

Village of Fox Lake

POLICE DEPARTMENT

DEPARTMENTAL CORRESPONDENCE

FROM *Off Bliniewicz #314*
TO *Chief SEMASKO*
SUBJECT *Utilization of Personal Shotgun*

Date *April 18*, 19*86*

I will be using a Model 500 Mossberg 12 gauge.

SN

Approved 4.29.86

Range Officer

Off

*OK
4-18-86*

Village of Fox Lake

POLICE DEPARTMENT

DEPARTMENTAL CORRESPONDENCE

FROM Chief Joseph Semasko

Date May 05, 19 86

TO Marilyn Skupien

SUBJECT

Officer Charles Gliniewicz has completed one year of service with the Fox Lake Police Department on April 22, 1986.

Officer Gliniewicz is now entitled to receive a yearly salary of \$20,000.00

Joseph Semasko
Chief of Police

Village of Fox Lake

POLICE DEPARTMENT

DEPARTMENTAL CORRESPONDENCE

FROM Chief Semasko

Date April 20th, 19 87

TO Marilyn Skupien

SUBJECT Joe Gliniewicz' Salary

On April 22nd, 1987 Officer Joe Gliniewicz will have completed two full years of service with the Fox Lake Police Department.

Effective on April 22nd, 1987, his salary will increase to \$ 21,200 per the contract between the Village of Fox Lake and the Fraternal Order of Police.

Thank You, / /

Chief Semasko

Village of Fox Lake

POLICE DEPARTMENT

DEPARTMENTAL CORRESPONDENCE

FROM Chief Semasko

Date April 22, 1988

TO Maryilyn Hoehne, Treasurer

SUBJECT Salary Adjustment for Pltm Charles Gliniewicz

On April 22, 1988 Pltm. Charles Gliniewicz will have completed three (3) years with the Fox lake Police Department. As per the Agreement between the F.O.P. Lodge #90 and The Village of Fox lake he is entitled to a salary increase. Would you make the following adjustments.

Current salary.....\$21,200.00

Effective April 22, 1988...\$22,200.00

Village of Fox Lake

POLICE DEPARTMENT DEPARTMENTAL CORRESPONDENCE

Date September 15, 1989

FROM Ofc CJ Gliniewicz
TO Lt. Busch

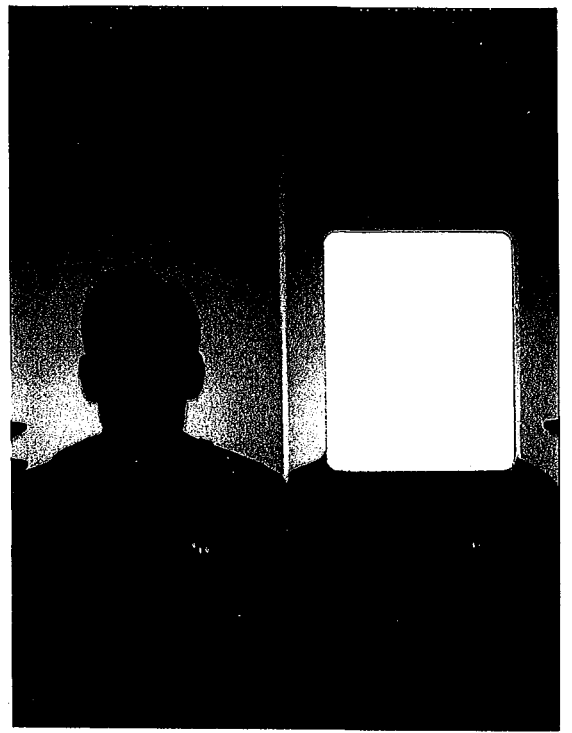
SUBJECT Department Issued service weapon

I have recieved one S & W model 5906 .9mm handgun, 2 ammunition pouches,
and one clarino leather holster on the above date.

My weapon is serial # _____

Signed,


Charles J Gliniewicz



YARGER AND ASSOCIATES, INC.

Personnel and Management Services

Leave This Space Blank

POSITION DESCRIPTION

1. Name of officer or employee

2. Payroll or budget title

Gliniewicz, Charles Joseph
Last First Middle

Patrolman

3. Rate of Pay Annually
 Monthly
 Daily
 Hourly
 \$754.00

4. Department
 Fox Lake

5. Division or Bureau
 Patrol

6. Place of work (building and room)

7. Number Years in Service

8. How Many Years in present position

501 S. Rt 59, Fox Lake: Squad Room

4 years, 7 months

4 years, 7 months

9. Names and titles of persons from whom you receive supervision or direction.

NAMES

TITLES

Sgt. Joseph Neary

Sargent

10. If your work involves the direction or supervision of the work of others, give their names and titles.

NAMES

TITLES

Ofc. Jeff Norris

Patrolman

Ofc. Thomas Olson

Patrolman

11. DESCRIPTION OF DUTIES:—Describe the work that you do. Use a separate paragraph for each kind of work. Take the most important kind first; that is, the kind that takes up most of your time. Explain it fully. Then take up the next most important, and so on, putting the special or occasional duties last. Be sure to make your descriptions definite enough and in enough detail to give a clear picture of the work. In the column at the left give your best estimate of the fraction or percent of your total working time that is taken up by each kind of work described.

