTMENT OR AGENCY: <u>Utica Police Dept.</u>		
STATUS/TITLE OF POSITION: <u>Police Officer</u>	JURISDICTIONAL CLASSIFICATION:		
ORIGINAL LENGTH OF THE PROBATIONARY TERM AS SHOWN ON THE GCCS-12(AorB): <u>1 year</u>			
NUMBER OF DAYS ABSENT DURING THE PROBATIONARY TERM:			
NUMBER OF DAYS PROBATIONARY TERM IS TO BE EXTENDED:			
DATE PROBATIONARY TERM ENDS: <u>6/16/18</u>			
IF SATISFACTORY, DATE PERMANENT STATUS BEGINS: <u>6/17/18</u>			

CERTIFICATE OF APPOINTING OFFICER:

I hereby certify that the probationer has been observed and it has been found that the conduct, capacity, and fitness of the probationer is:



SATISFACTORY. Employee will be retained as a permanent employee.
Employee has served (Maximum) (Shortened) probationary period.
Minimum probationary period is usually eight weeks,
except in the case of trainee positions (12 weeks) and Police Officer (26 weeks).



UNSATISFACTORY. Employee will be discharged or returned to prior permanent position.

☐ Copy of letter to employee attached.

☐ Copy of letter to employee to be submitted.

Mark Williams
Authorized Signature
Mark Williams
Print Name
Chief
Title

I have received a copy of this form.

[Signature] 7/1/18
Signature of Employee Date



CITY OF UTICA

Civil Service
1 Kennedy Plaza, Utica, New York 13502
(315) 792-0227 fax: (315) 792-0226

ROBERT M. PALMIERI
MAYOR

LORI A. WROBEL
SECRETARY TO THE CSC

CITY OF UTICA, NEW YORK POLICE OFFICER NEW HIRE MEMORANDUM OF AGREEMENT

In connection with my appointment as a Police Officer for the City of Utica, New York for the Spring 2017 Academy, I, Kyle Fee
(print name), do hereby agree to the following:

- I understand and agree that, should I voluntarily terminate my employment with the City of Utica Police Department **for any reason other than health related, within three (3) years of my date of hire** (as listed above), I will be responsible for reimbursing the City of Utica for the cost of any uniforms or equipment issued to me by the City of Utica, as well as for the cost of all pre-employment processing expenses including the medical exam, drug testing, psychological testing, and polygraph testing. The amount of such reimbursement will be determined by the price in effect on the date of my hire. Current prices are listed on the attached sheet.
- In addition to the above, should I voluntarily terminate employment **within five (5) years of my date of hire for the purpose of accepting other employment in law enforcement**, I will be required to reimburse a percentage of my wages earned while at the Mohawk Valley Police Academy, in accordance with the attached schedule.

I also understand and agree that in the event of my voluntary termination, recovery of such monies owed may result in the City of Utica commencing a legal action to collect any money owed to the City of Utica under this Contract. I further agree that, in the event that I voluntarily terminate my employment as a City of Utica Police Officer within either of the two time periods set forth above, the City of Utica shall be permitted to initiate automatic payroll garnishment of any or all accumulated remaining time balances **e.g., vacation time, sick time, personal leave, and holiday pay**. If that amount is not sufficient to cover the total cost, I agree to fulfill my obligation to pay any remaining unpaid balances.

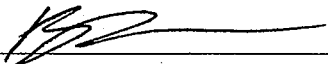
Print Name: Kyle Fee

Signature: [Signature]


Date: 7/27/2017

STATE OF NEW YORK)
 ss:
COUNTY OF ONEIDA)

I, Kyle Fee, being duly sworn, deposes says as follows: I
have been offered a Conditional Offer of Employment as a Police Officer for the City of Utica, New York.
I have read the foregoing **New Hire Memorandum of Agreement** and I understand all of the provisions
and conditions set forth therein. I further understand that it is a Contract between the City of Utica and me
and that I agree that I am bound by all of the provisions contained in that Memorandum of Agreement.

Signature 

Sworn to before me this 27
day of July, 2018



Notary Public
Commission Expires: 6/1/19

MARISSA J. VOMER
Notary Public, State of New York
Reg. # 01VO6325646
Qualified in Oneida County
My Commission Expires June 01, 2019

New York State Division of Criminal Justice Services
POLICE OFFICER REGISTRY ENTRY FORM - CERTIFICATION OF INITIAL EMPLOYMENT
(Executive Law § 845)


COPY

SECTION I - REGISTRANT INFORMATION (To be completed by the registrant)

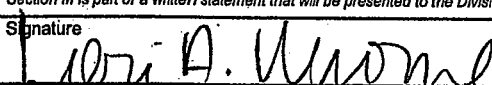
Were you previously a police officer in NYS? Yes No Police Officer as defined by NYS Criminal Procedure Law §1.20.	Last Name Fee	First Name Kyle	MI D	Date of Birth [REDACTED]	Gender M F	Social Security Number* [REDACTED]
	Home Residence Mailing Address [REDACTED]		City, State, Zip [REDACTED]		County of Home Residence [REDACTED]	
	Home Residence Street Address (if Different) [REDACTED]		City, State, Zip [REDACTED]		City, State, Country of birth (if other than U.S.) [REDACTED]	
I am the person named above. I understand that the information in Section I is part of a written statement that will be presented to the Division of Criminal Justice Services for filing, and I certify that it is true to the best of my knowledge and belief.						
Signature 						Date 11/20/17

*Pursuant to the New York State Personal Privacy Protection Law, DCJS is authorized to collect personal identifying information as part of a public safety agency record. Personal identifying information on this form shall not be revealed, released, transferred, disseminated or otherwise communicated orally, in writing, or by electronic means other than to the registrant. Disclosure of personal identifying information is voluntary. Refusal to provide personal identifying information shall not result in the denial of any right, benefit, or privilege.

