

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: Matthew R. Felitto

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 01/28/2019

the term to end

filling unexpired term of (if applicable)

Signed

Mayor

Title of Official

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:
Felitto, Matthew R.

FROM: (Check only one)

☒ City ☐ County ☐ Town ☐ Village or District

ADDRESS:

DEPARTMENT:
Police Department

TITLE OF POSITION:
Police Officer

SALARY:
\$ 59,703.

NAME AND TITLE OF LAST EMPLOYEE IN POSITION:

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

DATE OF BIRTH:

SOCIAL SECURITY NUMBER:
ID# 2840

Check Nature of Personnel Change

Date Effective

Action Necessary by Appointing Officer:

A
P
P
O
I
N
T
M
E
N
T
S

☐ 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)

T
E
R
M
I
N
A
S

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

Submit signed resignation
Give effective date
Indicate date
Attach copy of proceedings

O
T
H
E
R

C
H
A
N
G
E
S

☐ 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:

Give facts under Remarks
Give facts under Remarks
Give facts under Remarks
Give facts under Remarks
Give facts under Remarks
Give facts under Remarks
Submt form MSD-222
Indicate new saalry
Give facts under Remarks
Give facts under Remarks

Remarks: (Continue on back if necessary)

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

Appointing Officer

Title

Address

Address change eff. 10/2/19.

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



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 10 DAY 02 YEAR 2019

TO:
Utica Civil Service Commission

NAME OF EMPLOYEE:
Felitto, Matthew R.

FROM: (Check only one)

☒ City ☐ County ☐ Town ☐ Village or District

ADDRESS:

DEPARTMENT:
Police Department

TITLE OF POSITION:
Police Officer

SALARY:
\$ 47,507.

NAME AND TITLE OF LAST EMPLOYEE IN POSITION:

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

DATE OF BIRTH:

SOCIAL SECURITY NUMBER:

ID# 2840

Check Nature of Personnel Change

Date Effective

Action Necessary by Appointing Officer:

A
P
P
O
I
N
T
M
E
N
T
S

- ☐ 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)

T
E
R
M
I
N
A
T
I
O
N
S

- ☐ 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

O
T
H
E
R

C
H
A
N
G
E
S

- ☐ 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:

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

10/2/19

Remarks: (Continue on back if necessary)

Address change eff. 10/2/19.

3.75% contract inc. eff. 4/1/19
New Lateral employee eff. 1/28/19

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 2019

TO:
Utica Civil Service Commission

NAME OF EMPLOYEE:
Felitto, Matthew R.

FROM: (Check only one)

☒ City ☐ County ☐ Town ☐ Village or District

ADDRESS:

DEPARTMENT:
Police Department

TITLE OF POSITION:
Police Officer

SALARY:
\$ 47,507.

NAME AND TITLE OF LAST EMPLOYEE IN POSITION:

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

DATE OF BIRTH:

SOCIAL SECURITY NUMBER:

ID# 2840

Check Nature of Personnel Change

Date Effective

Action Necessary by Appointing Officer:

A
P
P
O
I
N
T
M
E
N
T
S

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

1/28/19

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)

T
E
R
M
I
N
A
S

☐ 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

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)

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

New Lateral employee eff. 1/28/19

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 01 DAY 28 YEAR 2019

TO:
Utica Civil Service Commission

NAME OF EMPLOYEE:
Felitto, Matthew R.

FROM: (Check only one)

☒ City ☐ County ☐ Town ☐ Village or District

ADDRESS:

DEPARTMENT:
Police Department

TITLE OF POSITION:
Police Officer

SALARY:
\$ 45,790.00

NAME AND TITLE OF LAST EMPLOYEE IN POSITION:

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

DATE OF BIRTH:

SOCIAL SECURITY NUMBER:

ID# 2840

Check Nature of Personnel Change

Date Effective

Action Necessary by Appointing Officer:

A
P
P
O
I
N
T
M
E
N
T
S

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

1/28/19

Return report of Certification

Attach application (MSD-330)

From: To:

State length of employment

From: To:

Give facts under Remarks

From: To:

Give facts under Remarks

Return report of Certification

Attach nomination

Attach application (MSD-330)

Submit this form only

Attach application (MSD-330)

T
E
R
M
I
N
A
S

☐ 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

O
T
H
E
R

C
H
A
N
G
E
S

☐ 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:

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)

New Lateral employee eff. 1/28/19

Appointing Officer

Title

Address


Chief of Police

CERTIFICATE
valid until

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

(Date)

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.

COPY

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>Matthew Felitto</u>		DATE OF APPOINTMENT: <u>1/28/19</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: <u>UTILIZED 14 days of benefit time.</u>			
NUMBER OF DAYS PROBATIONARY TERM IS TO BE EXTENDED: <u>0</u>			
DATE PROBATIONARY TERM ENDS: <u>1/28/20</u>			
IF SATISFACTORY, DATE PERMANENT STATUS BEGINS: <u>1/29/20</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.

M. Felitto M. Felitto #2846 3/23/2020
Signature of Employee Date

GENERAL RELEASE AND INDEMNITY AGREEMENT

Parties

This Agreement is entered into by **Matthew R. Felitto** [REDACTED], herein after referred to as **RELEASOR/ INDEMNITOR**, and the City of Utica, herein after referred to as **RELEASEE/INDEMNITEE**. As used in this Agreement, the term "Releasee/Indemnatee " is hereby defined as the City of Utica, its current, former, or retired officers, employees, elected officials, agents, successors, servants and assigns (in their individual, personal, official, representative, and any other capacities). The term "Releasor/Indemnitor" is hereby defined as **Matthew R. Felitto**, as well as his heirs, executors, administrators, and assigns.

Recitals

WHEREAS, Releasor/Indemnitor is presently or has recently been employed with a municipal police/sheriff department within New York State; and

WHEREAS, Releasor/Indemnitor now desires to accept employment with the Releasee/Indemnatee; and

WHEREAS, Releasor/Indemnitor is willing and desires to indemnify the Releasee/Indemnatee for any legal actions taken against Releasee/Indemnatee arising out of General Municipal Law § 72-c and/or other applicable law; and

WHEREAS, Releasee/Indemnatee makes an offer of employment only on a condition that this Agreement is duly executed;

WHEREAS, Releasee/Indemnatee intends to settle a claim with Oneida County, New York arising out of General Municipal Law § 72-c for Releasor/Indemnitor's employment with Releasee/Indemnatee in the amount of twenty-nine thousand four hundred and ninety-five dollars and sixty-four cents (\$29,495.64);

NOW, THEREFORE, in consideration of the mutual promises and covenants set forth herein, by and between Releasor/Indemnitor and Releasee/Indemnatee, the parties agree as follows:

1. For consideration as described above Releasor/Indemnitor agrees to pay Releasee/Indemnatee fourteen thousand seven hundred and forty seven dollars and eighty-two cents (\$14,747.82); Further Releasor/Indemnitor further agrees and expressly authorizes Releasee/Indemnatee to deduct payments from his by-weekly paychecks such that the aforestated sum shall be completely tendered in one year's time; Finally, Releasor/Indemnitor reserves the right to at any time with no penalty tender the remaining amount owed either by multiple installments or one lump sum payment; should the Releasor/Indemnitor make such an installment payment the regular aforestated payroll deductions continue as tabulated until the entire aforestated sum is tendered;

2. For consideration as described above Releasor/Indemnitor agrees to waive, release, hold harmless and promises never to assert, any and all claims that he has or might have against any Releasee/Indemnitee or their predecessors, successors, the City's current, former, or retired officers, employees, elected officials, agents, successors and assigns (in their individual, personal, official, representative, and any other capacities), whatsoever, including without limitation those arising from or relating to any of the claims, allegations, or incidents that have or could have been asserted in a lawsuit whether known or unknown that arose prior to the date of this Agreement or *will arise out of his accepting of employment as contemplated by the parties*. Those claims being released include, but are not limited to, ones arising out of *General Municipal Law § 72-c* and other federal, state and local statutory or common law, as well as any other claim that the Releasor/Indemnitor has or may have against any Releasee/Indemnitee.
3. Releasor/Indemnitor waives any rights he might otherwise have had under the New York State Civil Service Law, New York Public Officer's Law, the New York State Civil Practice Law and Rules, the collective bargaining agreement, or any other provision of law, rule or regulation, with respect to his duty to indemnify, defend and hold harmless the Releasee/Indemnitee.
4. Should Releasor/Indemnitor's employment with the City of Utica end for any reason before the aforestated amount is tendered in full then Releasor/Indemnitor agrees to pay the City twenty-nine thousand four hundred and ninety-five dollars and sixty-four cents (\$29,495.64) and attorneys fees as well as costs associated with any action to recover said monies owed.
5. Releasor/Indemnitor hereby acknowledges, agrees, represents, warrants, and guarantees that:
 - a. he has read this Agreement and understands its meaning and effect;
 - b. he has knowingly and voluntarily entered into this Agreement of his own free will;
 - c. Releasee/Indemnitee may plead this Agreement as a complete defense to any claim that Releasor/Indemnitor may assert. If Releasor/Indemnitor violates this Agreement by instituting such a claim or charge or suing any Releasee/Indemnitee, then Releasor/Indemnitor agrees to pay all costs and expenses of defending against the claim, charge or suit incurred by said Releasee/Indemnitee, including reasonable attorney's fees;
 - d. Releasor/Indemnitor has not assigned or transferred to any other person or entity any claims which are released by this Agreement. Releasor/Indemnitor agrees to indemnify, and hold Releasee/Indemnitee harmless from and against any claim, including the payment of attorneys' fees and costs incurred, whether or not litigation is commenced, based on or in connection with or arising out of any such assignment or transfer.

6. The parties understand and agree that this Agreement and the consideration exchanged herein do not constitute and shall not be used or construed in any way as an admission of any sort on the part of any party.
7. The parties acknowledge that this Agreement sets forth the entire understanding of the parties with respect to the subject matter hereof. Further, this Agreement supersedes any and all other agreements, either oral or in writing, between or among the parties hereto with respect to the subject matter hereof. In addition, any modification of, or waiver of rights under, this Agreement shall be effective only if in writing and signed by the parties.
8. In entering into this Agreement, the parties represent that they have relied exclusively on their own (or their respective attorneys) judgment and analysis of the facts, and have not relied on any representations or conditions made by any opposing party.

IN WITNESS WHEREOF, the **RELEASOR/INDEMNITOR** has hereunto set
RELEASOR/INDEMNITOR's hand and seal on the day 31 of January, 2019.