PERCENT OF TIME

80

General Patrol: Checking building's, business's, property's; Traffic enforcement/control; Accident investigation; Criminal investigation; recognizing/effecting Arrest; First Aid; assisting other agency's; Juvenile intervention; public relations; vehicle maintenance; following specific orders; pet control; Intervention with mentally disturbed person's; prisoner transport; crime prevention; resolving domestic dispute's; insuring all law's and ordinances are enforced and adhered to.

10

Court appearance, trial, and warrent's.

10

Supervision of subordinants; ensuring general patrol is conducted in a professional manner, and all rule's and regulation's are adhered to. Reporting all violation's to my immediate superior's. Conducting general patrol.

?????

Crime Scene Technician: Secure Crime Scene; Identify, Preserve, and Transport evidence for retention, evaluation, and processing. Record and maintain the chain of custody. Photograph all crime scene's. Prepare all evidence for trial's. (often called in to do so on off time, and day's off)

?????

Assistant Range Officer: Impliment all firearms training and qualification. Document all training and qualification, remit in writting to the Range Officer. Evaluate problem area's in firearms inadicuicie's, research, and impliment corrective measure's.

????

Emergency Response Team Member/Sniper-Observer. Assist and research training doctrine and material's. Only FBI certified sniper/counter sniper, responsible for offender observation and elimination.

12. Describe fully in what detail your assignments are made to you, stating what form (such as—penciled lay-out, rough draft, etc.) your work is in when it comes to you, what decisions have already been made for you, what decisions are left to you.

Instructions are received verbally and in writing. The sergeant may advise of problem crime areas, selective enforcement, special details, and regulation infractions.

13. Summarize your work responsibilities, as you understand them.

See #11

14. Who checks or reviews your work, and what is the nature of such check?

My immediate supervisor check's all written report's, quality of performance and regulation adherence.

15. Date

Oct 24, 1989

16. Signature

I certify that the entries to the above questions, and to the best of my knowledge and belief are correct and complete answers to the questions.

questions, and to the best of my knowledge and belief are

TO BE FILLED BY IMMEDIATE SUPERIOR OF EMPLOYEE

17. Place an X mark opposite that item in each group which will best describe the work of this position:

IF THE POSITION INVOLVES STENOGRAPHY CHECK ONE OF THE FOLLOWING

- () Includes occasional or incidental stenography but a qualified stenographer is NOT necessary to fill the position.
- () Includes occasional or incidental stenography and REQUIRES a qualified stenographer.
- () Involves stenography as the major function of the position.
- () Involves stenographic duties of a secretarial nature.
- () Involves shorthand reporting of hearings or similar audiences.

IF THE POSITION INVOLVES TYPING CHECK ONE OF THE FOLLOWING

- (X) Includes occasional or incidental typing but a qualified typist is NOT necessary to fill the position.
- () Includes occasional or incidental typing and REQUIRES a qualified typist.
- () Involves typing as the major function of the position.
- () Involves typing requiring the ability to set up complex tabulations, statistical tables and similar material.

18. How much formal education should be required in case of a vacancy. Show by the letter "N" in the appropriate space, the least that you consider should be accepted, and by a "D" the amount desirable.

Merely read and write

Common school and high school

College

Other special or technical courses

1	2	3	4	5	6	7	8	9	10	11	12	1	2	3	4

19. Are the above statements of the employee accurate and complete? (Indicate any inaccuracies or incomplete items.)

Accurate

20. Give your idea of the essential nature of the work and responsibilities of the position and the attention and supervision it requires.

As given

21. Date

10-25-89

22. Signature of Immediate Superior

TO BE FILLED IN BY THE DEPARTMENT HEAD

23. Comment on above statements of employee and supervisor. (Indicate any inaccuracies.)

24. Date

25. Signature of Department Head

YARGER AND ASSOCIATES, INC.

Personnel and Management Services

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Last First Middle

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Fox Lake

Patrol

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8. How Many Years in present position

01 S. Rt 59, Fox Lake: Squad Room

4 years, 7 Months 4 years, 7 months

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Patrolman

Ofc. Thomas Olson

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15. Date

Oct 24, 1989

16. Signature

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TO BE FILLED BY IMMEDIATE SUPERIOR OF EMPLOYEE

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												N		D	

19. Are the above statements of the employee accurate and complete? (Indicate any inaccuracies or incomplete items.)

Accurate

20. Give your idea of the essential nature of the work and responsibilities of the position and the attention and supervision it requires.