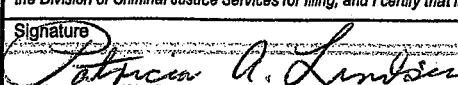
SECTION II - AGENCY INFORMATION (To be completed by the chief law enforcement officer)

Last Name Williams	First Name Mark	MI W	Title of Person Signing Section II Chief of Police
Name of Law Enforcement Agency Utica Police Department			Telephone 315-223-3400
Address 413 Oriskany Street W.		City, State, ZIP Utica, NY, 13502	
Type of Appointment Full-time Part-time X	Background Check Conducted Yes No X	Residency Verified Yes No X	Fingerprints submitted to DCJS Yes No X
I am the chief law enforcement officer responsible for appointing the person named in Section I as a police officer of the above named law enforcement agency. I understand that the information in Section II is part of a written statement that will be presented to the Division of Criminal Justice Services for filing, and I certify that it is true to the best of my knowledge and belief. I understand I am responsible for providing the registrant with the requisite training pursuant to §209-g of the General Municipal Law.			
Signature 			Date 11/21/17

SECTION III - CIVIL SERVICE INFORMATION (To be completed by the civil service officer for all registrants Full or Part-time)

Last Name Wrobel	First Name Lori	MI A	Title of Person Signing Section III Executive Secretary
Name of Civil Service or Personnel Agency City of Utica Civil Service			Telephone 315-792-0227
Address 1 Kennedy Plaza		City, State, ZIP Utica, New York 13502	
Title and Civil Service Classification of the Registrant Police Officer - Competitive			
I am the civil service officer responsible for certifying the appointment of individuals appearing on the payroll of the law enforcement agency named in Section II. I understand that the information in Section III is part of a written statement that will be presented to the Division of Criminal Justice Services for filing, and I certify that it is true to the best of my knowledge and belief.			
Signature 			Date 06-27-17

SECTION IV - OATH OF OFFICE (To be completed by the registrar responsible for recording oaths of office)

Last Name Lindsey	First Name Patricia	MI	Title of Person Signing Section IV City Clerk
Name of Recording Office City of Utica City Clerks Office			Telephone 315-792-0117
Address 1 Kennedy Plaza		City, State, ZIP Utica, New York 13502	
Oath of Office Date 6/16/17	Oath of Office Title of the Registrant Police Officer		
I am the officer responsible for recording the oaths of office of individuals appointed as police officers of the law enforcement agency named in Section II. The person named in Section I has filed an oath of office as a police officer, pursuant to an appointment received from the person named in Section II. I understand that the information in Section IV is part of a written statement that will be presented to the Division of Criminal Justice Services for filing, and I certify that it is true to the best of my knowledge and belief.			
Signature 			Date 6/16/17

**Utica Police Department
Employee Assistance Program**

PURPOSE: The Utica Police Department (UPD) Employee Assistance Program (EAP) provides services and supports designed to help employees and their families deal with life challenges and remain healthy, engaged and productive.

SERVICES: The UPD EAP provides support in 2 different ways. The department has EAP officer(s) that volunteers his/her time to communicating with the employee/family member that is having difficulties to attempt to process the issue and make any necessary referrals. UPD has a contract for more formal services (i.e. counseling) that can provide short-term counseling and referrals for issues that are having an impact on work and/or your family.

WHO: EAP provides supports and services to all staff and employees of UPD and their family members. Spouses, children and significant others can access support when they need it.

WHERE: EAP support within the department can be sought by contacting:

Officer Kerry Carville, [REDACTED]

For more formal EAP services, UPD contracts with:

Center for Family Life and Recovery

502 Court Street, Utica, NY 13501

Day and evening appointments for in-person or telephonic counseling can be scheduled by calling 315-733-1726 or 1-800-729-6822. Visit their website at www.WhenTheresHelpTheresHope.com.

WHY: There are many reasons that an employee or family member can access the EAP. The program has been implemented as assistance to process through life issues, changes and challenges so that one can get back to being productive and engaged in work and/or life as quickly as possible. Issues addressed by EAP can include, but are certainly not limited to:

- Life changes (separation/divorce, new job, new baby, aging parents, grief and loss, retirement)
- Life challenges (drug/alcohol abuse, depression, eating disorders, mental illness)
- Job stress and burnout
- Coping with difficult situations or difficult people

IMPORTANT: All supports and counseling are completely CONFIDENTIAL and FREE for the employee and their covered family members.

I understand that I did/ did not attend the UPD EAP informational meeting, and have read, and understand, the above information. I have knowledge of the information about the EAP and how to access it, and will utilize the services for myself and my family should the need arise.

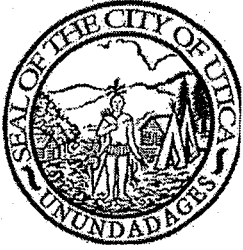
Signed

Kerry Carville

Fee

Date

6/23/2017



K- FEE

CITY OF UTICA

Utica Police Department
413 Oriskany St. W, Utica. NY. 13502
(315) 735-3301

CHIEF OF POLICE: MARK WILLIAMS

TO: Police Officer:
RE: **Utica Police Chapter 5 & 8 Receipt**

As a Utica Police Officer you are bound by strict rules and regulations as outlined in the Utica Police Policy and Procedure Manual; which were written as guidelines for conduct and responsibility.

This written notification is to inform you that as a Utica Police Officer you are expected to read understand and adhere to the rules and regulations of the **"Utica Police Policy and Procedure Manual."**

On 10/15//2016, you were spoken to by the Office of Professional Standards, at which time you were advised regarding your responsibility in reviewing and knowing what is in the Utica Police Policy and Procedure Manual, specifically the outlined policy and procedure for the following chapters;

Please read;

UTICA POLICY AND PROCEDURE CHARTER, 5 & 8 (RULES AND REGULATION)

- **CHAPTER FIVE, ARTICLE TEN; PROFESSIONAL STANDARDS INVESTIGATIONS**
- **CHAPTER EIGHT, ARTICLE ONE: PROFESSIONAL STANDARDS OF CONDUCT AND ETHICS**

Also discussed were the implications of being a Brady and Giglio Officer, Use of personal social media both on and off duty, officer involved domestic incidents and personnel complaints.

Brady Rule

The Brady Rule, named for Brady v. Maryland, 373 U.S. 83 (1963), requires prosecutors to disclose materially exculpatory evidence in the government's possession to the defense. "Brady material" or evidence the prosecutor is required to disclose under this rule includes any evidence favorable to the accused-- evidence that goes towards negating a defendant's guilt, that would reduce a defendant's potential sentence, or evidence going to the credibility of a witness.

If the prosecution does not disclose material exculpatory evidence under this rule, and prejudice has ensued, the evidence will be suppressed. The evidence will be suppressed regardless of whether the prosecutor knew the evidence was in his or her possession, or whether or not the prosecutor intentionally or inadvertently withheld the evidence from the defense. The defendant bears the burden of proving that the undisclosed evidence was material, and the defendant must show that there is a reasonable probability that there would be a difference in the outcome of the trial had the evidence been disclosed by the prosecutor.