Matthew R. Felitto

IN PRESENCE OF:

STATE OF NEW YORK)

ss:

COUNTY OF ONEIDA)

On January 31, 2019 before me personally came **Matthew R. Felitto** and known and/or proved to me to be the individual described in, and who duly executed the foregoing **INDEMNITY/HOLDHARMLESS AGREEMENT** by setting their hand and subscribing where indicated above.

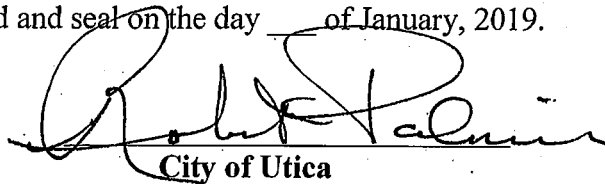


NOTARY PUBLIC

Commission Expires:

J. MEGHAN WOLF
Notary Public, State of New York
Qualified in Oneida County
Registration # 01WO6314763
My Commission Expires 11/17/22

IN WITNESS WHEREOF, the **RELEASEE/INDEMNITEE** has hereunto set
RELEASEE'S/INDEMNITEE'S hand and seal on the day of January, 2019.


City of Utica

By: Robert Palmieri
Its: Mayor

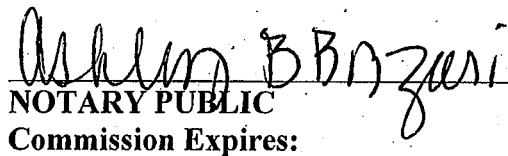
IN PRESENCE OF:

STATE OF NEW YORK)

ss:

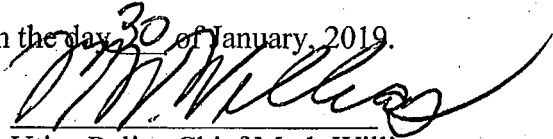
COUNTY OF ONEIDA)

On January 30th, 2019 before me personally came **Robert Palmieri** and known
and/or proved to me to be the individual described in, and who duly executed the foregoing
INDEMNITY/HOLDHARMLESS AGREEMENT by setting their hand and
subscribing where indicated above.


NOTARY PUBLIC
Commission Expires:

ASHLEY B. BIZZARI
Notary Public, State of New York
Registration No. 01B16236877
Qualified in Oneida County
My Comm. Expires August 27, 2019

IN WITNESS WHEREOF, the **RELEASEE/INDEMNITEE** has hereunto set
RELEASEE'S/INDEMNITEE'S hand and seal on the day 30 of January, 2019.


Utica Police Chief Mark Williams

IN PRESENCE OF:

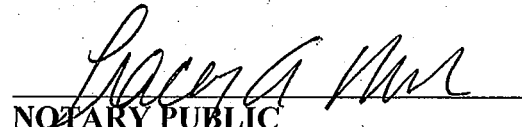
STATE OF NEW YORK

ss:

COUNTY OF ONEIDA

On January 30th, 2019 before me personally came **Mark Williams** and known and/or proved to me to be the individual described in, and who duly executed the foregoing **INDEMNITY/HOLDHARMLESS AGREEMENT** by setting their hand and subscribing where indicated above.

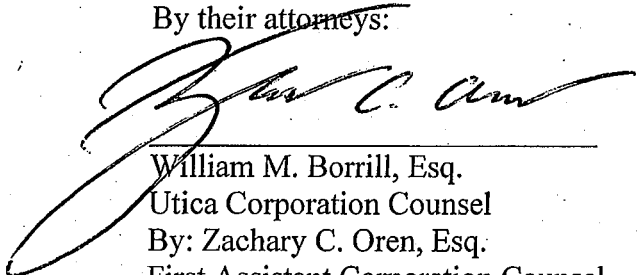
TRACEY A. MILLS
Notary Public - State of New York
No. 01MI6185254
Qualified in Oneida County
My Commission Expires April 14, 2020


NOTARY PUBLIC
Commission Expires:

Dated: January 30, 2019
Utica, New York

THE CITY OF UTICA APPROVED
AS TO FORM ONLY

By their attorneys:


William M. Borrill, Esq.
Utica Corporation Counsel
By: Zachary C. Oren, Esq.
First Assistant Corporation Counsel
City of Utica Department of Law
1 Kennedy Plaza
Utica, NY 13502
(315) 792-0171



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, CSC

TO: Police Officer Candidates

RE: Residency Requirement

As you are aware, vacancies exist for the permanent position of Police Officer in the Department of Public Safety, Bureau of Police at an annual starting salary of \$36,258.

Please read the information below concerning residency requirements for permanent appointments:

UTICA CITY CHARTER, SECTION 2.045:

- Definition. Residency means the actual principal domicile of an individual, where the individual normally sleeps and maintains usual personal and household effects.
- Residency for new Officers and Employees. Except as otherwise provided by law, there is a residency requirement for all prospective officers and employees of the City, including members of the police force. Every person initially employed by the City, shall as a qualification of employment, become a resident of the City within six (6) months of the date of initial service for the City. During an employee's time of service, no such employee shall cease to be a resident of the City.

- () I have read and understand the above portion of the Utica City Charter, Section 2.045 and will accept these terms if a permanent appointment is offered.

Matthew R. Forte
Signature of Candidate

Matthew Forte

Date: 1/3/2019

This letter should not be interpreted to mean that you will definitely be appointed to this position. Appointment is dependent upon your availability, the result of any interviews conducted and the possible selection of another equally qualified candidate.

Sworn to me this 30th

Day of January, 2019.

J. Meghan Wolf
Notary Public or Commissioner of Deeds

J. MEGHAN WOLF
Notary Public, State of New York
Qualified in Oneida County
Registration # 01WO6314763
My Commission Expires 11/1/22

COPY



Employment Eligibility Verification
Department of Homeland Security
U.S. Citizenship and Immigration Services

USCIS
Form I-9
OMB No. 1615-0047
Expires 08/31/2019

▶ **START HERE:** Read instructions carefully before completing this form. The instructions must be available, either in paper or electronically, during completion of this form. Employers are liable for errors in the completion of this form.

ANTI-DISCRIMINATION NOTICE: It is illegal to discriminate against work-authorized individuals. Employers **CANNOT** specify which document(s) an employee may present to establish employment authorization and identity. The refusal to hire or continue to employ an individual because the documentation presented has a future expiration date may also constitute illegal discrimination.

Last Name (Family Name) <u>Felitto</u>		First Name (Given Name) <u>Matthew</u>		Middle Initial <u>R</u>	Other Last Names Used (if any)	
Address (Street Number and Name) [REDACTED]		Apt. Number [REDACTED]	City or Town [REDACTED]		State [REDACTED]	ZIP Code [REDACTED]
Date of Birth (mm/dd/yyyy) [REDACTED]	U.S. Social Security Number [REDACTED]		Employee's E-mail Address [REDACTED]		Employee's Telephone Number [REDACTED]	

I am aware that federal law provides for imprisonment and/or fines for false statements or use of false documents in connection with the completion of this form.

I attest, under penalty of perjury, that I am (check one of the following boxes):

<input checked="" type="checkbox"/> 1. A citizen of the United States	
<input type="checkbox"/> 2. A noncitizen national of the United States (See instructions)	
<input type="checkbox"/> 3. A lawful permanent resident (Alien Registration Number/USCIS Number): _____	
<input type="checkbox"/> 4. An alien authorized to work until (expiration date, if applicable, mm/dd/yyyy): _____ Some aliens may write "N/A" in the expiration date field. (See instructions)	
<p>Aliens authorized to work must provide only one of the following document numbers to complete Form I-9: An Alien Registration Number/USCIS Number OR Form I-94 Admission Number OR Foreign Passport Number.</p> <p>1. Alien Registration Number/USCIS Number: _____ OR 2. Form I-94 Admission Number: _____ OR 3. Foreign Passport Number: _____ Country of Issuance: _____</p>	<p>QR Code - Section 1 Do Not Write in This Space.</p>

Signature of Employee <u>[Signature]</u>	Today's Date (mm/dd/yyyy) <u>2/28/2019</u>
---	---

I attest, under penalty of perjury, that I have assisted in the completion of Section 1 of this form and that to the best of my knowledge the information is true and correct.

Signature of Preparer or Translator [REDACTED]		Today's Date (mm/dd/yyyy) [REDACTED]
Last Name (Family Name) [REDACTED]		First Name (Given Name) [REDACTED]



Employment Eligibility Verification
Department of Homeland Security
U.S. Citizenship and Immigration Services

USCIS
Form I-9
OMB No. 1615-0047
Expires 08/31/2019

Employee Info from Section 1	Last Name (Family Name) VELITTO	First Name (Given Name) MATTHEW	M.I. R	Citizenship/Immigration Status
------------------------------	------------------------------------	------------------------------------	-----------	--------------------------------

List A
Identity and Employment Authorization

OR

List B
Identity

AND

List C
Employment Authorization

Document Title	Document Title ID LICENSE	Document Title SS CARD
Issuing Authority	Issuing Authority NY	Issuing Authority
Document Number	Document Number	Document Number
Expiration Date (if any) (mm/dd/yyyy)	Expiration Date (if any) (mm/dd/yyyy) 10/16/94	Expiration Date (if any) (mm/dd/yyyy)
Document Title	Additional Information	
Issuing Authority		
Document Number		
Expiration Date (if any) (mm/dd/yyyy)		
Document Title		
Issuing Authority	QR Code - Sections 2 & 3 Do Not Write in This Space	
Document Number		
Expiration Date (if any) (mm/dd/yyyy)		
Document Title		
Issuing Authority		
Document Number		
Expiration Date (if any) (mm/dd/yyyy)		

Certification: I attest, under penalty of perjury, that (1) I have examined the document(s) presented by the above-named employee, (2) the above-listed document(s) appear to be genuine and to relate to the employee named, and (3) to the best of my knowledge the employee is authorized to work in the United States.

The employee's first day of employment (mm/dd/yyyy): 1/28/19 (See instructions for exemptions)

Signature of Employer or Authorized Representative D. Jesir	Today's Date (mm/dd/yyyy) 1/28/19	Title of Employer or Authorized Representative OFFICE MANAGER / PAYROLL	
Last Name of Employer or Authorized Representative TASIORZ	First Name of Employer or Authorized Representative DOUGA	Employer's Business or Organization Name UTICA POLICE DEPT	
Employer's Business or Organization Address (Street Number and Name) 413 ORISKANY ST W		City or Town UTICA	State NY
		ZIP Code 13501	

Last Name (Family Name)	First Name (Given Name)	Middle Initial	Date (mm/dd/yyyy)
-------------------------	-------------------------	----------------	-------------------

PERFORMANCE EVALUATION REPORT

NAME (FIRST, LAST, MI) Matthew Felitto	ID # 2840	RANK PO	DIVISION/UNIT [REDACTED]
DUTY ASSIGNMENT (I.E. DESK, STREET PATROL, BOOKING) Street Patrol	PERIOD COVERED 2019	FROM 1/28/2019	TO 12/31/2019

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

2. DAYS LOST DURING PERIOD COVERED BY THIS REPORT

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

3. SUPERVISORY PERSONNEL ONLY

LEADERSHIP QUALITIES

EFFECTIVENESS OF DELEGATION

TRAINING/COACHING OF SUBORDINATES

EVALUATION 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.)