As given

21. Date

10-25-89

22. Signature of Immediate Supervisor

TO BE FILLED IN BY THE DEPARTMENT HEAD

23. Comment on above statements of employee and supervisor. (Indicate any inaccuracies.)

TRUE & ACCURATE

24. Date

10.31.89

25. Signature of Department Head

**VILLAGE OF FOX LAKE
BOARD OF FIRE AND POLICE COMMISSIONERS
301 SOUTH ROUTE 59
FOX LAKE, ILLINOIS 60020-1643**

Chief Edward Gerretsen
301 South Route 59
Fox Lake, Illinois 60020-1643

May 17, 1999

Chief Gerretsen

The Fox Lake Board of Fire and Police Commissioners recommends that:

Patrolman Charles (Joe) Gliniewicz

Antioch, Illinois 60002


Be promoted to Sergeant on the basis of his written test scores, his oral interview, his years of service and his performance evaluation by the Chief.

Patrolman Gliniewicz is ranked number one on the promotional list and is certified by the Commission to be the candidate who should be offered the promotion first.

Please advise the Commission when the Village Board of Trustees acts on his promotion and we will make arrangements to have him sworn as a Sergeant.

If we can be of any further assistance, please let us know.

Yours truly,


^U
Margaret A. Paull
Secretary

VILLAGE OF FOX LAKE
AFFIDAVIT AND DISCLOSURE STATEMENT

"I have read and I understand the Code of Ethics of the Village of Fox Lake and to the best of my knowledge I am not in conflict with the provisions of the Code."

Employees Signature

"Subscribed and sworn to before me
this ____ day of ____, 19__."

Notary Public

-
1. Other than your principle residence, do you or any members of your immediate family own any interest in real property located within the Village of Fox Lake or in unincorporated areas contiguous to Fox Lake?

If the answer is affirmative, state the following information for each such interest owned:

- Nature of your interest in the property.
 - Location of the real property (street address or location in relation to existing streets)
 - Property's permanent real estate tax identification number.
2. Do you or any members of your immediate family own five percent (5%) or more of any business entity? Are you or any members of your immediate family an officer or director of any business entity?

If the answer is affirmative, state the following information:

- Name of the business entity.
- Nature of your relationship to the business entity.
- Type of product produced or service rendered by the business.

Employees Signature

"Subscribed and sworn to before me
this ____ day of ____, 19__."

Notary Public

OATH

I, JOE GLINIEWICZ, DO SOLEMNLY SWEAR THAT I WILL SUPPORT THE CONSTITUTION OF THE UNITED STATES, AND THE CONSTITUTION OF THE STATE OF ILLINOIS, AND THAT I WILL FAITHFULLY DISCHARGE THE DUTIES OF THE OFFICE OF THE 911 BOARD, TO THE BEST OF MY ABILITY.

SIGNATURE

SIGNED BEFORE ME THIS
14 DAY OF June 1999.

CINDY A. VOELZ
VILLAGE CLERK

VILLAGE OF FOX LAKE
POLICE DEPARTMENT
DEPARTMENTAL CORRESPONDENCE

DATE 09-13-1999
FROM *[Signature]*
TO Chief GERRETSEN
SUBJECT New Vest

I have recieved my new body armor on this date 09-13-1999

[Handwritten marks: a curved line, a 'u', and a 'V']

ACKNOWLEDGMENT OF RECEIPT

I have received a copy of the Village of Fox Lake Personnel Manual. I understand that the Personnel Manual describes only the highlights of the Village's policies, procedures, health plans, etc. In all instances, these policies, procedures and benefits have been unilaterally initiated by the Village, and can be unilaterally revised by the Village at its discretion, at any time, based on the Village's determination of need. I understand and agree that this Personnel Manual is not an employment contract and any benefits therein are mere gratuities and that this Personnel Manual is not intended to provide any assurance of continued employment.

I understand that it is my responsibility to become familiar with the contents of this Personnel Manual as it serves as a general guideline for my benefits and the Village's policies and procedures.

Name: _____

Date

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Name: _____
Date: 10-25-99

STATE OF ILLINOIS, }
Lake/McHenry County, } ss.

OFFICIAL OATH

I, Joe Gliniewicz

having been appointed to the office of 911 Board
(elected or appointed)

in the Village of Fox Lake

in the County of Lake/McHenry aforesaid, DO SOLEMNLY SWEAR or

affirm, that I will support the Constitution of the United States and the Constitution of the State of Illinois, and that I

will faithfully discharge the duties of the office of 911 Board

to the best of my ability.

Signed and sworn to before me,

Handwritten signature

2001

STATE OF ILLINOIS,

Lake & McHenry County,

} ss.