Police officers who have been dishonest are sometimes referred to as "Brady cops." Because of the Brady ruling, prosecutors are required to notify defendants and their attorneys whenever a law enforcement official involved in their case has a sustained record for knowingly lying in an official capacity

Testifying

1. Telling lies under oath; standard operating procedure for police officers acting as witnesses in trials
2. Police perjury is the act of a police officer giving false testimony

Giglio v. United States, 405 U.S. 150 (1972), is a United States Supreme Court case in which the Court held that the prosecution's failure to inform the jury that a witness had been promised not to be prosecuted in exchange for his testimony was a failure to fulfill the duty to present all material evidence to the jury, and constituted a violation of due process, requiring a new trial. This is the case even if the failure to disclose was a matter of negligence and not intent. The case extended the Court's holding in *Brady v. Maryland*, requiring such agreements to be disclosed to defense counsel.^[1] As a result of this case, the term *Giglio material* is sometimes used to refer to any information pertaining to deals that witnesses in a criminal case may have entered into with the government.¹

- () After speaking to personnel from the Office of Professional Standards, I hereby acknowledge that I have been spoken to regarding my responsibilities in reviewing and knowing and adhering to the rules and regulations of the Utica Police Policy and Procedure. I am fully aware that any acts committed by me, violating any portion of the Utica Police Policy and Procedure, can result in disciplinary action taken against me to include termination. I understand that it is my sole responsibility to review and adhere to the Utica Police Policy and Procedure.



Signature of Officer

Date: 6/16/2017 Day of June, 20 17.

Witness: Name, Rank

jmoran

From: mwilliams
Sent: Friday, September 21, 2018 3:44 PM
To: mflo; Kyle Fee; Mayor
Cc: enoonan; jmoran; jholt; dcinqe
Subject: FW: Officers Fee and Flo

Mayor Palmieri,

I received the email below from Sergeant Dzenan Sabanovic regarding the kindness they showed to a person who has mental health issues. They certainly represented the department proudly. Please take the time to read this.

Megan: Please place a copy of these emails in Officers Flo and Fee's personnel file.

Chief of Police Mark W. Williams



City of Utica Police Department

413 Oriskany Street West

Utica, New York 13502

Office Telephone: (315) 223-3400

E-mail address: [REDACTED]

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From: dsabanovic

Sent: Thursday, September 20, 2018 10:17 PM

To: All UPD Sworn Personnel Distribution List [REDACTED]

Subject: Officers Fee and Flo

On 9/20/18 at about 2150 hours I was driving down Varick Street when I observed Officers Fee and Flo getting out of their vehicle in front of Lukins. As I got closer I observed Officer Fee giving Rainbow, who was sitting on the sidewalk and playing his guitar, a sandwich that they got for him. This was a very pleasant surprise. Several bystanders walked by and thanked Officers Fee and Flo. I wanted to share this story with the rest of you because this humble act deserves some recognition. Good job Officers Fee and Flo, what a great way to represent our department.

jmoran

From: mwilliams
Sent: Wednesday, January 10, 2018 12:10 PM
To: mayor@[REDACTED]
Cc: jsweet; Kyle Fee; enoonan; dcinque; sdougherty; jmoran
Subject: Re: Two UPD Officers Save the Life of a Man During a Car Fire Incident

Mayor,

I am writing to let you know that Utica Police Officers Joshua Sweet & Kyle Fee pulled a man out of a burning vehicle, thus saving his life. The incident occurred on January 6, 2018, while on the 1600 block of Bennett Street. This person was suffering from a medical condition and crash his car.

According to Utica Firefighter Lt. Philip Taurisano, the car was completely on fire when they arrived, and in his opinion, the injured motorist would not have survived if not for the actions taken by our police officers (See email below).

*Lt. Dougherty: Please make sure that the actions of these police officers is given serious consideration for the department's life saving citation.

**Officers Sweet & Fee: Outstanding job! I'm very proud of you. Thank you for representing our agency proudly.

***Megan: Please place a copy of this email in each officer's personnel file for future reference.

Chief of Police Mark W. Williams



City of Utica Police Department

413 Oriskany Street West

Utica, New York 13502

Office Telephone: (315) 223-3400

E-mail address: [REDACTED]

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From: enoonan

Sent: Tuesday, January 09, 2018 4:09 PM

To: mwilliams [REDACTED]

Subject: FW: Call for you to review

Chief,

See below regarding some good work by some of our officers.

-Ed

Deputy Chief of Police Edward Noonan



City of Utica Police Department

413 Oriskany Street West

Utica, New York 13502

Office Telephone: (315) 223-3400

E-mail address: [REDACTED]

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From: dcinque

Sent: Tuesday, January 09, 2018 3:27 PM

To: enoonan [REDACTED]
Subject: FW: Call for you to review

FYI

Respectfully,

Don Cinque
Patrol Division
METRO SWAT



From: ptaurisanofd
Sent: Tuesday, January 09, 2018 3:01 PM
To: dcinque [REDACTED]
Subject: Call for you to review

Captain,

In reviewing calls I found a couple for you to review that might be deserving of recognition of some of your guys.

First is a call that took place 1/6/18 on Bennett St where one of your officers pulled a victim from a burning car prior to our arrival. Unsure who the officer was but it is noted that the car was fully involved upon arrival of E1, and the patient while injured would not have survived if not pulled out by UPD.

The second is [REDACTED] Conkling Ave on 1/8/18 where one of your officers arrived to secure the scene regarding a gunshot victim and placed a tourniquet on the victim. I personally responded to the scene of this call and witnessed the amount of blood loss and can tell you as a fact that if this victim lost much more blood he certainly could have died and what the officer did definitely made a difference in the outcome of this call. Again I am not sure who the officer was but if believe they should be recognized.

Thank you

Captain Philip A Taurisano
Director of EMS Operations
City of Utica Fire Department
1217 Park Ave
Utica NY 13501