Attendance - Officer Felitto utilized [REDACTED] sick time in 2019 and therefore was given a maximum score of 5 because of his perfect attendance for the year.

Punctuality - Officer Felitto is always on time and prepared for his shift and ready to be deployed at a moments notice.

Personal Appearance - Officer Felitto consistently displays a professional "squared-away" appearance.

Performance - Officer Felitto had three (3) documented instances when, as assigned as the doorman, he failed to complete booking entries in a complete and competent manner. PO Felitto also had a fourth document instance when assigned as the doorman with regards to his name being listed on an audit from DCJS regarding deficiencies when running Criminal History Inquiries. Additionally, Officer Felitto when compared to his peers, ranks well below average when it comes to proactivity such as arrests, parking and traffic tickets.

Interpersonal Skills - Officer Felitto works well with his peers and is well liked by same. Additionally, he interacts and communicates well with members of the public which works to his advantage when dealing with the public in either high stress situations or when on routine calls for service. PO Felitto would have been ranked higher in this category if not for one instance where he was subject in a civilian complaint during this evaluation period which resulted in him being found to not have acted in an appropriate/unprofessional manner.

Knowledge of Laws, Policies & Procedures - Officer Felitto failed to serve and order of protection as required to by law as well as by department policy and procedure. Officer Felitto was counseled by Sgt Perre regarding this and it was nothing more than a training issue.

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

- Officer Felitto is a young and impressionable officer who is clearly far more capable of performing his duties at a much higher level than he currently has shown. Officer Felitto can best improve his performance by taking his time when completing reports/entries even when assigned to positions and/or duties that he may not be fond of. Additionally, Officer Felitto, when assigned to street patrol duties should strive to increase his productivity in proactive areas such as arrests, traffic/parking tickets.

(Continue on Back)

(Goal settings Continue From Front)

- Officer Felitto should continue to maintain his high level standards of Punctuality, Attendance, & Appearance and serve as a model in these areas for other newer/impressionable officers.

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:

Signature James R. Holt / James R. Holt Jr. Rank Lieutenant Date 1/29/20
Print/Signature

7. SUPERVISOR REVIEWING WITH EMPLOYEE: Name: Sgt. David Poccia

Signature David Poccia / David Poccia Rank Sergeant / #6766 Date 01/29/20
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 Matthew Felitto / M. Felitto Rank Police Officer / #2840 Date 1/29/2020
Print/Signature

Concise OfficerStacked Incidents Listing

Police Officer Matthew R Felitto []

: Hire date: Jan 28, 2019

Current assignment(s):

Department: Patrol Division
 Bureau: Uniformed Patrol
 Division:

Incidents Listing -----

Received Dt Officers	IA No	Incident type Involved Citizens	Acc Lev	Involved
Feb 04, 2019 Officer Derek K Schultz	UOF2019-0018	Use of force [REDACTED]	5	Police
Officer Andrew B Miller				Police
Officer Matthew R Felitto				Police

On 2/3/19 Officers Miller, Schultz, and Felitto responded to a Domestic at [REDACTED] St. During the incident Officer Miller made a MHL 9.41 arrest of [REDACTED] Ms. [REDACTED] was handcuffed without incident but then began to act irate. She began to hit her head on anything she could. Officer Miller had to hold her while UFD was en route. Once UFD arrived she was placed into the ambulance and would not sit down on the stretcher and attempted to escape out of the back door. Officer Miller had to use an empty hand escort technique to place her on the stretcher as UFD personnel restrained her with straps. Officers Schultz and Felitto assisted Officer Miller with holding her down. Officer Miller accompanied UFD inside the ambulance as they transported Ms. [REDACTED] to St. [REDACTED] hospital. Once at the hospital Ms. [REDACTED] began spitting and kicking at everyone and everything she could. Once again Officers Miller, Schultz, and Felitto had to assist staff with holding her down so that a nurse could give her a shot to calm her down.

Mar 01, 2019 Officer Christopher A Vomer	UOF2019-0038	Use of force [REDACTED]	5	Police
Officer Matthew R Felitto				Police

While at the above location upon the above defendant learning that she was going to have to go to the hospital as she was under arrest under MHL 9.41, the above defendant began to run from both officers down the middle of the street. Both officers Felitto and C. Vomer gave chase to the above defendant and PO C. Vomer was able to grab the defendant by her arm, and upon her feeling her arm being grabbed the above defendant brought herself to the ground and laid face first on the ground with both of her arms underneath her. The defendant refused commands from officers for her to place her hands behind her back which resulted in both officers Felitto and Vomer to each having to take hold of the above defendants arms (one arm each), and forcibly bring her arms from underneath her, to her rear, so that the defendant could be placed into handcuffs.

Mar 02, 2019 Officer Richard V Lange	UOF2019-0037	Use of force [REDACTED]	5	Police
Officer Christopher A Vomer				Police
Officer Matthew R Felitto				Police

While at the above location the above defendant after being warned/advised by PO C. Vomer regarding unwanted physical contact towards PO C. Vomer, continued to

subject PO C. Vomer to unwanted physical contact. Above defendant was advised that he was under arrest by PO C. Vomer and immediately began resisting PO Vomers lawful arrest of himself. PO Vomer used soft hand come alongs to forcibly push and hold the above defendant up against a wall while Officers Felitto and Lange each grabbed a hold of each of the defendants hands and forcibly brought both hands behind his back until handcuffs could be secured on the defendant.

Apr 01, 2019 2019-0016 Use of force 5 Police
 Officer Christopher A Vomer [REDACTED]
 Officer Matthew R Felitto Police

Greetings,

On April 1, 2019 at approximately 1734 hours Officers Christopher Vomer and Matthew Felitto (car 55) responded to [REDACTED] Street regarding a domestic dispute between [REDACTED] and her grandson [REDACTED]. Dispatch notes stated that caller's grandson was physical with the caller. Upon arrival Officer Vomer and Felitto started conducting an investigation regarding the incident. Caller, [REDACTED] came outside of her residence and told Officers Vomer and Felitto that she wanted her grandson arrested. [REDACTED] became uncooperative and started backing away from Officer Vomer. Officer Vomer advised [REDACTED] that he needs to stay on scene and speak with them until they finish their investigation. [REDACTED] continued to back away from Officer Vomer. Officer Vomer went to grab a hold of [REDACTED] and he took off running, south in the 1200 Block of Neilson Street. Officers Vomer and Felitto chased [REDACTED] and eventually caught up to him at the intersection of Neilson Street and Leah Street. When [REDACTED] attempted to go over a fence Officers Vomer and Felitto grabbed him and took him to the ground. [REDACTED] was handcuffed and brought back to the scene. I responded to the scene. [REDACTED] was transported to hg by Officer Femia. Officers Vomer and Felitto did not sustain any injuries. [REDACTED] did not sustain any injuries and did not need any medical attention. There were no independent witnesses or video footage. Officer Vomer secured photographs of the scene as well as photographs of [REDACTED]

I reviewed video footage from Officer Vomer and Officer DeTraglia. At this time all appears in order.

Jul 22, 2019 2019-0033 External/Citizen 5 Police
 Officer Matthew R Felitto [REDACTED]

Walk in complaint on 7/22/2019.

Oct 30, 2019 2019-0044 External/Citizen 5 Police
 Officer Matthew R Felitto [REDACTED]

On 10/28/19 [REDACTED] came to the front desk requiring to speak with a supervisor regarding his interaction with Ptlm. Felitto. [REDACTED] was upset and requested to complete a complaint against officer Felitto. Mr. [REDACTED] stated he wanted a complaint form and did not wish to complete the form today however, he remained at the station and completed the form and turned it in around 2030 hours. The complaint form which was an external primary complaint was placed under the Professional Standards Unit Door. An investigation was initiated under RMS 19-41559 and is going to be handled by me. BWC footage by Ptlm. Caruso (1258), Ptlm. Felitto(2840) and myself(1415) were tagged regarding the complaint.

Thanks,

Sgt. Joseph W. Cimpi #1415

Oct 31, 2019 FD2019-016 Firearm discharge 5 Sergeant
 Samuel M Geddes Jr. [REDACTED]
 Officer Matthew R Felitto Police

On Thursday, October 31, 2019, I, Sergeant Samuel M. Geddes reported to the Utica Police Department for the [REDACTED] hours shift. I was assigned to the Patrol Division as a street supervisor in marked SUV 40, attired in full police uniform, under the command of Lt. Sean Dougherty.

At about 1515 hours, Lt. Dougherty directed me to respond to the residence of Officer M. Felitto at [REDACTED] relative to an unintentional discharge. Lt. Dougherty advised me that Command Staff notification had been made.

Upon arrival I spoke with Officer Felitto who told me that while clearing his personally owned shotgun, he didn't realize that there was a shell in the chamber and he unintentionally depressed the trigger causing the shotgun to fire. The discharge caused a hole in the Eastern side of his residence. When asked if anyone else was home at the time of the incident, he replied in the negative.

We then went inside Officer Felitto's residence to his bedroom where I saw a Remington 870 Tactical 12 gauge Shotgun laying on his bed, as well as a spent Winchester 12 gauge [REDACTED] buck shot shotgun shell, as well as a hole in the drywall. It appeared that the trajectory was pointed in a downward angle. Which Officer Felitto confirmed that the shotgun was pointing downward.

I secured photos of the scene and collected the spent shotgun shell. I directed Officer Felitto to respond to work and complete a Use of Force form and a narrative on an Intra-Office Memorandum.

Photos entered into the crime scene photo file. The shotgun shell was entered into property. Property # 19-9335.

Upon reporting for duty, Officer Felitto was placed on inside duty pending this investigation.