OFFICIAL OATH

I, Joe Gliniewicz

having been Appointed to the office of 911 Board
(elected or appointed)

in the Village of Fox Lake

in the County of Lake and McHenry aforesaid, DO SOLEMNLY SWEAR or

affirm, that I will support the Constitution of the United States and the Constitution of the State of Illinois, and that I

will faithfully discharge the duties of the office of Member, 911 Board

to the best of my ability.



Signed and sworn to before me, _____

May 28, 2002

Paul T. Lulofs, Village Clerk

Term to Expire 5/2003

DEPARTMENT OF POLICE

VILLAGE OF FOX LAKE

301 SOUTH ROUTE 59 • FOX LAKE, ILLINOIS 60020 • 847-587-3100

Edward Gerretsen Jr.
Chief of Police

Richard Becmer
Deputy Chief

TO: CMDR Behan; D.C. Becmer; Chief Gerretsen *eg*

FROM: SGT Gliniewicz

DATE: 08222005

SUBJECT: Personnel File

Sir,

This correspondence is regarding setting up a time to review and photo copy my personnel and training file. If this could be arranged at your earliest convenience, it would be appreciated.

Charles J Gliniewicz
Charles J Gliniewicz

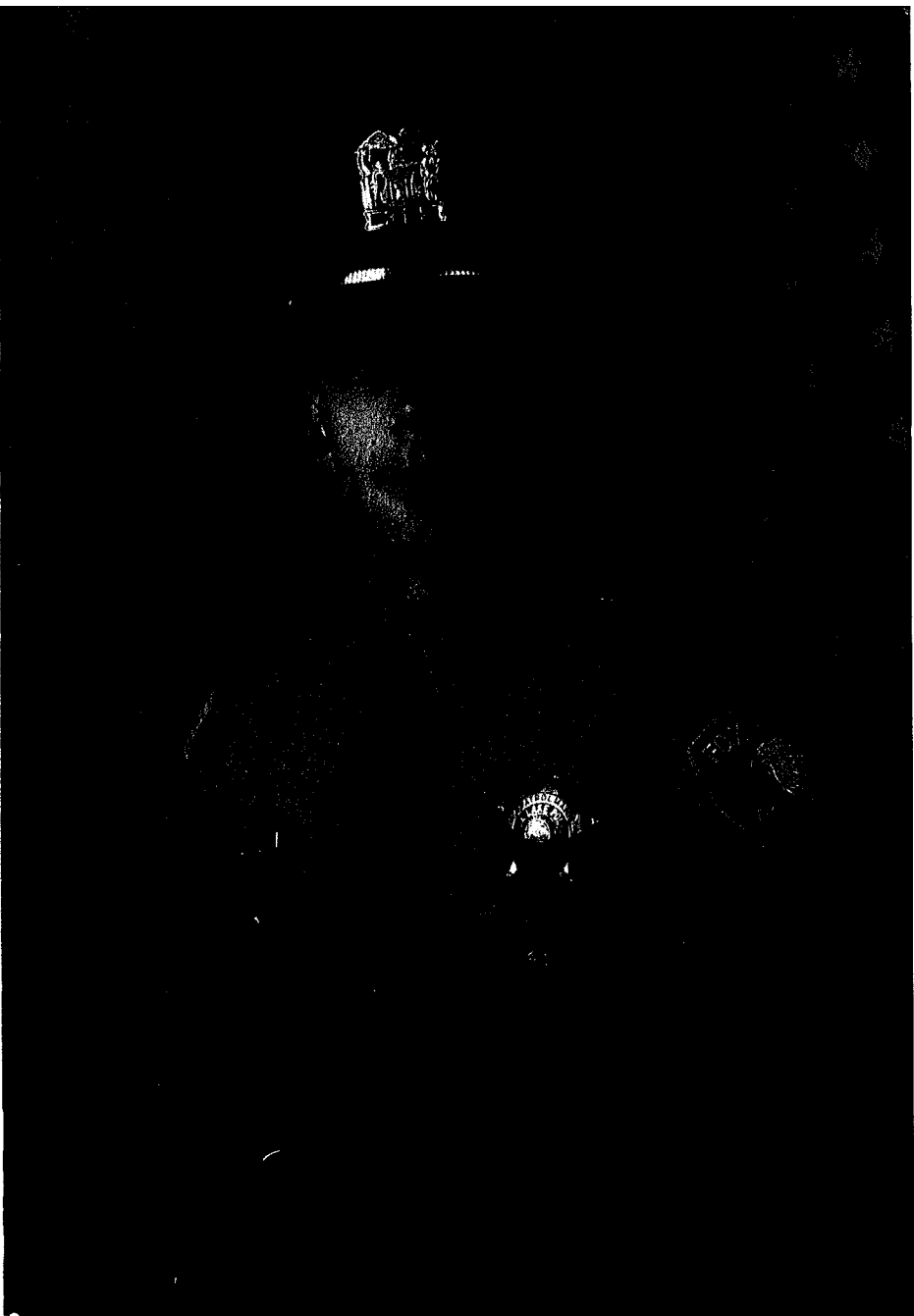
cjg

*Attended 2yrs Anhoach Comm H.S. and
2yrs Maemion Military Academy*

Career:

- 1980 Joined the US ARMY with assignments at Ft. Benning GA, Ft. Bragg NC, Ft. Campbell KY, Ft. McClellan AL, Ft. Drum NY and Ft. Riley KS
- Attended Military Police Course, Military Police SWAT Course, Primary Leadership/Development Course, Air Assault Course, Airborne Course, Drill Sergeant School, Sniper Course and Special Forces Assessment Course
- 1984 completed Active Duty and assigned to US ARMY Reserves/National Guard (933rd MP CO, Chicago and 814th MP Co, Rosemont, IL)
- 1985 hired by the Fox Lake Police Department
- 1986 began assisting with the Fox Lake Police Explorer Post
- 1986 attended FBI Basic Swat Course, became member of Fox Lake Emergency Response Team
- 1987 became a certified Evidence Technician
- 1988 attended FBI Sniper/Counter Sniper Course, followed by the 72hr Advanced Course
- 1988 became a department Range Officer/Certified Range Instructor
- 1989 promoted to Sergeant-US Army, assigned to the 814th MP CO, Rosemont, IL
- 1989 Attended the FBI 72hr Advanced SWAT Course
- 1989 Attended the Truck Enforcement Course and assigned as Truck Enforcement Officer
- 1991 assigned to 12th SF Group for SFAS/SFQ
- 1993 attended Northwestern Traffic Institutes Officer In Charge Course (OIC)
- 1992 became the department K9 handler
- 1994 Promoted to Staff Sergeant-US Army, assigned to the 814th MP CO, Rosemont, IL
- 1995 became the department Truck Enforcement Officer
- 1995 bestowed the additional duty of communications supervisor
- 1996 Promoted to Sergeant-Midnight Shift Supervisor
- 1996 Attended Northwestern Traffic Institutes First Line Supervisors Course
- 1997 Promoted to Sergeant First Class-US Army assigned to 3rd BDE 3rd BN 84th DIV Military Police/NCOES School as Instructor for Basic Military Police, Primary Leadership Development Course, Basic Non-Commissioned Officers Course and Advanced Non-Commissioned Officers Course
- 1997 Awarded Instructor of the Year for the 84th DIV

- 1998 Awarded Instructor of the Year-United States Army Reserve (USAR) from the United States Army Military Police School (USAMPS)
- 1998 awarded the Leadership Award, North East Illinois Council
- 2000 Promoted to Sergeant First Class-US Army and assigned as an Instructor with the Military Police School teaching Basic Military Police and Advanced Non-Commissioned Officers Course, 3rd BN, 3rd BG, 84th DIV (IT) Inkster, MI
- 2001 Appointed to Commander-In Charge of Support Services
- 2001 Started College Courses as Full-Time Student with Kaplan University
- 2003 Received Associate Degree from Kaplan University
- 2004 Promoted to Master Sergeant-US Army, assigned to 6015th USAG-Ft. McCoy, WI
- 2004 Promoted to 1st Sergeant-US Army, assigned to 85th DIV (BCT), Arlington Heights, IL
- 2005 awarded IL State Law Enforcement Volunteer of the Year
- 2006 Promoted to Lieutenant in charge of Patrol Division
- 2006 Re-Organized the Fox Lake Police Explorer Post
- 2006 attended Northwestern Center for Public Safety, School of Police Staff and Command
- 2006 Received Bachelor's Degree from Kaplan University
- 2007, 2009, 2011, 2013 awarded the IL State Law Enforcement Advisor of the Year
- 2007 Transferred to US ARMY Retired Reserve.
- Military Medals- To numerous to mention but of precedence are 1-Meritorious Service, 1-Army Commendation, 1-Good Conduct, 5-Army Achievement, 5-Army Reserve Commendations and 3-Overseas Service
- Department Medals-To numerous to mention but of precedence are 1-Medal of Valor, 2-Meritorious Service, 9-Department Commendations and 3-Life Saving
- 2015 will enroll and complete the remaining class for Master's Degree at Kaplan University (Thesis-Track), with hopes of starting a Doctoral Program with Cappella University.