P. [REDACTED]
C. [REDACTED]
F. [REDACTED]

State of New York

Division of Criminal Justice Services

Municipal Police Training Council

Hereby Acknowledges and Declares that

Kyle D Fee

has successfully completed the

Patrol Rifle Course

which satisfies the minimum
criteria established by the

Municipal Police Training Council

Mohawk Valley Police Academy

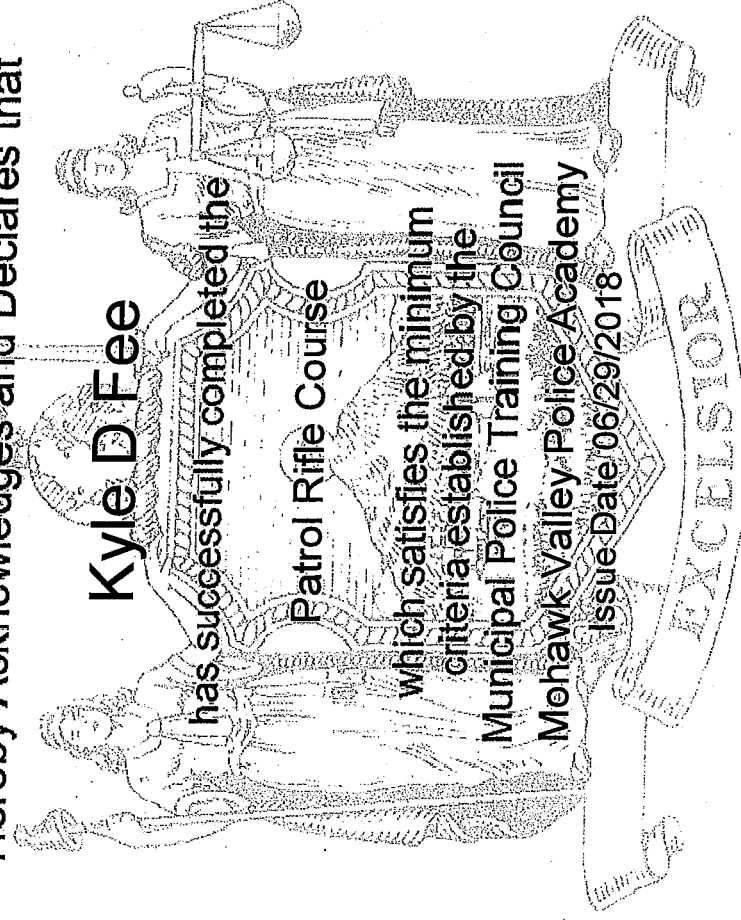
Issue Date 06/29/2018



Ronald G. Spike
Chairman
Municipal Police Training Council



Michael R. Wood
Deputy Commissioner
Division of Criminal Justice Services



State of New York

Division of Criminal Justice Services

Municipal Police Training Council

Hereby Acknowledges and Declares that

Kyle D Fee

has successfully completed the
Basic Course for Police Officers or Equivalent

which satisfies the minimum
criteria established by the

Municipal Police Training Council
Mohawk Valley Police Academy

Issue Date 04/20/2018

EXCELSIOR

Ronald G. Spike

Ronald G. Spike
Chairman
Municipal Police Training Council

Michael R. Wood

Michael R. Wood
Deputy Commissioner
Division of Criminal Justice Services

Training Course Summary

Print Date: August 25, 2020

Course Information

<u>Course NO</u>	<u>Title</u>	<u>Type</u>	<u>Credits</u>	<u>Hours</u>	<u>Prerequisites</u>		<u>Comments</u>
2018000000036	2018 April In Service/EVOC	In Service	0.00	8.00	<u>Course 1</u>	<u>Course 2</u>	EVOC Instructors: Geddes, Berger, Howe, Grande, Acquaviva

Course Schedule

Schedule

<u>Class ID</u>	<u>Start Date/Time</u>	<u>End Date/Time</u>	<u>Company</u>	<u>Course Location</u>
	04/09/2018 08:00	04/09/2018 16:00		--
	04/17/2018 08:00	04/17/2018 16:00		--
	04/19/2018 08:00	04/19/2018 16:00		--
	04/23/2018 08:00	04/23/2018 16:00		--
	04/25/2018 08:00	04/25/2018 16:00		--
	04/27/2018 08:00	04/27/2018 16:00		--

Instructor

<u>Instructor</u>	<u>Reserve Date</u>	<u>Course Category</u>	<u>Serial ID</u>	<u>Notes</u>
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Training Course Summary

Print Date: August 25, 2020

Course Information

Course NO	Title	Type	Prerequisites			Comments
			Credits	Hours	Course 1	Course 2
2019000000005	2018 December Inservice	In Service	0.00	8.00		
						Active Shooter/ Inv Amerosa

Course Schedule

Schedule

Class ID	Start Date/Time	End Date/Time	Company	Course Location
	12/03/2018 08:00	12/03/2018 16:00		
	12/07/2018 08:00	12/07/2018 16:00		
	12/11/2018 08:00	12/11/2018 16:00		
	12/17/2018 08:00	12/17/2018 16:00		
	12/19/2018 08:00	12/19/2018 16:00		
	12/21/2018 08:00	12/21/2018 16:00		

Instructor

Instructor	Reserve Date	Course Category	Serial ID	Notes
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Training Course Summary

Print Date: August 25, 2020

Course Information

Course NO	Title	Type	Credits	Hours	Course 1	Course 2	Comments
2018000000009	2018 February In-Service	In Service	0.00	0.00			CPR/Cultural Diversity/Workplace Violence-Sexual Harassment

Course Schedule

Schedule

Class ID	Start Date/Time	End Date/Time	Company	Course Location
	02/02/2018 08:00	02/02/2018 16:00		
	02/06/2018 08:00	02/06/2018 16:00		
	02/08/2018 08:00	02/08/2018 16:00		
	02/12/2018 08:00	02/12/2018 16:00		
	02/16/2018 08:00	02/16/2018 16:00		
	02/22/2018 08:00	02/22/2018 16:00		

Instructor

Instructor	Reserve Date	Course Category	Serial ID	Notes
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Training Course Summary

Print Date: August 25, 2020

Course Information

<u>Course NO</u>	<u>Title</u>	<u>Type</u>	<u>Credits</u>	<u>Hours</u>	<u>Prerequisites</u>		<u>Comments</u>
2018000000001	2018 January Inservice UOF/Person With Diss.	In Service	0.00	8.00	<u>Course 1</u>	<u>Course 2</u>	Use of Force and Person with disabilities.