Respectfully

Sam Geddes
Sergeant
Patrol B-1

Feb 05, 2020 UOF2020-0018
Officer Matthew R Felitto

Use of force [REDACTED]

5 Police

A response to resistance investigation was completed for Officer Felitto who utilized a soft hand take down to [REDACTED] who was acting belligerent and aggressive during a domestic incident with his stepfather [REDACTED]. In order to create separation between [REDACTED] and [REDACTED] Officer Felitto stepped in between both parties and placed his hands on [REDACTED] chest and pushed [REDACTED] back/away from [REDACTED] in order to separate the two. In doing so [REDACTED] slipped on the snow and fell to the ground. Once on the ground Officer Felitto and Lange detained [REDACTED] into handcuffs. [REDACTED] showed no apparent signs of injury and was completely uncooperative with this Sgt. with regards to this use of force investigation. [REDACTED] stated he was not injured and declined any medical treatment or evaluation. All applicable body worn camera footage was tagged, response to resistance form and officer narratives were completed by Officers Lange and Felitto and reviewed by this supervisor. A supervisor Response to Resistance Form was completed and all actions by both officers were deemed to be in accordance with UPD policy and procedure

Apr 03, 2020 UOF2020-0046
Officer Kyle D. Fee

Use of force [REDACTED]

5 Police

Officer Matthew R Felitto

Police

At approximately 2208 hours car 53 Officer Fee responded to [REDACTED] 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] 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 3 weeks pregnant and had vaginal bleeding. [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.

Jul 11, 2020	UOF2020-0102	Use of force	5	Police
Officer Matthew R Felitto		[REDACTED]		

Created to document UOF incident

Jul 15, 2020	UOF2020-0105	Use of force	5	Police
Officer Matthew R Felitto		[REDACTED]		

UOF investigation

Report summary: totals by incident type:

Incident type	Received
Anonymous	0
Background Investigation	0
Discretionary arrest	0
Drug test	0
E-File	0
External/Citizen	2
Firearm discharge	1
Foil Request	0
Forced entry	0
Generic incident	0
Integrity test	0
Internal/Department	0
K9 Utilization	0
Notice of Claim	0
Show of force	0
Stop	0
UPD Damaged Prop Car/Equip	0
Use of force	8
Vehicle accident	0
Vehicle pursuit	0
Total	11

Printed: Jul 16, 2020 06:18 By: Sgt Hiram Rios

Utica Police Department

Professional Standards

Officer Disciplinary History

Police Officer Matthew R Felitto []

Part I - Personal Information

Name: Police Officer Matthew R Felitto
: Badge No: 2840 Hire Dt: 01/28/2019

Department: Patrol Division
Bureau: Uniformed Patrol
Division:

Part II - Discipline History

2019-0044 Case #: RMS 19-41559 External/Citizen

UPD Policy and Procedure Violation: Feb 16, 2020: Verbal Counseling/Pending File - [Action/discipline completed]

Issued Memo and placed into e-file

Printed: Jul 16, 2020 06:14 By: Sgt Hiram Rios

External/Citizen **IA No: 2019-0044** **Received: Oct 30, 2019 17:01**

Case No: RMS 19-41559

Classification/Sub-classification: Demeanor Complaint / Language

Involved citizen:

[REDACTED]

Linked address(s):

Incident location: [REDACTED]

Officers involved:

Police Officer Matthew R Felitto []

Officer current info:

Department: Patrol Division

Bureau: Uniformed Patrol

Division:

Snapshot - Officer information at time of incident:

Body worn camera: YES

Department: Patrol Division

Bureau: Uniformed Patrol

Division:

Unit: Uniformed Patrol Squad C-2

Rank/title: Police Officer

Age: Years of employment: Years with unit:

Off duty: No Off duty employed: No

Policy outcome: Violation sustained

Allegations:

Patrol Operations, Duties and Responsibilities - Chapter 4 Article 1 Patrol Operations

Feb 16, 2020 Sustained

Unbecoming Conduct - Chapter 8 Article 1 General Rules

Feb 16, 2020 Sustained

BWC - Failed activate - Chapter 4 Article 2 BWC

Feb 16, 2020 Sustained

Actions taken:

UPD Policy and Procedure Violation: Feb 16, 2020 - Verbal Counseling/Pending File Days/hrs
suspended/assessed: - [Action/discipline completed]

Issued Memo and placed into e-file

Summary:

On 10/28/19 [REDACTED] came to the front desk requiring to speak with a

supervisor regarding his interaction with Ptlm. Felitto. [REDACTED] was upset and requested to complete a complaint against officer Felitto. Mr. [REDACTED] stated he wanted a complaint form and did not wish to complete the form today however, he remained at the station and completed the form and turned it in around 2030 hours. The complaint form which was an external primary complaint was placed under the Professional Standards Unit Door. An investigation was initiated under RMS 19-41559 and is going to be handled by me. BWC footage by Ptlm. Caruso (1258), Ptlm. Felitto(2840) and myself(1415) were tagged regarding the complaint.

Thanks,

Sgt. Joseph W. Cimpi #1415

When/where:

Date/time occurred: Oct 28 2019 20:56

: Arterial & Lomond Pl Utica NY 13502
County: Oneida

Linked files:

RMS 19-41559 (htm)
DOC103019-10302019083540 (pdf)
status check email - Civilian Complaint of [REDACTED] RMS 19-41559 (msg)
Investgative narrative Lt Holt (docx)
copy of e-file PO Felitto Civilian Complaint re RMS 19-41559 (msg)
copy of Civilian complaint (pdf)
copy of Counseling Memo (pdf)
copy of cover sheet (pdf)
copy of Lt Holt narrative (pdf)
Intra PO Felitto (pdf)
Intra Sgt Cimpi (pdf)

Status/assignment information:

Status: Completed Priority: Medium

Opened: 10/30/2019 Assigned: 10/30/2019 Due: 11/29/2019

Completed: 02/16/2020

Disposition: Sustained

Unit assigned: Patrol Division
Handled at field/unit level: Yes
Outside/file investigator: Cimpi, Joseph W Sergeant [2007000000033]
Investigator assign: Un-assigned
Supervisor assign: Un-assigned
Source of information: Email

Organizational component(s):

Department: Patrol Division
Bureau: Uniformed Patrol
Unit: Uniformed Partol Squad C-2

Critical incident related

Nature of crisis:

Behavior(s):

Technique(s) used:

Disposition(s)

Force/violence:

Entered by: Investigator Adam Howe on Oct 30, 2019 at 08:04

From: jcimpi
Sent: Monday, October 28, 2019 8:56 PM
To: Professional Standards Distribution List; dcinqe
Cc: jholt
Subject: RMS 19-41559

Sirs:

On 10/28/19 [REDACTED] came to the front desk requiring to speak with a supervisor regarding his interaction with Ptlm. Felitto. [REDACTED] was upset and requested to complete a complaint against officer Felitto. Mr. [REDACTED] stated he wanted a complaint form and did not wish to complete the form today however, he remained at the station and completed the form and turned it in around 2030 hours. The complaint form which was an external primary complaint was placed under the Professional Standards Unit Door. An investigation was initiated under RMS 19-41559 and is going to be handled by me. BWC footage by Ptlm. Caruso (1258), Ptlm. Felitto(2840) and myself(1415) were tagged regarding the complaint.

Thanks,

Sgt. Joseph W. Cimpi #1415



Please check
officer body cam.
Utica Police Department



Compliment/Complaint Form

413 Oriskany St. West

Utica, N.Y. 13502

Instructions: If you would like to praise a Utica Police Department employee, or file a complaint against a police employee, please write legibly and fill out this form. Personal information will not be disclosed to the public, unless required by law. You can submit this form by mailing it to the address given at the top of this page or by returning it to the Utica Police Department.

If you are filing a complaint, please indicate the type of complaint you wish to file.

- **Formal Complaint:** Involves a serious allegation of misconduct, to be officially investigated, for which discipline may be imposed, if the allegation(s) are sustained.
- **Informal Complaint:** Involves a minor complaint or concern, for informational purposes only and will not be formally investigated. However the matter will be discussed with the employee(s) involved.

I wish to file a (please check one): Compliment ☐ Formal Complaint ☒ Informal Complaint ☐

Information about you

LAST NAME [REDACTED]		FIRST NAME [REDACTED]	M.I. [REDACTED]	DATE OF BIRTH [REDACTED]
STREET ADDRESS and APT# [REDACTED]		CITY [REDACTED]	STATE [REDACTED]	ZIP CODE [REDACTED]
HOME PHONE [REDACTED]	WORK PHONE [REDACTED]	CELL PHONE [REDACTED]		SEX (circle one) [REDACTED] F

Are you filing this on behalf of someone else? Yes ☐ No ☒ *If Yes, please complete this section*

WHAT IS HIS/HER LAST NAME?	FIRST NAME	AGE	SEX (circle one) M F
STREET ADDRESS and APT#	CITY	STATE	ZIP CODE
WHAT IS HIS/HER RELATIONSHIP TO YOU?	HOME PHONE () - () - ()	WORK / CELL PHONE () - () - ()	

Information about the incident

LOCATION OR ADDRESS OF INCIDENT 12 North Arterial (near Leonard exit) Utica, NY		DATE OF INCIDENT 10/28/19	APPROXIMATE TIME OF INCIDENT 4:55 AM (PM) <i>Not completely sure</i>
WITNESS LAST NAME [REDACTED]	FIRST NAME [REDACTED]	AGE [REDACTED]	SEX (circle one) (M) F
WITNESS ADDRESS [REDACTED]	CITY [REDACTED]	STATE [REDACTED]	PHONE () - () - ()
NAME OR ID# OF OFFICER OR EMPLOYEE Matthew Felitto		NAME OR ID# OF OFFICER OR EMPLOYEE 2840	

Nature of action: Check all that apply

<input type="checkbox"/> Extremely helpful	<input type="checkbox"/> Excessive and/or improper use of force	<input checked="" type="checkbox"/> Rudeness, discourtesy, and offensive language
<input type="checkbox"/> Very caring/empathetic	<input type="checkbox"/> False arrest	<input type="checkbox"/> Violation of civil rights
<input type="checkbox"/> Professional conduct	<input type="checkbox"/> Unlawful search and/or seizure	<input type="checkbox"/> Bias-based profiling
<input type="checkbox"/> Did a great job	<input type="checkbox"/> Dishonesty and untruthfulness	<input checked="" type="checkbox"/> Department procedures or tactics
<input type="checkbox"/> Made an extra effort	<input checked="" type="checkbox"/> Corruption POSSIBLE	<input type="checkbox"/> Other

Statement of Facts: (Describe in detail the action(s) of the officer(s) that led you to file this compliment/complaint and sign and date below in the space provided.)

All nice conversation until...

When I asked if the officer was issuing tickets, he said, "No."

I then said, "I want him ticketed, he broke 2 laws."

The officer said, "He does not have to give tickets."

I said, "you just said he broke two laws, failing to keep right and unsafe lane changes. He said, 'He's 18 and has no record. He is 100% wrong in the accident as I told you twice.'"

I told the officer he was wrong, and he said, "If I was that right ^{over there} I would have told you to FUCK OFF"

False or incorrect statements made herein are punishable as a class A misdemeanor pursuant to section 210.45 of the New York State Penal Law.

I attest under penalty of perjury, that the above information is true and correct to the best of my recollection.