FOX LAKE POLICE DEPARTMENT
EMPLOYEE EVALUATION

EMPLOYEE'S NAME Gliniewicz, Chas. #96 DATE 07-12-91
TITLE Patrolman DEPT. K-9
SUPERVISOR (RATER) Sgt. Neary

INSTRUCTIONS: Rate the individual whose name appears above on each of the factors mentioned below by marking a circle around the number above the phrase which best describes his or her performance. Your comments concerning the individual's performance on the individual factors and at the end of this form will be particularly helpful in personnel planning and in assisting the individual to improve.

JOB KNOWLEDGE-To what extent does the individual possess the knowledge, skill and ability required to perform the job?

1.

2.

3.

Excellent; has thorough knowledge; almost no supervision required.

Knowledge and skill good; need only occasional direction

Knowledge and skill adequate; requires normal supervision.

4.

5.

Limited; needs considerable help and attention

Lacks job knowledge even after normal instruction

Comments _____

QUANTITY OF WORK- How well does the individual's productivity meet established standards?

1.

2.

3.

Output is high, consistently more than expected

Normally produces more than expected.

Turns out about what we have a right to expect.

4.

5.

Production is often below standard

Doesn't get much done; seriously deficient

Comments Finds a great deal of activity on his own.

QUALITY OF WORK-Does the employee show the disire and ability to meet or exceed established quality standards?

- 1. Works with excellent quality; rarely makes error
- 2. Work better than satisfactory mistakes are seldom
- 3. Performance is acceptable but make normal number of errors
- 4. Work must be watched carefully to avoid errors
- 5. Work is careless and mistakes and excessive

Comments _____

ADAPTABILITY - How quickly does the person learn and adapt to unfamiliar problems?

- 1. Little instruction needed; handles most problems independently
- 2. Learns quickly and needs only minor assistance
- 3. Has normal ability to learn; has to be told on many problems
- 4. Learns slowly; has to be watched when new situations develop
- 5. Requires considerable instruction; minor change in routine are disturbing

Comments _____

INTEREST - How much interest does the employee take in the job and how much satisfaction is obtained from it?

- 1. Appears thoroughly absorbed and interested in it
- 2. Seems to like almost all phases; moderate enthusiasm
- 3. Interest not outstanding either way
- 4. Just working for a pay check
- 5. Seems to dislike work itself; other circumstances keep on job

Comments _____

INITIATIVE - To what extent does the employee show initiative in carrying out the duties of the job?

①

Doesn't need to be told; self-starting; a real pusher

2.

Shows some drive and aggressiveness; takes responsibility quickly

3.

Meets requirements adequately sometimes needs prodding

4.

Seldom looks for things to do; usually waits for specific assignments

5.

Has to be told; just gets by

Comments _____

PERSONAL RELATIONS WITH GENERAL PUBLIC - How well does the person get along with the public in his/her daily duties.

1.

Very good attitude, helpful and sincere

②

Friendly and helpful

3.

Fairly co-operative and gets along okay

4.

Not well and deals with public in a rough manner

5.

Handles public with no respect and must be supervised closely

Comments _____

PERSONAL RELATIONS WITH OTHER EMPLOYEES - How well does the person get along and contribute to a "team"?

①

Well-liked at all levels; very co-operative

2.

Is friendly and helpful in dealing with others

3.

Fairly co-operative and gets along well with most other employees.

4.

Not well-accepted by others

5.

Resented by several people in the organization.

Comments _____

DEPARTMENTAL RULES. Does the employee adhere to Departmental rules and regulations? Does the employee conform to policies and procedures?

- | | | |
|-------------------------------------|--------------------------------------------|-------------------------------------------|
| 1.
Never fails to adhere/conform | ②
Seldom disregards orders/directives | 3.
Generally follows orders/directives |
| 4.
Must be constantly reminded | 5.
Resents rules and defies enforcement | |

Comments _____

DEPARTMENTAL EQUIPMENT. Does the employee take care of Village equipment issued to him and/or used by him and does he report brakedowns and needed repairs.

- | | | |
|--------------------------------------------------------|------------------------------------------------------------------------------|-----------------------------------|
| ①
Keeps excellent care of all equipment | 2.
Needs little proding to keep equipment in good condition | 3.
Does only what is necessary |
| 4.
Must be supervised carefully to get the job done | 5.
Seems to resent maintainance and deems it someone elses responsibility | |

Comment Regularly works on jeep keeping it clean and in the best condition possible considering.

RESPONSIBILITY. Does the employee accept, stand behind and complete his responsibility, obligations and assigned tasks? Are they accurate and done on time? Does he blame others for any shortcomings?

- | | | |
|----------------------------------------------------------|-----------------------------------------------------------------------------------------------|----------------------------------------------------------------|
| 1.
Excellent, almost no supervision is required | ②
Above average, some supervision required | 3.
Does what is expected for the job description |
| 4.
Requires more than average supervision and proding | 5.
Seriously lacking in skills and knowledge even after normal instruction and supervision | |

Accepts additional responsibilities on his own time which benefits the department. Maintenance and training of the dog is one example.