Course Schedule

Schedule

<u>Class ID</u>	<u>Start Date/Time</u>	<u>End Date/Time</u>	<u>Company</u>	<u>Course Location</u>
	01/03/2018 08:00	01/03/2018 16:00		--
	01/05/2018 08:00	01/05/2018 16:00		--
	01/09/2018 08:00	01/09/2018 16:00		--
	01/11/2018 08:00	01/11/2018 16:00		--
	01/19/2018 08:00	01/19/2018 16:00		--
	01/25/2018 08:00	01/25/2018 16:00		--

Instructor

<u>Reserve Date</u>	<u>Course Category</u>	<u>Serial ID</u>	<u>Notes</u>
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Training Course Summary

Course Information

<u>Course NO</u>	<u>Title</u>	<u>Type</u>	<u>Credits</u>	<u>Hours</u>	<u>Course 1</u>	<u>Course 2</u>	<u>Comments</u>
20190000000004	2018 September Inservice	In Service	0.00	0.00			Firearms/ Inv Amerosa

Prerequisites

Course Schedule

Schedule

<u>Class ID</u>	<u>Start Date/Time</u>	<u>End Date/Time</u>	<u>Company</u>	<u>Course Location</u>
	09/10/2018 08:00	09/10/2018 16:00		
	09/14/2018 08:00	09/14/2018 16:00		
	09/18/2018 08:00	09/18/2018 16:00		
	09/20/2018 08:00	09/20/2018 16:00		
	09/24/2018 08:00	09/24/2018 16:00		
	09/28/2018 08:00	09/28/2018 16:00		

Instructor

<u>Instructor</u>	<u>Reserve Date</u>	<u>Course Category</u>	<u>Serial ID</u>	<u>Notes</u>
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Training Course Summary

Print Date: August 25, 2020

Course Information

<u>Course NO</u>	<u>Title</u>	<u>Type</u>	<u>Prerequisites</u>			<u>Comments</u>
2019000000007	2019 Feb Inservice	In Service	<u>Credits</u>	<u>Hours</u>	<u>Course 1</u>	<u>Course 2</u>
			0.00	8.00		

Legal Updates/ Alcohol awareness/
EAP services

Course Schedule

Schedule

Class ID

<u>Start Date/Time</u>	<u>End Date/Time</u>	<u>Company</u>	<u>Course Location</u>
02/05/2019 08:00	02/05/2019 16:00		--
02/07/2019 08:00	02/07/2019 16:00		--
02/11/2019 08:00	02/11/2019 16:00		--
02/15/2019 08:00	02/15/2019 16:00		--
02/21/2019 08:00	02/21/2019 16:00		--
02/25/2019 08:00	02/25/2019 16:00		--

Instructor

<u>Instructor</u>	<u>Reserve Date</u>	<u>Course Category</u>	<u>Serial ID</u>	<u>Notes</u>
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Training Course Summary

Print Date: August 25, 2020

Course Information

Course NO	Title	Type	Credits	Hours	Course 1	Course 2	Comments
2019000000003	2019 January Inservice	In Service	0.00	8.00			Infectious Disease (Phil Taurisano UFD)/Use of Force(LT Holt)/ DV/Work place violence/Sexual Harassment (PO Jess Dodge)

Course Schedule

Schedule

Class ID	Start Date/Time	End Date/Time	Company	Course Location
	01/08/2019 08:00	01/08/2019 16:00		--
	01/10/2019 08:00	01/10/2019 16:00		--
	01/14/2019 08:00	01/14/2019 16:00		--
	01/16/2019 08:00	01/16/2019 16:00		--
	01/18/2019 08:00	01/18/2019 16:00		--
	01/24/2019 08:00	01/24/2019 16:00		--

Instructor

Instructor	Reserve Date	Course Category	Serial ID	Notes
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Training Course Summary

Print Date: August 25, 2020

Course Information

<u>Course NO</u>	<u>Title</u>	<u>Type</u>	<u>Credits</u>	<u>Hours</u>	<u>Course 1</u>	<u>Course 2</u>	<u>Comments</u>
2019000000031	2019 May Inservice Firearms	In Service	0.00	8.00			Lead Instructor Inv. Amerosa

Course Schedule

Schedule

<u>Class ID</u>	<u>Start Date/Time</u>	<u>End Date/Time</u>	<u>Company</u>	<u>Course Location</u>
	05/06/2019 05:00	05/06/2019 13:00		
	05/08/2019 05:00	05/08/2019 13:00		
	05/10/2019 05:00	05/10/2019 13:00		
	05/16/2019 05:00	05/16/2019 13:00		
	05/20/2019 05:00	05/20/2019 13:00		
	05/24/2019 05:00	05/24/2019 13:00		

Instructor

<u>Reserve Date</u>	<u>Course Category</u>	<u>Serial ID</u>	<u>Notes</u>
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Training Course Summary

Print Date: August 25, 2020

Course Information

<u>Course NO</u>	<u>Title</u>	<u>Type</u>	<u>Credits</u>	<u>Hours</u>	<u>Course 1</u>	<u>Course 2</u>	<u>Comments</u>
20190000000050	2019 November inservice defensive Tac	In Service	0.00	8.00			Defensive tactics/ CIT/Sexual Harassment / Critical Incident and continuity / Supervisor performance Eval training

Course Schedule

Schedule

<u>Class ID</u>	<u>Start Date/Time</u>	<u>End Date/Time</u>	<u>Company</u>	<u>Course Location</u>
	11/04/2019 08:00	11/04/2019 16:00		
	11/08/2019 08:00	11/08/2019 16:00		
	11/12/2019 08:00	11/12/2019 16:00		
	11/14/2019 08:00	11/14/2019 16:00		
	11/18/2019 08:00	11/18/2019 16:00		
	11/22/2019 08:00	11/22/2019 16:00		

Instructor

<u>Reserve Date</u>	<u>Course Category</u>	<u>Serial ID</u>	<u>Notes</u>
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Training Course Summary

Print Date: August 25, 2020

Course Information

Course NO	Title	Type	Credits	Hours	Course 1	Course 2	Comments
2019000000032	2019 Patrol Rifle Inservice	In Service	0.00	8.00			Inv Amerosa Lead Instructor

Course Schedule

Schedule

Class ID	Start Date/Time	End Date/Time	Company	Course Location
	07/01/2019 08:00	07/01/2019 16:00		
	07/09/2019 08:00	07/09/2019 16:00		
	07/12/2019 08:00	07/12/2019 16:00		
	07/16/2019 08:00	07/16/2019 16:00		
	07/19/2019 08:00	07/19/2019 16:00		
	07/23/2019 08:00	07/23/2019 16:00		
	07/26/2019 08:00	07/26/2019 16:00		
	07/30/2019 08:00	07/30/2019 16:00		

Instructor

Instructor	Reserve Date	Course Category	Serial ID	Notes
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Training Course Summary

Print Date: August 25, 2020

Course Information

Course NO	Title	Type	Credits	Hours	Course 1	Course 2	Comments
20200000000002	2020 February in-service	In Service	0.00	8.00			CPR recert/ DV/ Workplace Violence/Sexual Harassment

Course Schedule

Schedule

Class ID	Start Date/Time	End Date/Time	Company	Course Location
	02/04/2020 08:00	02/04/2020 16:00		
	02/10/2020 08:00	02/10/2020 16:00		
	02/12/2020 08:00	02/12/2020 16:00		
	02/20/2020 08:00	02/20/2020 16:00		
	02/24/2020 08:00	02/24/2020 16:00		
	02/26/2020 08:00	02/26/2020 16:00		

