

**On 12/08/2022**, a new memorandum was issued in reference to PIC training. It stated it would go into effect **02/02/23**. Officers will have to complete the 20 hour course in order to serve as a PIC. The dates for the class was **01/03/2023-01/04/2023**, for blue Squad and **01/05/2023-01/06/2023**, for Gold squad. Eligibility to attend the class:

1. Assigned by an assistant chief.
2. Have not received a Written Reprimand Level Two or higher disciplinary action in the previous 12 months.
3. Successfully completed probation.

No where in the eligibility requirements did it mention passing the PAT.

**On 12/14/2022**, I took the PAT and did not pass due to my legs cramping up.

**On 12/15/2022**, I received an email from my supervisor (Sgt. [REDACTED] informing me at the **direction** of Lt. [REDACTED] I would not be able to attend the PIC class due to not passing the PAT. (I have made copies of the emails). I responded back and asked why I was not able to attend the class since the memorandum clearly stated the class would be on **01/05 to 01/06**, which was not on one of the makeup dates for the PAT on **01/04**. I also informed her that per contract I had 30 days to take the PAT again and those dates were before my 30 days and I would not be attending on those dates. I asked if that still disqualified me. I gave a list of reasons why it was not fair for me to be disqualified for not passing the PAT when no one else who signed up for the class even takes the PAT. Sgt. [REDACTED] (Who I have no problem with and has treated me fairly since she has taken over and been placed in the middle of this retaliation and discrimination from Lt. [REDACTED] towards myself), informed me she would forward my concerns to Lt. [REDACTED].

**On 12/19/2022**, after receiving my concerns and obvious reasons why Lt. [REDACTED] could not prevent me from taking the class we received an email from Sgt. [REDACTED] informing us **no one** would be attending the PIC class and to direct any and all questions to Lt. [REDACTED]. It also stated no one would be assigned PIC in her absence and all reports had to go to a street

supervisor, which was absolutely ridiculous. This was obvious Lt. [REDACTED] was retaliating against me and knew Officer [REDACTED] would not be allowed to be PIC for obvious reasons.

**On 12/19/2022**, I sent Assistant Chief [REDACTED] an email informing him of what was going on and the blatant unfair treatment towards myself by Lt. [REDACTED] and how Officer [REDACTED] was still able to be PIC **after** my internal complaint against him and Lt. [REDACTED]. The fact that he was allowed to be PIC was a blatant slap in my face and proved my concerns and how I felt did not matter.

**On 12/20/2022**, after my email to Assistant Chief [REDACTED] informing him what was going on I received an email from Lt. [REDACTED] that I was chosen for the PIC class by the assistant chief. On this same date approximately 18 minutes later Lt. [REDACTED] forwarded me an email he sent to Lt. [REDACTED] informing her that Officer [REDACTED] and myself would actually like to attend the class now and he apologized. This would mean that she was previously informed that we did not want to attend the training which was not true. I am assuming when I listed my concerns and we were informed no one would be attending "someone" must have informed her no one wanted to attend the training. I have printed a copy of my form four requesting I wanted to attend the training and observed my supervisor print copies and take them to Lt. [REDACTED] on 12/08/2022, so he knew I wanted to attend training so there was no reason for any confusion of me not wanting to attend training. This is another example of the blatant discrimination, vindictiveness, retaliation and bullying I am receiving from Lt. [REDACTED]. This complaint has nothing to do with Sgt. [REDACTED] at all, she has been fair and respectful since she has taken over.

Respectfully,

Officer M.L. Bennett, MCJ.