Signature

Date: 10/28/19

FOR DEPARTMENT USE ONLY: To be completed by the Supervisor or Unit receiving or initiating a complaint

Signature of Supervisor receiving/initiating the complaint

RMS# 19-41559

Officer: Joseph W. Cimpri SGT. 1415

ID#: 1415 Date: 10/28/19

20 minutes ago." The officer and I yelled back and forth. The arrogance of the officer was stifling.

There are several witnesses to the aforementioned including the "tow driver."

I was nothing but nice to the kid who almost killed me and was likely texting and didn't see the car in front of him.

There is more to this, but I want the complaint started.

To top it off the officer sped away and did not signal as he entered the very busy 12 North arterial. This is the very road the accident occurred.

Note: With all my expenses out of pocket until a later date, I felt tickets ^{to make the law} would help my case.

hrios

From: hrios
Sent: Thursday, December 12, 2019 9:16 AM
To: jcimpi
Cc: hrios
Subject: Civilian Complaint of [REDACTED] RMS 19-41559

This was initiated on 10/28/19 can you please tell me the status! Close date was slated for 11/29/19

Internal Investigative Review

Subject: External Primary Civilian Complaint against PO Felitto

RMS: 19-41559

Investigating Supervisor: Sgt. J. Cimpi

Reviewing Supervisor: Lt. J. Holt Jr.

Summary:

I, Lt. James R. Holt Jr., am employed by the City of Utica Police Department, assigned to the Patrol Division - C Platoon (1545-0000 shift) as the Platoon Commander. While performing my duties as the C Platoon Commander, I reviewed an internal investigation submitted to me by Sgt. Cimpi regarding a External Primary Civilian Complaint lodged against PO Felitto.

On October 28, 2019 around 1915 hours, Complainant - [REDACTED] came to the Utica Police Department Front Desk and requested to speak with a supervisor regarding an external primary civilian complaint he wished to file against PO Felitto who was assigned to C Platoon Car/Zone 54 (BWC 2840). Sgt. Cimpi was the acting C Platoon Squad Commander therefore he met with [REDACTED] regarding his complaint. [REDACTED] advised Sgt. Cimpi that he was involved in a motor vehicle accident a short time ago and PO Felitto was the officer who responded for the investigation / report. [REDACTED] stated he was frustrated because PO Felitto refused to issue the other driver traffic tickets even though PO Felitto acknowledged that the other driver committed two VTL infractions which were contributing factors for the accident. [REDACTED] alleged PO Felitto stated "If I was that kid over there (referring to the other driver) I would have told you to fuck off 20 minutes ago." [REDACTED] completed a Complaint Form based on his allegations that PO Felitto was rude / discourteous by using offensive language and he violated department procedures by not issuing tickets to the driver of the other vehicle who was faulted for causing the accident at hand. [REDACTED] signed the complaint and filed same. Sgt. Cimpi completed the appropriate notifications and initiated an internal investigation into said External Primary Civilian Complaint per departmental policy.

Investigative Facts:

Sgt. Cimpi interviewed PO Felitto regarding the above complaint. PO Felitto alleged [REDACTED] was being belligerent and discourteous during the encounter as [REDACTED] wanted the other involved driver's insurance carrier to pay for his vehicle to be towed to a repair shop in Syracuse and he also wanted the insurance carrier to pay for a rental vehicle. [REDACTED] became frustrated when the insurance carrier did not meet his every demand. [REDACTED] became even more frustrated when PO Felitto refused to issue the driver of the vehicle faulted for the accident traffic tickets for two traffic infractions which PO Felitto listed as contributing factors for causing the accident. PO Felitto admitted [REDACTED] belligerent and discourteous behavior prompted him to use bad judgement in that he told [REDACTED] "If I was that kid over there (referring to the other driver) I would have told you to fuck off 20 minutes ago." Sgt. Cimpi directed PO Felitto to complete a comprehensive officer narrative regarding the incident. PO Felitto completed said comprehensive officer narrative in full disclosure of his actions associated with the complaint.

Sgt. Cimpi reviewed PO Felitto's body worn camera footage of the incident in question. Sgt. Cimpi noted that PO Felitto's body worn camera footage was consistent with all accounts of the incident however the body worn camera footage did not capture the rude / discourteous exchange in question. PO Felitto advised his body worn camera did not capture said exchange as he had turned off his body worn camera while he was sitting in his patrol car waiting for the tow service to arrive at which time [REDACTED] came up to his patrol car prompting the exchange in question.

Investigative Findings:

Sgt. Cimpi found PO Felitto acted within policy by exercising discretion when he opted not to issue the driver of the vehicle who was faulted for causing the accident traffic tickets. Thus, Sgt. Cimpi found the complainant's allegation that PO Felitto violated department procedures by not issuing tickets to the driver of the other vehicle who was faulted for causing the accident at hand was EXONERATED. Furthermore, Sgt. Cimpi found that PO Felitto was in fact unprofessional (rude and discourteous) towards the complainant when he admittedly told the complainant "If I was that kid over there (referring to the other driver) I would have told you to fuck off 20 minutes ago." Thus, Sgt. Cimpi found that the complainant's allegation that PO Felitto was rude / discourteous by using offensive language was SUSTAINED.

Lastly, as noted above while completing the above internal investigation, Sgt. Cimpi found an accillary issue which violated body worn camera policy in that PO Felitto's body worn camera footage did not capture the rude / discourteous exchange in question whereas PO Felitto admittedly told [REDACTED] "If I was that kid over there (referring to the other driver) I would have told you to fuck off 20 minutes ago."

After reviewing all applicable case work to include Sgt. Cimpi's internal investigation regarding the above External Primary Civilian Complaint of [REDACTED] I concurred with the findings of Sgt. Cimpi's internal investigation which established that PO Felitto violated the following departmental policies:

Chapter 4, Article 1 - Patrol Operations

1.15 PATROL OFFICERS DUTIES AND RESPONSIBILITIES

A. Due to the fluid and ever changing nature of Police work it is impossible to outline every duty and responsibility a Patrol Officer may be expected to carry out. This list includes, but is not limited to the following:

2. Being courteous, respectful and professional at all times, to citizens, members of the department and individuals representing other organizations, in all forms of communications.

Chapter 8, Article 1 - Professional Standards of Conduct and Ethics

1.17 GENERAL RULES OF CONDUCT:

A. Unbecoming Conduct;

1. Employees shall conduct themselves at all times, both on and off-duty, in such a manner as to reflect the highest standards of the law enforcement profession.

B. Courtesy;

3. Employees shall not use harsh, profane, insolent, or intentionally insulting language.

Chapter 4, Article 2 - Body Worn Camera Systems

2.20 WHEN TO RECORD EVENTS:

A. Officers shall make every attempt to record the following enforcement and no enforcement related contacts:

9. Any police/citizen encounters where the recording may have value as evidence, limit individual or department liability, resolve citizen complaints or serve as a training tool.

11. Any situation, based on an officer's training and experience where it's deemed warranted and/or necessary.

B. Once activated, the BWC shall remain in the down position (recording) until the conclusion of the encounter/incident, the officer has left the scene, or a supervisor has authorized that a recording may cease. The supervisor shall document his/her reason(s) for ceasing recording in RMS.

Recommendations:

Given that fact that PO Felitto has no history of violating the above policies and/or similar policies, I respectfully request that PO Felitto receive a written counseling to include corresponding e-file notes regarding his unprofessional (rude and discourteous) behavior towards the complainant and failure to keep his body worn camera activated throughout the entire incident in question.

Respectfully Submitted,
Lt. J. Holt Jr.

hrios

From: jholt
Sent: Monday, April 6, 2020 12:01 AM
To: Professional Standards Distribution List
Subject: PO Felitto Civilian Complaint re: RMS 19-41559

Sirs,

Due to the culmination of an internal investigation relative to an External Primary Civilian Complaint lodged against PO Felitto, the following note was added to PO Felitto's efile:

10/28/19	Holt	19-41559: On October 28, 2019, C Platoon Car/Zone 54 – Officer Felitto (BWC 2840) handled a property damage motor vehicle accident involving [REDACTED]. After completing all duties related to the accident investigation, Mr. [REDACTED] responded to Utica Police Headquarters and spoke to C Platoon Supervisor Sgt. Cimpi at which time he filed an External Primary Civilian Complaint against Officer Felitto. Specifically, Mr. [REDACTED] claimed Officer Felitto was rude and discourteous by using offensive language as he alleged Officer Felitto stated to him "If I was that kid (referring to the other driver involved in the accident) I would have told you to fuck off 20 minutes ago." Sgt. Cimpi secured the External Primary Civilian Complaint from [REDACTED] and initiated an internal investigation into the matter. As a result of the internal investigation which was reviewed by Lt. Holt, Sgt. Cimpi determined that the civilian complaint was sustained as he found that Officer Felitto was in fact unprofessional (rude and discourteous) towards the complainant Mr. [REDACTED] as he directed harsh and profane language to the complainant in violation of departmental policy. It was subsequently directed that Officer Felitto receive a Written Counseling Memorandum to serve as positive discipline for said violation of departmental policy. The Written Counseling Memorandum was issued to Officer Felitto on 4/5/20 in full satisfaction of the matter.
----------	------	---

I slid a copy of the investigative packet under your office door for the PSU file.

Respectfully submitted,
Lt. J. Holt Jr.

COUNSELING MEMORANDUM



TO: Officer M. Felitto
FROM: Lieutenant J. Holt
DATE: 4/5/20
RE: External Primary Civilian Complaint RMS 19-41559

I. Identify and define the behavior to be modified:

On October 28, 2019, C Platoon Car/Zone 54 – Officer Felitto (BWC 2840) handled a property damage motor vehicle accident involving [REDACTED]. After completing all duties related to the accident investigation, Mr. [REDACTED] responded to Utica Police Headquarters and spoke to C Platoon Supervisor Sgt. Cimpi at which time he filed an External Primary Civilian Complaint against Officer Felitto. Specifically, Mr. [REDACTED] claimed Officer Felitto was rude and discourteous by using offensive language as he alleged Officer Felitto stated to him "If I was that kid (referring to the other driver involved in the accident) I would have told you to fuck off 20 minutes ago." Sgt. Cimpi secured the External Primary Civilian Complaint from [REDACTED] and initiated an internal investigation into the matter. As a result of the internal investigation which was reviewed by Lt. Holt, Sgt. Cimpi determined that the civilian complaint was sustained as he found that Officer Felitto was in fact unprofessional (rude and discourteous) towards the complainant Mr. [REDACTED] as he directed harsh and profane language to the complainant in violation of departmental policy.