Instructor

Instructor	Reserve Date	Course Category	Serial ID	Notes
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Training Course Summary

Print Date: August 25, 2020

Course Information

Course NO	Title	Type	Credits	Hours	Course 1	Course 2	Comments
2020000000001	2020 January inservice	In Service	0.00	8.00			Discovery/Bail reform/UOF

Prerequisites

Course Schedule

Schedule

Class ID	Start Date/Time	End Date/Time	Company	Course Location
	01/07/2020 08:00	01/07/2020 16:00		--
	01/13/2020 08:00	01/13/2020 16:00		--
	01/15/2020 08:00	01/15/2020 16:00		--
	01/21/2020 08:00	01/21/2020 16:00		--
	01/23/2020 08:00	01/23/2020 16:00		--
	01/29/2020 08:00	01/29/2020 16:00		--

Instructor

Reserve Date	Course Category	Serial ID	Notes
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Training Course Summary

Print Date: August 25, 2020

Course Information

Course NO	Title	Type	Prerequisites			Comments
2019000000030	April 2019 Inservice	In Service	Credits	Hours	Course 1	Course 2
			0.00	0.00		

Cultural Awareness training Refugee center/ DWI SFST refresher

Course Schedule

Schedule

Class ID	Start Date/Time	End Date/Time	Company	Course Location
	04/02/2019 08:00	04/02/2019 16:00		
	04/04/2019 08:00	04/04/2019 16:00		
	04/08/2019 08:00	04/08/2019 16:00		
	04/12/2019 08:00	04/12/2019 16:00		
	04/18/2019 08:00	04/18/2019 16:00		
	04/22/2019 08:00	04/22/2019 16:00		

Instructor

Instructor	Reserve Date	Course Category	Serial ID	Notes
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Course Information

Course NO	Title	Type	Prerequisites			Comments
2017000000089	ET School	State Sponsored Certifications	Credits	Hours	Course 1	Course 2
			0.00	80.00		

Course Schedule

Schedule

Class ID	Start Date/Time	End Date/Time	Company	Course Location
	12/11/2017 08:00	12/22/2017 16:00		

Instructor

Instructor	Reserve Date	Course Category	Serial ID	Notes
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Training Course Summary

Print Date: August 25, 2020

Course Information

Course NO	Title	Type	Credits	Hours	Course 1	Course 2	Comments
2018000000045	June 2018 Inservice	In Service	0.00	8.00			Infectious Disease, Barricaded Subject, Legal Updates, Raise the age

Course Schedule

Schedule

Class ID	Start Date/Time	End Date/Time	Company	Course Location
	06/04/2018 08:00	06/04/2018 16:00		
	06/12/2018 08:00	06/12/2018 16:00		
	06/14/2018 08:00	06/14/2018 16:00		
	06/18/2018 08:00	06/18/2018 16:00		
	06/22/2018 08:00	06/22/2018 16:00		

Instructor

Instructor	Reserve Date	Course Category	Serial ID	Notes
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Training Course Summary

Print Date: August 25, 2020

Course Information

<u>Course NO</u>	<u>Title</u>	<u>Type</u>	<u>Prerequisites</u>			
		<u>In Service</u>	<u>Credits</u>	<u>Hours</u>	<u>Course 1</u>	<u>Course 2</u>
202000000026	June 2020 EVOC		0.00	8.00		

Comments

Course Schedule

Schedule

<u>Class ID</u>	<u>Start Date/Time</u>	<u>End Date/Time</u>	<u>Company</u>	<u>Course Location</u>
	06/03/2020 08:00	06/03/2020 16:00		
	06/09/2020 08:00	06/09/2020 16:00		
	06/11/2020 08:00	06/11/2020 16:00		
	06/17/2020 08:00	06/17/2020 16:00		
	06/19/2020 08:00	06/19/2020 16:00		
	06/23/2020 08:00	06/23/2020 16:00		
	06/25/2020 08:00	06/25/2020 16:00		

Instructor

<u>Reserve Date</u>	<u>Course Category</u>	<u>Serial ID</u>	<u>Notes</u>
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Training Course Summary

Print Date: August 25, 2020

Course Information

Course NO	Title	Type	Credits	Hours	Course 1	Course 2	Comments
2019000000029	June Inservice 2019	In Service	0.00	8.00			Narcan Refresher training/ Leads On-Line training/ Taserrecert

Course Schedule

Schedule Class ID	Start Date/Time	End Date/Time	Company	Course Location
	06/07/2019 08:00	06/07/2019 16:00		--
	06/11/2019 08:00	06/11/2019 16:00		--
	06/13/2019 08:00	06/13/2019 16:00		--
	06/17/2019 08:00	06/17/2019 16:00		--
	06/21/2019 08:00	06/21/2019 16:00		--
	06/27/2019 08:00	06/27/2019 16:00		--

Instructor

Instructor	Reserve Date	Course Category	Serial ID	Notes
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Course Information

Course NO	Title	Type	Credits	Hours	Course 1	Course 2	Comments
2018000000039	Patrol Rifle June26-29	State Sponsored Certifications	0.00	32.00			Inv Amerosa lead instructor

Course Schedule

Schedule Class ID	Start Date/Time	End Date/Time	Company	Course Location
	06/26/2018 08:00	06/29/2018 08:00		--

Instructor

Instructor	Reserve Date	Course Category	Serial ID	Notes
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Training Course Summary

Print Date: August 25, 2020

Course Information

<u>Course NO</u>	<u>Title</u>	<u>Type</u>	<u>Credits</u>	<u>Hours</u>	<u>Prerequisites</u>		<u>Comments</u>
2020000000023	TASER inservice	In Service	0.00	4.00	<u>Course 1</u>	<u>Course 2</u>	

Course Schedule

Schedule

<u>Class ID</u>	<u>Start Date/Time</u>	<u>End Date/Time</u>	<u>Company</u>	<u>Course Location</u>
	04/03/2020 08:00	04/03/2020 12:00		
	04/06/2020 08:00	04/06/2020 12:00		
	04/07/2020 08:00	04/07/2020 12:00		
	04/14/2020 08:00	04/14/2020 12:00		
	04/15/2020 08:00	04/15/2020 12:00		
	04/16/2020 08:00	04/16/2020 12:00		
	04/20/2020 08:00	04/20/2020 12:00		
	04/23/2020 08:00	04/23/2020 12:00		
	04/24/2020 08:00	04/24/2020 12:00		
	04/28/2020 08:00	04/28/2020 12:00		
	04/30/2020 08:00	04/30/2020 12:00		