ATTENTIVENESS - How well does the employee stick to the job without seeking or allowing diversion?

- | | | |
|-----------------------------------------------------------------------------------|----------------------------------------------------------|----------------------------------------------------------------------------------|
| 1.
Seems completely absorbed except for necessary interruption | ②
2.
Almost always gives full attention to duties | 3.
Occasionally inattentive and spends normal amount of time away from duties |
| 4.
Easily diverted from main duties; requires some supervision in this respect | 5.
Seems to welcome chance to pay attention elsewhere | |

Comments _____

PERSONAL CHARACTERISTICS - To what extent are the employee's appearance, health, and personal habits suitable to the job?

- | | | |
|-----------------------------------------|------------------------------------------|---------------------------|
| ①
1.
An asset in almost every way | 2.
Would contribute to effective work | 3.
Nothing outstanding |
| 4.
Somewhat handicapping | 5.
Definite detriment | |

Comments: Excellent physical condition. Perfectly groomed at all times with a uniform that is sharp in appearance.

ATTENDANCE - Is the employee conscientious about attendance and punctuality?

- 1. Always there on time
- 2. Occasionally absent or late but usually for a reason
- 3. Out or late more than desirable but not a real problem

4. Out or late more than normal
 5. Can't seem to make a schedule; a problem

Comments Occasionally (rarely) absent with reason but he arrives for duty early and goes over blotter and roll call boards preparing for duty.

OVER-ALL RATING - Everything considered, how well does the individual perform on the job?

- 1. Distinguished; Superior achievement which clearly and obviously exceeds that of others and position expectations
- 2. Outstanding; Above average achievement which exceeds that of others and consistently exceeds position expectations
- 3. Competent; Average achievement which is expected from experienced and qualified individuals in the position
- 4. Provisional; Below average achievement which meets or slightly exceeds minimal expectations. May also apply to new employees learning the position
- 5. Unsatisfactory; Achievement does not meet minimum expectations and can be tolerated for only a short period of time

Comments _____

COMMENTS - Please give a brief statement which will express your opinion of the employee; include strong and weak points.

Very good patrolman, dependable and reliable, attentive and alert with desire to learn and expand and better himself and the department, confident and proud and it shows.

Rated by 25 Date 07-12-91 Approved by _____

Date _____

Summary of review with employee, including employee's reaction. Use quotations to summarize

his/her reactions when possible

Discussed with employee by: _____ Date _____

Employee's Signature _____ Date _____

Reviewed by _____ Date _____



developing today...for tomorrow

DEPARTMENT OF POLICE

Village of Lindenhurst

Gary L. Kupsak
Chief of Police.

2301 E. SAND LAKE ROAD, LINDENHURST, ILLINOIS 60046 312/356-5488

October 20, 1988

Chief Joseph Semasko
Fox Lake Police Department
301 S. Rt. 59
Fox Lake, IL 60020

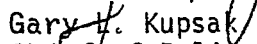
Dear Chief Semasko:

Let me take this opportunity to commend the officers from your department who assisted my department with an armed, and barricaded mentally distraught subject on the morning of October 19, 1988.

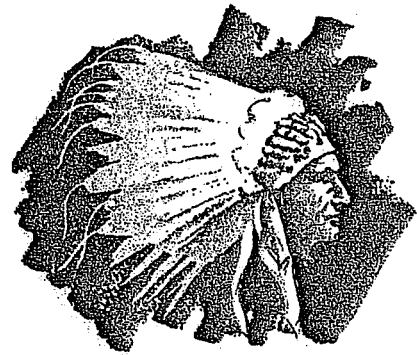
The cooperation between our agencies was exemplary. Officers [redacted] and Gliniewicz were very helpful during the incident. Thankfully, the episode ended with no injuries to any of the individuals involved.

Once again, thanks for the assistance. Your agency has once again proven to be a valuable ally in the law enforcement efforts of the Lindenhurst Police Department. Please pass on my personal thanks to the officers who assisted us.

Sincerely yours,


Chief of Police

GLK/cm



VILLAGE OF FOX LAKE
DEPARTMENT of POLICE

301 S. ROUTE 59 • FOX LAKE, ILLINOIS 60020 • 312/ 587-3100

Joseph L. Semasko
Chief of Police

William C. Dam
Mayor

May 19, 1986

TO: Officers _____, _____ and Charles
Gliniewicz

RE: Commendation

On May 13, 1986 a burglary in progress alarm was received from the Burger King Restaurant, 20 South Route 12, Fox Lake, Illinois.

Officer _____, on arrival at the Burger King observed two subjects running into a field. Officer _____ pursued one subject into the swamp area near the restaurant. Officer _____, with disregard for his own safety and the surrounding conditions, entered the swamp and apprehended this subject.