II. Review of applicable rules & regulations, orders and operating procedures or laws:

Thus, as a result of the above noted internal investigation, it was determined that Officer Felitto did violate the following section(s) of the Utica Police Department Procedural Manual:

Chapter 8, Article 1 – Professional Standards of Conduct and Ethics

1.17 GENERAL RULES OF CONDUCT:

A. Unbecoming Conduct;

1. Employees shall conduct themselves at all times, both on and off-duty, in such a manner as to reflect the highest standards of the law enforcement profession.

B. Courtesy;

3. Employees shall not use harsh, profane, insolent, or intentionally insulting language.

III. Employee's response to the performance deficiency:

During the investigation, Sgt. Cimpi spoke with Officer Felitto regarding this incident and requested that he complete a detailed narrative regarding his account of the incident. Officer Felitto alleged Mr. [REDACTED] was being belligerent and discourteous which prompted him to use bad judgement in that he told Mr. [REDACTED] "If I was that kid (referring to the other driver involved in the accident) I would have told you to fuck off 20 minutes ago." Officer Felitto accepted responsibility for his actions and asserted that he would be mindful of such unprofessional and discourteous behavior in the future.

IV. Clearly explain the behavior expected of the member:

It is expected that in the future Officer Felitto will conduct himself in a courteous and professional manner at all times. Conjectively, it is expected that in the future Officer Felitto will obey all Utica Police Department Policies and Procedures.

V. Potential consequences for continuing the unacceptable behavior:

The Progressive Disciplinary System will be utilized and potential negative and/or punitive discipline may be recommended regarding discourteous and unbecoming conduct associated with any future incidents.

VI. Provisions for follow-up consultations:

A copy of this Counseling Memorandum will be filed with your Platoon Commander for a period of one (1) year. There will be a note added to your Electronic Training File relative to this Counseling Memorandum for your end of the year Employee Performance Evaluation. Your performance in the above mentioned Utica Police Department Policy and Procedure will be closely monitored for the next six (6) months to ensure you are following the Utica Police Department Policy and Procedures. Pending you adhere to the policy and procedures in the above areas no follow up consultations will be necessary.

This counseling memorandum will be placed in your personnel file.

Signature of Employee: [Signature]

Date: 4/5/20

Signature of Supervisor: James R. Holt Jr.

Date: 4/5/20

Signature of Witnessing Supervisor: Lt. JLB (Brett) #

Date: 4/5/20

Utica Police Department

External Primary Civilian Complaint Internal Investigation

RMS: 19-41559

Investigating Supervisor: Sgt. J. Cimpi

Reviewing Supervisor: Lt. J. Holt Jr.

- written counseling
memo.

DEPARTMENT OF PUBLIC SAFETY

BUREAU OF POLICE

413 Oriskany Street West

Utica, New York 13502

11/01/2019

INTRA-AGENCY MEMORANDUM

SUBJECT: RMS 19-41559 Personnel Complaint

TO: Chief of Police: Mark W. Williams

On October 28, 2019 I, PO Matt Felitto reported for work at the Utica Police Department for the [REDACTED] hour shift. Assigned to the Uniformed Patrol Division, in full uniform, I was assigned to Car 54, per Squad Commander LT. Holt.

At approximately 1715 hours, I responded to the parking lot of 100 Lomond Pl for an MVA/PD that occurred on State Route 12 at the Lomond Pl exit.

On scene, with my Body Worn Camera activated, I spoke with the operator of V1, [REDACTED], bearing NYS [REDACTED] and the operator of V2, [REDACTED], bearing NYS REG [REDACTED]. Upon interviewing both parties, [REDACTED] immediately stated that he caused the accident. [REDACTED] further stated that as he was traveling northbound on the Route 12 in the driving lane, the vehicle in front of him abruptly stopped causing V1 to swerve into the passing lane and side swipe V2. [REDACTED] stated he saw V1 swerve into his lane and was able to move over to avoid causing a more serious accident.

Observed damage on driver side of V1 and damage to the passenger side of V2. The damage was consistent with both parties recollection of the accident. I then inquired about tows for the vehicles with both parties, although neither car had any visible exterior damage that would obstruct the operability of the either vehicle. [REDACTED] stated he had AAA and would contact them on his own. [REDACTED] stated that he was concerned with underlying damage to the passenger side front tire as it collided with V1 and due to him being from the Syracuse area and that he was working, he would like his vehicle towed from Utica back to Syracuse. [REDACTED] further stated that he did not want to "chase anybody down for money" and requested that [REDACTED]'s insurance provide and pay for the towing of his vehicle back to Syracuse. I advised [REDACTED] that the insurance company would probably not be able to authorize that over the phone as they would not yet have the accident report for a few days. [REDACTED] became agitated and stated that he would not be paying any fees related to the accident out of his pocket.

I then collected both parties DLIC's, registrations and proof of insurance. I advised [REDACTED] that he would be at fault for the accident however, I would not be issuing him any tickets. [REDACTED] then asked me why I was not writing [REDACTED] a ticket and I explained that [REDACTED] would be faulted for the accident regarding Unsafe lane change and failing to keep right and that it was my discretion to write him a ticket or not. [REDACTED] then stated that issuing [REDACTED] a ticket for the accident would insure that he would not have to pay any fee's associated with the accident at which point I explained again that [REDACTED] would be faulted for the accident.

[REDACTED] then went to my patrol car and began to complete my accident exchange form. While doing so, [REDACTED] was inquiring with [REDACTED] if he knew if his insurance would cover the tow fee as well as providing a rental car for [REDACTED] to use for work. [REDACTED] in a good faith effort to help out [REDACTED], called his Insurance provided to ask,

NAME:

M. Felitto

7/25/19

RANK:

PO 7/25/19

which is not required to be done at the scene of an accident.

While [REDACTED] was on the phone with his insurance provider [REDACTED] was telling [REDACTED] what questions to ask and getting frustrated with [REDACTED] responses from the provider. At one point, [REDACTED] requested to speak directly with the insurance provider via [REDACTED] cell phone. [REDACTED] allowed this and gave the phone to [REDACTED]. While speaking with [REDACTED] insurance provider, [REDACTED] became argumentative and hostile with the representative. [REDACTED] further began to tell the representative that she did not care about him and all she cared about was money. [REDACTED] also stated he was going to sue her and the company.

It was finally confirmed through [REDACTED] insurance provider that they would cover the tow fee of [REDACTED] vehicle from Utica back to Syracuse however, they would not be able to authorize a rental car purchase until an adjustor inspected [REDACTED] vehicle. This agitated [REDACTED] further.

I then advised [REDACTED] I would call for a tow off rotation and have Dispatch inquire if his vehicle could be towed back to Syracuse. A short while later, Dispatch re-contacted me and advised that no tow companies would take [REDACTED] vehicle back to Syracuse tonight. I advised [REDACTED] who was now even more agitated and stated that was "BS". [REDACTED] then requested his vehicle be towed to a shop in Utica overnight but stated he did not want any tow company who said they wouldn't tow his vehicle back to Syracuse tonight. I re-contacted dispatch and advised them and later confirmed Maugeri's would be enroute.

I then went back to my patrol vehicle and continued to work on my accident paperwork. All the while [REDACTED] continued to talk to [REDACTED] insurance provider and argue with them. [REDACTED] then contacted his insurance provided and told him that he was going to contact his lawyer and sue [REDACTED] insurance provider.

[REDACTED] then turned off my Body Worn Camera as I was sitting in my patrol vehicle waiting for the tow. Minutes later, Maugeri's arrived on scene and I exited my patrol vehicle, failing to activate my Body Worn Camera again.

[REDACTED] immediately asked the tow driver what the cost of the tow from Utica to Syracuse would be. The driver explained to [REDACTED] that the cost is estimated per mileage and the basic rotation fee set by Utica is 175 dollars. [REDACTED] then became irate and stated "that's a racket run by Utica so they can make money, you know a tow does not cost that much money". [REDACTED] further stated he should just call his AAA at which point I advised him that since [REDACTED] already arrived on scene, they have to get paid.

At this point, [REDACTED] demanded I issue [REDACTED] a ticket for the accident. I again told him it was my discretion and considering [REDACTED] was faulted for the accident, I was not going to ticket him. [REDACTED] then stated that I was making a mistake and not doing my job. [REDACTED] demanded again I issue [REDACTED] a ticket.

[REDACTED] and I then began to argue at which point I stated that [REDACTED] went out of his way to help [REDACTED] by personally calling his insurance and confirming that they would cover the tow fee for [REDACTED] vehicle. I further stated [REDACTED] is not required to do that and is also not required to show [REDACTED] his DLIC and proof of insurance. I then told [REDACTED] that if I was [REDACTED] and [REDACTED] was asking me for my license or to call my insurance, "I would tell you to go fuck yourself".

[REDACTED] then became outraged and stated I could not speak to him like that. I advised him that he has been unruly his entire time and is agitated because things were not being done how he wanted and at the timing he requested.

[REDACTED] then demanded to speak to a Sergeant at which point I stated I would give him a ride to the station. I advised [REDACTED] he would have to sit in the rear of my patrol vehicle at which point he stated that was ridiculous and would get a ride with the tow truck.

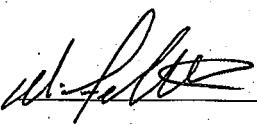
I then responded back to PHQ to swap out my radio as it was not working properly.

NAME: M. Feltz

RANK: PO #2840

Respectfully Submitted,
PO Matt Felitto #2840

NAME: _____



RANK: ^{PO} #2840 _____

DEPARTMENT OF PUBLIC SAFETY

BUREAU OF POLICE

413 Oriskany Street West

Utica, New York 13502

11/28/19

INTRA-AGENCY MEMORANDUM**SUBJECT:** External Primary Personnel Complaint RMS 19-41559**TO:** Chief of Police: Mark W. Williams**Summary:**

On 10/28/19 at approximately 1912 hours I was advised by the desk officer, Ptlm. Caruso that there was a male, [REDACTED] at the desk wishing to speak with a supervisor regarding a complaint against Ptlm. Felitto. I then spoke with [REDACTED] regarding his issue.

Type of Incident:

Property damage motor vehicle accident

Source of complaint:

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

Location of incident:

arterial @ Lomond Pl.
Utica, NY 13502

Mr. [REDACTED] reported that he was involved in a motor vehicle accident to which Ptlm. Felitto responded. He reported that Ptlm. Felitto was rude. Mr. [REDACTED] stated that Ptlm. Felitto refused to issue the other driver involved in the MVA two traffic tickets despite acknowledging that the other driver was wrong and committed two VTL infractions. He further stated that Ptlm. Felitto said "If I was that kid over there I would have told you to fuck off 20 minutes ago". [REDACTED] further stated that him and Ptlm. Felitto began to yell at each other after this statement. Mr. [REDACTED] then completed a personal complaint form, signed it and turned it over to my custody.