Instructor

<u>Reserve Date</u>	<u>Course Category</u>	<u>Serial ID</u>	<u>Notes</u>
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Concise OfficerStacked Incidents Listing

Police Officer Kyle D. Fee [2892/2892]

: 2892 Hire date: Jan 20, 2017

Current assignment(s):

Department: Patrol Division
Bureau: Uniformed Patrol
Division: Uniformed Patrol

Incidents Listing -----

Received Dt Officers	IA No	Incident type Involved Citizens	Acc Lev	Involved
Jan 10, 2018 Stanley J Rejrat	UOF2018-0005	Use of force [REDACTED]	5	Police Officer Police
Officer Kyle D. Fee				

This morning at 1119 Hrs PO's Rejrat and Fee were dispatched to a dispute in progress at [REDACTED] Court St. While on-scene they encountered [REDACTED] who has two open bench warrants for open container out of our agency. When they went to take her into custody for the warrants she resisted arrest and PO's Rejrat and Fee utilized soft hand techniques and a come along to place her in custody and handcuff her. There was a witness [REDACTED] on-scene who informed me that [REDACTED] was aggressive towards the officers. [REDACTED] is presently being deposed by PO Morinitti. There were no injuries to either [REDACTED] or the officers. [REDACTED] has a history of hostility towards law enforcement as evidenced in RMS. No complaints associated with this response to resistance.

Sep 20, 2018 Michael L Flo Jr.	EF2018-0036	E-File	5	Police Officer Police
Officer Kyle D. Fee				

On 9/20/18 at about 2150 hours I was driving down Varick Street when I observed Officers Fee and Flo getting out of their vehicle in front of Lukins. As I got closer I observed Officer Fee giving Rainbow, who was sitting on the sidewalk and playing his guitar, a sandwich that they got for him. This was a very pleasant surprise. Several bystanders walked by and thanked Officers Fee and Flo. I wanted to share this story with the rest of you because this humble act deserves some recognition. Good job Officers Fee and Flo, what a great way to represent our department.

Oct 31, 2018 Tyler W Sheppard	UOF2018-0162	Use of force [REDACTED]	5	Police Officer Police
Officer Kyle D. Fee				

Around 2120 officers were dispatched to the area of Walnut Street and Lenox Avenue for a report of a robbery. Upon arrival in the area Officer Fee and Officer Sheppard observed a male matching the description of a robbery suspect. Both officers gave the suspect ([REDACTED] verbal commands to stop and he fled on foot. This is when the officers gave chase and Officer Fee utilized a takedown. Both officers utilized empty hand control, there were no injuries. At this time the CID's investigation into the robbery is not complete, so robbery charges could still be lodged on the [REDACTED] by nights end.

Nov 20, 2018 Andrew B Miller	UOF2018-0171	Use of force [REDACTED]	5	Police Officer
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Police

Officer Kyle D. Fee

On 11/20/18 at approximately 1655 hours Car 55, Ptlm. Miller and car 56, Ptlm. Fee were dispatched to [REDACTED] Rosemont Pl. for an attempt to locate.

The attempt to locate was for [REDACTED] who was involved in a domestic incident earlier in the day on a report taken by PO Jessica Dodge.

Upon arrival they were let in by [REDACTED] son and wife who showed them to the bathroom in which [REDACTED] was located. After speaking with [REDACTED] through the door he eventually came out. Upon trying to place [REDACTED] in handcuffs in order to maintain the element of surprise so that no further altercations with the victim or officers could occur [REDACTED] refused and began to tense his body so that he could not be handcuffed. Ptlm. Miller and Ptlm. Fee then used a takedown technique to get [REDACTED] to the ground where he was eventually placed in handcuffs. After being placed in handcuffs, [REDACTED] was advised by his wife, [REDACTED] that he was under arrest for the harassment that occurred earlier.

Photographs of the scene and [REDACTED] were secured. [REDACTED] did not make any complaint and did not complain of any injuries. A response to resistance form was completed by Ptlm. Miller and Ptlm. Fee. All BWC footage was tagged.

[REDACTED] was ultimately charged on booked on charges of domestic harassment 2nd and resisting arrest. A response to resistance investigation was initiated under RMS 18-47857.

Respectfully submitted,

Sgt. Joseph W. Cimpi #1415

Jan 05, 2019	UOF2019-0002	Use of force	5	Police Officer
Eric Weir		[REDACTED]		
Officer Brian M Baye				Police
Officer Joseph S Aiello Jr.				Police
Officer Kyle D. Fee				Police

On 1/5/19 Officers Aiello, Weir, Baye, and Fee responded to a domestic incident at [REDACTED] Harper St. During the investigation it was deemed that no offense was committed. At that point suspect, [REDACTED] became upset and made the statements that he was going to kill his girlfriend, [REDACTED]. Due to these statements made in the presence of the Officers they advised [REDACTED] that he was under arrest regarding MHL 9.41 law. While placing Mr. [REDACTED] into handcuffs, Mr. [REDACTED] was less than compliant and everyone ended up falling forward onto the bed that was located in front of Mr. [REDACTED]. He was taken into custody and transported to the hospital.

Mar 12, 2019	FD2019-008	Firearm discharge	5	Police Officer
Kyle D. Fee				

On 3/12/19 Officer Kyle Fee and I responded to an injured deer in the roadway in front of 1806 Oneida St. Utilizing Car 51's shotgun Officer Fee dispatched the deer with one round. The spent shotgun shell was collected and photographs of the scene were secured by Officer Fee. All BWC video was downloaded and tagged. The deer carcass was placed on the side of the road and DPW was notified by dispatch to pick it up at some point.

Mar 12, 2019		Use of force	5	Police Officer
Kyle D. Fee				

On 3/12/19 Officer Kyle Fee and I responded to an injured deer in the roadway in front of [REDACTED] Oneida St. Utilizing Car 51's shotgun Officer Fee dispatched the deer with one

round. The spent shotgun shell was collected and photographs of the scene were secured by Officer Fee. All BWC video was downloaded and tagged. The deer carcass was placed on the side of the road and DPW was notified by dispatch to pick it up at some point.

Mar 12, 2019 UOF2019-0046 Use of force 5 Police Officer
Kyle D. Fee

On 3/12/19 Officer Kyle Fee and I responded to an injured deer in the roadway in front of 1806 Oneida St. Utilizing Car 51's shotgun Officer Fee dispatched the deer with one round. The spent shotgun shell was collected and photographs of the scene were secured by Officer Fee. All BWC video was downloaded and tagged. The deer carcass was placed on the side of the road and DPW was notified by dispatch to pick it up at some point.

Sep 18, 2019 2019-0043 Internal/Department 5 Police Officer
Pernell Wadley [REDACTED]
Officer Kyle D. Fee [REDACTED] Police

On 9/13/19 PO. Wadley and PO Fee were dispatched to [REDACTED] Bleecker St. regarding a person refusing to leave.

During the with Mr. [REDACTED] she eluded to the fact that her daughter ([REDACTED]) may have sexually assaulted by suspect. Once given that information PO Wadley and Fee failed to conduct a proper investigation into the allegations.

Nov 01, 2019 UOF2019-0154 Use of force 5 Police Officer
Kyle D. Fee [REDACTED]

On 11/1/19 Officer Kyle Fee responded to [REDACTED] Kemble St. to assist with a domestic. He was tasked with transporting a female prisoner to the Police station. While transporting [REDACTED] he noticed that she had slipped one of her hands out of the handcuffs and began to strike the back seat compartment of the vehicle. He stopped his vehicle, opened the rear door, and attempted place her back into cuffs. She kicked the door striking him and then swung her cuffed hand wildly at him striking him on the right side of his face, causing a small laceration. PO Fee was able to complete a takedown of Ms. [REDACTED] and place her back into handcuffs. She was placed in the rear of his patrol vehicle and transported to HQ's.

Dec 15, 2019 UOF2019-0174 Use of force 5 Police Officer
Admir Gracanin [REDACTED]
Officer Kyle D. Fee [REDACTED] Police

On December 15, 2019 around 0145 hrs PO Gracanin and Fee were dispatched to the area of Burrstone Rd and Sunset Ave. for an intoxicated party in the roadway. Initially this appeared to them as a case where they could just help the above named individual, [REDACTED] home but he resisted any help and only continued putting his own life in danger by stumbling and falling in the roadway. Officers then decided to have UFD respond for a transport for 22.09. While UFD was en-route they tried to get [REDACTED] up and out of the roadway. [REDACTED] became aggressive and grabbed Gracanin by the arm alarming him. [REDACTED] then attempted to pull away and became belligerent so he was taken to the ground for better control and officer safety. This concluded all use of force in this incident. [REDACTED] was transported to the station and charged with Harassment and Resisting Arrest.

Mar 14, 2020 UOF2020-0034 Use of force 5 Police Officer
Kyle D. Fee [REDACTED]
Officer Steven Gomez [REDACTED] Police

While on scene at the above location officers Gomez and Fee were speaking to the above suspect through a partially opened exterior doorway to the residence. The above suspect was advised by officers that he was under arrest and they forcibly pushed the door open so that they could affect said lawful arrest of [REDACTED]. [REDACTED] initially tensed

up when officers initially placed their hands on him to place him under arrest, so both officers took [REDACTED] to the ground where they could gain a position of advantage on [REDACTED]. Once on the ground [REDACTED] immediately gave himself up and allowed both officers to place him into handcuffs.

Apr 03, 2020 UOF2020-0046
Kyle D. Fee

Use of force
[REDACTED]

5 Police Officer

Police

Officer Matthew R Felitto

At approximately 2208 hours car 53 Officer Fee responded to [REDACTED] Lenox Avenue regarding an argument. Upon arrival Officer Fee located [REDACTED] and [REDACTED] physically fighting. Officer Fee broke up the fight and separated [REDACTED] and [REDACTED]. [REDACTED] became irate and broke away from Officer Fee. She attacked [REDACTED] and punched her several times. Officer Fee was able to pull [REDACTED] away from [REDACTED]. At this point he attempted to detain [REDACTED]. She became uncooperative and started resisting arrest. Officer Fee utilized a takedown and took [REDACTED] to the ground. Once on the ground she was handcuffed. Officers Kellogg and C. Vomer arrived on scene. They assisted with crowd control. Officer Fee's body worn camera fell off during the struggle, therefore it did not capture the incident.

Officer Fee requested a supervisor. I responded to the scene. I was briefed regarding the incident by Officer Fee. There were no independent witnesses on scene. Surveillance camera was located on the rear of [REDACTED] Lenox Avenue [REDACTED] however the business was closed. I will follow-up with the owner of the business in regards to obtaining the video footage.

Officer Fee secured photographs of the scene. Once at HQ Officer Fee secured photographs of [REDACTED]

I interviewed [REDACTED] regarding the response to resistance. She sustained abrasions on her knuckles. She also stated that she was [REDACTED]. [REDACTED] denied any medical attention. UFD responded to HQ for an evaluation. [REDACTED] refused to be transported to a hospital.

Response to resistance was completed by Officer Fee

I reviewed Officer K. Fee's (BWC2892), Officer R. Kellogg's (BWC4438) and Officer C. Vomer's (BWC8709)

Lt. Holt was advised regarding the incident.

Jun 15, 2020 EF2020-0043
Derek K Schultz

E-File

5 Police Officer

Police

Officer Kyle D. Fee

Greetings,

During my tour of duty (06/14/2020) I received a call from CPS Case [REDACTED] regarding the removal of children at [REDACTED] John Street (RMS # 20-20783). Ms. [REDACTED] called to compliment Officer Derek Schultz and Officer Kyle Fee regarding their candor and professionalism during this difficult call, especially during these trying times.

Respectfully

Compliment Form Completed.

Notes placed in e-file

-Sam Geddes

Report summary: totals by incident type:

Incident type	Received
Anonymous	0
Background Investigation	0
Department Discipline	0
Discretionary arrest	0
Drug test	0
E-File	2
External/Citizen	0
Firearm discharge	1
Foil Request	0
Forced entry	0
Generic incident	0
Integrity test	0
Internal/Department	1
K9 Utilization	0
Notice of Claim	0
Personnel Complaints	0
Show of force	0
Stop	0
UPD Damaged Prop Car/Equip	0
Use of force	10
Vehicle accident	0
Vehicle pursuit	0
Total	14

Printed: Aug 25, 2020 08:53 By: Sgt Hiram Rios

Utica Police Department

Professional Standards

Officer Disciplinary History

Police Officer Kyle D. Fee [2892/2892]

Part I - Personal Information

Name: Police Officer Kyle D. Fee
: 2892 Badge No: 2892 Hire Dt: 01/20/2017

Department: Patrol Division
Bureau: Uniformed Patrol
Division: Uniformed Patrol

Part II - Discipline History

Case #: [REDACTED]

UPD Policy and Procedure Violation: [REDACTED]

Printed: Aug 25, 2020 08:54 [REDACTED]

Removed per 50-b.