Investigation:

After receiving this complaint form I emailed professional standards, Capt. Cinque and Lt. Holt regarding the matter. Investigation regarding this complaint was initiated under RMS 19-41559. The original copy of the complaint under Professional Standards door.

reviewed the body camera footage of Officer Felitto. Ptlm. Felitto had his camera on during the incident but the portion of their interaction with each other that [REDACTED] was making a complaint about was not on camera. Ptlm. Felitto explained that he did not have his body cam on because he was attempting to leave but was approached by

NAME: Joseph W. CarusoRANK: Sgt. M.S.

again and forgot to turn his BWC on again. Therefore I was not able to review [REDACTED] complaint. I spoke with Ptlm. Felitto who stated that he did in fact tell [REDACTED] that if he were the other kid he would have told you to "go fuck yourself". Felitto advised me that he realized he made a bad judgement and that he was agitated as [REDACTED] had been nothing but hostile and argumentative throughout his whole dealing with him. Felitto stated that he forgot to turn on his BWC that he turned off in the car while awaiting the tow truck arrival. Felitto further stated that this was not intentional.

Findings:

After reviewing the BWC footage, speaking with [REDACTED] and Felitto as well as reading Felitto's narrative I find that Ptlm. Felitto violated the following policy and procedures:

Chapter Eight
Article One
Professional Standards of
Conduct and Ethics

1.14 PERFORMANCE AND ATTENTION TO DUTY:

G. Cooperation, Coordination and Courtesy;

2. Employees shall be courteous, respectful and professional at all times, toward citizens, members of the department and individuals representing other organizations, in all forms of communications in the performance of their duties.

NAME:  Joseph W. Cimmi

RANK: Sgt. 1415

External/Citizen IA No: 2019-0033 Received: Jul 22, 2019 13:00

Case No: 19-27583

Classification/Sub-classification: Demeanor Complaint / Failed to conduct a proper investigation

Involved citizen:

[REDACTED]

Linked address(s):

Incident location:

[REDACTED]

Linked phone(s):

Cell:

[REDACTED]

Officers involved:

Police Officer Matthew R Felitto []

Officer current info:

Department: Patrol Division

Bureau: Uniformed Patrol

Division:

Snapshot - Officer information at time of incident:

:

Body worn camera: YES

Department: Patrol Division

Bureau: Uniformed Patrol

Division:

Unit: Uniformed Partol Squad C-2

Rank/title: Police Officer

Age: Years of employment: Years with unit:

Off duty: No Off duty employed: No

Policy outcome: Not yet entered

Summary:

Walk in complaint on 7/22/2019.

When/where:

Date/time occurred: Jul 21 2019 16:20

Incident location:

[REDACTED]

Utica NY 13501 Precinct: UPD Zone 54

County: Oneida

Linked files:

Re Please add info (htm)
RE Update requested 1 (txt)
[REDACTED] letter of receipt (docx)
email response to [REDACTED] (msg)
Re Update requested (htm)
Re Update requested Holt (htm)
copy of letter recieved from [REDACTED] (pdf)
copy of mailing (pdf)
Disposition Letter (pdf)

Status/assignment information:

Status: Completed Priority: Medium

Opened: 07/23/2019 Assigned: 07/23/2019 Due: 08/21/2019

Completed: 12/04/2019

Disposition: Exonerated/Ancillary

Unit assigned: Patrol Division

Handled at field/unit level: Yes

Outside/file investigator: Holt Jr., James R Lieutenant [2007000000015]

Investigator assign: Un-assigned

Supervisor assign: Un-assigned

Source of information: In-Person

Organizational component(s):

Department: Patrol Division

Bureau: Uniformed Patrol

Unit: Uniformed Partol Squad C-2

Critical incident related

Nature of crisis:

Behavior(s):

Technique(s) used:

Disposition(s)

Force/violence:

Entered by: Investigator [REDACTED] on Jul 23, 2019 at 05:52

From: [REDACTED]
Sent: Wednesday, August 07, 2019 12:21 PM
To: [REDACTED]
Subject: Re: Please add info

WARNING!!! — This email originated from an external source
Do not click links or attachments unless you recognize the sender and know the content is safe

Inv. [REDACTED]

After reading the police report
19-27583 I would like to add additional information

[REDACTED] informed [REDACTED] that he would be away for several weeks doing an "elite challenge" to climb the 46 peaks. (in a letter dated July 2nd, that he left for her on the counter @ [REDACTED] home.

On July 3, several items were missing from the home including a crossbow, so [REDACTED] changed the locks.

She later got information from the neighbor that it was [REDACTED] and [REDACTED]. When [REDACTED] asked [REDACTED] about it, [REDACTED] replied to her that "they did not have his permission to enter the house or remove anything."

On July 7, 2019 my husband [REDACTED] met [REDACTED] (who came back early from his climbing) to assist [REDACTED] on retrieving his personal belongings. [REDACTED] was moving to his friend [REDACTED] apartment.

On that day in person and again on July 17, via text message, my husband told [REDACTED] that anytime he needed to get into the house he would meet him with a key.

I also texted [REDACTED] on July 17 to say that I could meet him as well.

I believe this is important information because he had moved out and was able to contact us anytime to go into the house.

[REDACTED]
On Aug 7, 2019, at 8:50 AM, [REDACTED] wrote:

Good morning [REDACTED]

This has been assigned to the platoon commander for investigation. You will receive further correspondence from Sgt. Rios, who will provide you with a mailed letter as to the outcome of your complaint. Please feel free to reach out if you have any further question.

Best regards,

Inv [REDACTED]

Professional Standards Unit
Utica Police Department
413 Oriskany Street West
Office 315-223-3405
Fax 315-223-3409

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

From: [REDACTED]
Sent: Monday, August 05, 2019 10:51 AM
To: [REDACTED]
Subject: Update requested

WARNING!!! — This email originated from an external source

Do not click links or attachments unless you recognize the sender and know the content is safe

[REDACTED]
Professional Standards Unit
-Utica Police Department

On July 22, 2019 I came to your office and filled out a formal complaint form RE: officer Felitto's actions on July 21, 2019 when he accompanied [REDACTED] to [REDACTED]

I asked officer Felitto to serve [REDACTED] with the order of protection for my daughter that a judge had issued.

He would not serve the order at that time and allowed [REDACTED] to remove guns and ammunition from [REDACTED]

Where you are in your investigation on Officer Felitto ?

We have not been contacted.

[REDACTED]

From: [REDACTED]
Sent: Wednesday, August 07, 2019 8:50 AM
To: [REDACTED]
Subject: RE: Update requested

Good morning [REDACTED]

This has been assigned to the platoon commander for investigation. You will receive further correspondence from Sgt. Rios, who will provide you with a mailed letter as to the outcome of your complaint. Please feel free to reach out if you have any further question.

Best regards,
Inv. [REDACTED]

Professional Standards Unit
Utica Police Department
413 Oriskany Street West
Office 315-223-3405
Fax 315-223-3409

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

From: [REDACTED]
Sent: Monday, August 05, 2019 10:51 AM
To: [REDACTED]
Subject: Update requested

WARNING!!! – This email originated from an external source

Do not click links or attachments unless you recognize the sender and know the content is safe

[REDACTED]
Professional Standards Unit
-Utica Police Department

On July 22, 2019 I came to your office and filled out a formal complaint form RE: officer Felitto's actions on July 21, 2019 when he accompanied [REDACTED]

[REDACTED] to [REDACTED]
I asked officer Felitto to serve [REDACTED] with the order of protection for my daughter that a judge had issued.
He would not serve the order at that time and allowed [REDACTED] to remove guns and ammunition from [REDACTED].
Where you are in your investigation on Officer Felitto?
We have not been contacted.

[REDACTED]



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

September 9, 2019

[REDACTED]
[REDACTED]
[REDACTED]

Dear Sir/Madam:

On July 22nd, 2019, you filed a Civilian Complaint Report with the Utica Police Department. As a result of your civilian complaint, an internal investigation is being conducted by the Supervisory Staff of the Utica Police Department. Should you wish to discuss this complaint, or have any additional information, questions or concerns please feel free to contact the Office of Professional Standards utilizing the email address and or number provided below.

I apologize for the late letter, I have been out of the office. Please rest assure that this complaint is being taken seriously and being looked into. I hope to have a disposition for you in the near future.

Sincerely,

Sergeant Hiram Rios
Professional Standards Investigation Unit
(315) 223-3405
[REDACTED]

From: [REDACTED]
Sent: Monday, September 09, 2019 10:23 AM
To: [REDACTED]
Subject: Re: Update requested

WARNING: This email came from an external source. Do not open attachments or click on links from unknown senders or unexpected emails.

Hello [REDACTED]

I have not received any correspondence from Sargent Rios regarding my July 22, 2019 formal complaint for officer Felitto.

I would like a copy of that, above mentioned complaint mailed to me.

RE: officer Felitto's actions on July 21, 2019 when he accompanied [REDACTED] to [REDACTED]. Not serving [REDACTED] at that time with an order of protection and allowed [REDACTED] to transfer guns and ammunition.

[REDACTED]
On Aug 7, 2019, at 8:50 AM, [REDACTED] wrote:

Good morning [REDACTED]

This has been assigned to the platoon commander for investigation. You will receive further correspondence from Sgt. Rios, who will provide you with a mailed letter as to the outcome of your complaint. Please feel free to reach out if you have any further question.

Best regards,
[REDACTED]

Professional Standards Unit
Utica Police Department
413 Oriskany Street West
Office 315-223-3405
Fax 315-223-3409

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

From: [REDACTED]
Sent: Monday, August 05, 2019 10:51 AM
To: [REDACTED]
Subject: Update requested

WARNING!!! — This email originated from an external source

Do not click links or attachments unless you recognize the sender and know the content is safe

[REDACTED]
Professional Standards Unit
-Utica Police Department

On July 22, 2019 I came to your office and filled out a formal complaint form RE: officer Felitto's actions on July 21, 2019 when he accompanied [REDACTED]

[REDACTED]
I asked officer Felitto to serve [REDACTED] with the order of protection for my daughter that a judge had issued.

He would not serve the order at that time and allowed [REDACTED] to remove guns and ammunition from [REDACTED]

Where you are in your investigation on Officer Felitto ?

We have not been contacted.

[REDACTED]

From: jholt
Sent: Monday, September 09, 2019 10:29 AM
To: [REDACTED]
Subject: Re: Update requested

[REDACTED]
Ill take care of it when I return to work tomorrow.

Respectfully,
James R. Holt Jr.
Sent from my [REDACTED]

On Sep 9, 2019, at 10:24 AM, [REDACTED] wrote:

From: [REDACTED]
Sent: Monday, September 09, 2019 10:23 AM
To: [REDACTED]
Subject: Re: Update requested

WARNING: This email came from an external source. Do not open attachments or click on links from unknown senders or unexpected emails.

Hello Inv. [REDACTED]

I have not received any correspondence from Sargent Rios regarding my July 22, 2019 formal complaint for officer Felitto.

I would like a copy of that, above mentioned complaint mailed to me.

RE: officer Felitto's actions on July 21, 2019 when he accompanied [REDACTED] [REDACTED]. Not serving [REDACTED] at that time with an order of protection and allowed [REDACTED] to transfer guns and ammunition.

[REDACTED]
On Aug 7, 2019, at 8:50 AM, [REDACTED] wrote:

Good morning [REDACTED]

This has been assigned to the platoon commander for investigation. You will receive further correspondence from Sgt. Rios, who will provide you with a mailed letter as to the outcome of your complaint. Please feel free to reach out if you have any further question.

Best regards,
Inv. [REDACTED]

Professional Standards Unit
Utica Police Department
413 Oriskany Street West
Office 315-223-3405
Fax 315-223-3409

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

From: [REDACTED]
Sent: Monday, August 05, 2019 10:51 AM
To: [REDACTED]
Subject: Update requested

WARNING!!! — This email originated from an external source

Do not click links or attachments unless you recognize the sender and know the content is safe

[REDACTED]
Professional Standards Unit
-Utica Police Department

On July 22, 2019 I came to your office and filled out a formal complaint form RE: officer Felitto's actions on July 21, 2019 when he accompanied [REDACTED]

I asked officer Felitto to serve [REDACTED] with the order of protection for my daughter that a judge had issued.

He would not serve the order at that time and allowed [REDACTED] to remove guns and ammunition from [REDACTED]

Where are you in your investigation on Officer Felitto ?

We have not been contacted.

[REDACTED]

To: All Concerned Representatives
RE: Order of Protection

My story :

My daughter filed for an **Emergency Order of Protection** against her husband in Family Court of the State of New York County of Oneida on **July 17th, 2019**, following a **domestic violence incident**.

Her husband was "hard to find" and was not served right away.

On **July 21, 2019**, her husband had Utica Police officer "Felitto" with him to enter the residence to retrieve "clothes and shoes".

I asked officer "Felitto", as advised by YWCA, if I could speak to him before letting my daughters husband in the house. He obliged and entered alone. I asked the officer if he would serve the order of protection my daughter had (I showed him the order). **I explained that there were guns in the house and that the order of protection states "that it is a federal crime to buy, possess or transfer a handgun, rifle or other firearm or ammunition while this order remains in effect."** I explained that if he didn't want my paperwork, he could go to his vehicle and print out the order and serve it. (This was what YWCA advocate advised me to tell the officer)

The officer did not go to his vehicle, but instead, went outside, spoke to my daughters husband. The officer asked [REDACTED] "if he knew about an order of protection." He replied that he did not. Then officer Felitto said to [REDACTED] "... well I'm not going to serve you dude" and let her husband in the house. Her husband went right to the gun safe and moved his guns, ammunition and then other items from the house. The divorce paperwork had been started so he was only suppose to remove personal items on that day.

This was very upsetting as my daughter was fearful what he might do with the guns, as he was angry about the divorce.

There was a very helpful officer later that evening "Officer PERRA" that came to the house and spoke to my daughter. He did go to the residence where my daughter's husband was staying and removed two of the guns and served him the order of protection. The officer called her later to let her know the order was served. (My daughter signed up to get an alert on her phone when the order of

protection was served, but **that system never alerted her that it was done...**
(Order of Protection Notification System [REDACTED]) This officer
"Perra" was professional and followed through. He was brave and courteous.

After the incident, I **filed a complaint about the first officer, "Officer Felitto"**
who accompanied my daughters husband into the residence on July 21st.

**This is what I was told by the UPD officer Rios when he called me in
response to my formal complaint about officer Felitto:**

An Order of protection gets loaded into the STATE data base

Utica police can not print from the STATE data base and it wasn't on their system

Utica police will not serve an order of protection **unless it is on their data base.**

I was also told by officer Lentríckia, that I spoke to on the phone ... "there is no
gun thing or page two on an Order of Protection...."

It concerns me greatly that not all officers were aware of "Page Two", or
the "backside" of the **Order of Protection form GF-5**, where it mentions the
Family court Act, Federal Laws and ... ***Federal Crime To: stalk, harass,
commit domestic violence, buy, possess or transfer guns, rifles or
ammunition...**" (see document enclosed)

When printing from a data base, do officers **only** get page one?

How long does it take for state data to be loaded into the data base?

When does state data post at the local level?

My concerns are for future victims:

1) How can the COMPLETE Order of Protection be served quickly?

all pages, front and back of the order

especially when the person to be served is "hard to find"

2) Who can serve an order of protection? Any officer? Person?

- 3) Can ALL peace officers be **trained properly** to understand Order of Protection Laws, especially the gun laws.
- 4) How can all law enforcement work together more effectively?
I find it crazy that UPD cant print from the state data base, or print a complete order (all pages)!
- 5) How long does it take to upload the Order of Protection into all data bases once it is filed with the court? Efficiently? Swiftly?
- 6) Fix the Order of Protection Notification System www.nyalert.gov
- 7) CLOSE THE GAP IN SAFETY !!!!
I believe in the "right to bear arms" however "Circumstances alter Cases"

I have enclosed a copy of my daughters Order of Protection - front and back of form GF-5 (last names/ month/ day of birth/ file/ docket/ GRI # and order # deleted for [REDACTED] privacy) Also enclosed please find the letter I received from the UPD following my complaint.

I hope you can work together to put in motion some officer training, officer education, and an efficient way to utilize and fix all data sources for instant communication in New York State... and beyond.

Thank you for your attention to this safety matter.
Respectively submitted,

[REDACTED]
[REDACTED]

CC:

- ✓ Mark Williams - Utica Police Chief 413 Oriskany Street West Utica NY 13502
- Robert Maciol - OC Sheriff's Office 6055 Judd Road Oriskany NY 13424
- Joseph Griffo - US Senator 207 Genesee Street #408 Utica NY 13501
- Anthony Brindisi - US Congress 430 Court St Suite 102 Utica NY 13502
- Anthony Picente Jr. - Oneida County Executive Oneida County Office Building
800 Park Ave Utica NY 13501
- William Morehouse - City of Utica Comptroller 1 Kennedy Plaza Utica NY 13502



CITY OF UTICA

DEPARTMENT OF PUBLIC SAFETY
BUREAU OF POLICE

413 Oriskany Street West, Utica, New York 13502





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

November 26, 2019

[REDACTED]

Dear Sir/Madam

On July 22nd, 2019, you filed a Civilian Complaint Report with the Utica Police Department. Because of your civilian complaint, the Supervisory Staff of the Utica Police Department conducted an internal investigation. The final disposition of this case has been registered with the Professional Standards Office as "Sustained", which means the evidence is sufficient to prove the allegation, which was addressed through our Administrative and Training system. Should you wish to discuss the disposition of this complaint, or have any additional questions or concerns please feel free to contact the Office of Professional Standards by the phone number or email address attached below.

Allegation #1. The officer refused to assist in serving an Order of Protection

Officer Felitto is a new member of the Utica of the Utica Police Department transferring from a Dept, which has a Civil Processing Unit." Which means that, the Civil Processing Unit was responsible for serving all Orders of Protections within that department. Officer Felitto was unaware of the processing/serving of an Order of Protection within the City of Utica Police Department at the time of your incident.

Training has been provided and completed.

We thank you on informing us that Sgt. Perra immediately and or shortly after being notified of the incident, responded and rectified the situation to your satisfaction at the time of the incident. A note has been placed into his file in connection with your compliment "This Officer "Perra" was professional and followed through. He was brave and courteous.

Training has been provided and completed.

Sincerely,

Sergeant Hiram Rios
Professional Standards Investigation Unit
(315) 223-3405
Email: [REDACTED]

Training Course Summary

Print Date: July 17, 2020

Course Information

Course NO	Title	Type	Credits	Hours	Course 1	Course 2	Comments
2019000000007	2019 Feb Inservice	In Service	0.00	8.00			Legal Updates/ Alcohol awareness/ EAP services

Course Schedule

Schedule

Class ID	Start Date/Time	End Date/Time	Company	Course Location
----------	-----------------	---------------	---------	-----------------

	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

Instructor	Reserve Date	Course Category	Serial ID	Notes
------------	--------------	-----------------	-----------	-------

Training Course Summary

Print Date: July 17, 2020

Course Information

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

Course Schedule

Schedule	Class ID	Start Date/Time	End Date/Time	Company	Course Location
		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

Reserve Date	Course Category	Serial ID	Notes
--------------	-----------------	-----------	-------

Training Course Summary

Print Date: July 17, 2020

Course Information

Course NO	Title	Type	Credits	Hours	Course 1	Course 2	Comments
2019000000050	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

Class ID	Start Date/Time	End Date/Time	Company	Course Location
	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	Reserve Date	Course Category	Serial ID	Notes
------------	--------------	-----------------	-----------	-------

Training Course Summary

Print Date: July 17, 2020

Course Information

Course NO	Title	Type	Credits	Hours	Course 1	Course 2	Comments
2020000000002	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
------------	--------------	-----------------	-----------	-------

Training Course Summary

Print Date: July 17, 2020

Course Information

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

Course Schedule

Schedule

<u>Class ID</u>	<u>Start Date/Time</u>	<u>End Date/Time</u>	<u>Company</u>	<u>Course Location</u>
	01/07/2020 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

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

Training Course Summary

Print Date: July 17, 2020

Course Information

Course NO	Title	Type	Credits	Hours	Course 1	Course 2	Comments
2019000000030	April 2019 Inservice	In Service	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	Reserve Date	Course Category	Serial ID	Notes
------------	--------------	-----------------	-----------	-------

Training Course Summary

Print Date: July 17, 2020

Course Information

Course NO	Title	Type	Prerequisites			Comments
			Credits	Hours	Course 1	
2019000000029	June Inservice 2019	In Service	0.00	8.00	Course 2	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	Reserve Date	Course Category	Serial ID	Notes
------------	--------------	-----------------	-----------	-------

Training Course Summary

Print Date: July 17, 2020

Course Information

Course NO	Title	Type	Credits	Hours	Course 1	Course 2	Comments
2020000000023	TASER inservice	In Service	0.00	4.00			

Course Schedule

Schedule

Class ID	Start Date/Time	End Date/Time	Company	Course Location
	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

Reserve Date	Course Category	Serial ID	Notes
--------------	-----------------	-----------	-------