Officers _____ and Charles Gliniewicz continued the investigation at the scene. This lead to the recovery of a safe and its contents, which had been removed from the Burger King Resturant.

This type of quick response and dedication to duty is what will continue to make the Fox Lake Police Department one of the best.

Sincerely,

Joseph L. Semasko
Chief of Police

JLS/wrs

cc: Mayor Dam and Trustees Paull, Jensen, Dam, Peters,
Kubalanza, and Follman.

a growing community in the heart of the chain of lakes

OFFICE OF THE SHERIFF

LAKE COUNTY, ILLINOIS



ROBERT H. BABCOX
Sheriff

10 N. COUNTY STREET
WAUKEGAN, ILLINOIS 60085-4349

Phone 689-6300

CLINTON O. GRINNELL
Chief Deputy

March 12, 1987

Chief Joseph Semasko, Jr.
301 S. Route 59
Fox Lake, Illinois 60020

Dear Chief Semasko:

On the afternoon of Sunday, March 8, 1987 our communication center received a complaint of a subject with a gun at a residence in Ingleside. Upon our arrival at the residence it became apparent we would need to have assistance.

I would like to take this opportunity to compliment officer Charles Gliniewicz of the Fox Lake Police Department for his professionalism. He along with other Law Enforcement officers was instrumental in diffusing a potentially dangerous situation.

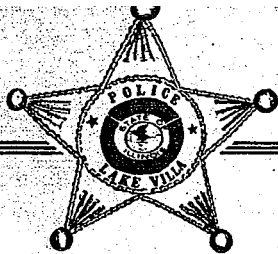
It is my intent to stress inter-agency mutual cooperation and assistance whenever possible during my tenure of office. Law Enforcement can only become more proficient as a result of everyone working together.

Again my compliments to officer Gliniewicz for a job well done. He is a real asset to your Department and the profession of Law Enforcement.

Sincerely,

Clinton O. Grinnell
Chief Deputy

COG/pm



Lake Villa Police Department

25 October 88

P.O. Box 176
65 Cedar Avenue
Lake Villa, IL 60046
(312)-356-6106

Chief Joseph Semasko
Fox Lake Police Department
301 S. Rte 59
Fox Lake, Illinois 60020

Chief Semasko:

I would like to take the opportunity to thank your department for the assistance that was provided to this department on Sunday, 9 October 88 with a fatal auto accident on Cedar Lake Road in Lake Villa.

Please extend a special thanks and sincere appreciation to Officer Gliniewicz for his assistance. My officer's advise that he was very thorough and professional in the handling of the accident scene, for the Lake Villa Police Department.

Once again, thanks for the assistance. If this department can be of service to you, please do not hesitate to call.

Respectfully,

John J. Debevic
Chief of Police

JJD/dlrs



developing today...for tomorrow

DEPARTMENT OF POLICE
Village of Lindenhurst

2301 E. SAND LAKE ROAD, LINDENHURST, ILLINOIS 60046 708/356-5488

April 21, 1993

Chief James Busch
Fox Lake Police Department
301 South Rt. 59
Fox Lake, IL 60020

Dear Chief Busch:

Please extend my most sincere appreciation to Officer Gliniewicz for his assistance on April 12, 1993. Officer Gliniewicz and his K-9 provided an important component to the apprehension of a subject wanted for theft by our Department and wanted on a robbery warrant from Lake County.

Officer Gliniewicz's dedication to duty and professionalism in searching for the offender was exemplary.

Sincerely,


Sgt. Kevin Klahs
Acting Chief of Police

KK/cm

C. J. GLINIEWICZ
Patrolman • Star No. 314
Crime Scene Technician
Fox Lake Police Department

12-21-89

S. Rt. 59
Lake, Illinois 60020

Mr. Ronald Nagel,

My name is Michael ^{my} residency is in . . . On the night of 12-20-89, I had just left some friends house when I got a flat tire. I had to park in a unknown parking lot in a apartment complex. I started walking back to try and find my friends house. Being unfamiliar with the area, I ended up getting lost. I was able to flag down patrolman C.J. Gliniewicz star #314. Mr. Gliniewicz was able to help me find the house by doing alot of back tracking and with patience. When he pick me up I had been walking for a hour and a half in the cold. At that time frost bite was setting in my feet and hands. If it wasn't for patrolman Gliniewicz, I think I wouldn't have made it - I just want to thank the Fox Lake police Dept. and especially Patrolman Gliniewicz for the assistance I recieved that night.

Thank you very much,
Michael

DEPARTMENT OF POLICE

VILLAGE OF FOX LAKE

301 SOUTH ROUTE 59 • FOX LAKE, ILLINOIS 60020 • 587-3100

Ronald C. Nagel Sr.
Chief of Police

Lt. James P. Busch Sr.
Operations Commander

February 7, 1990

TO: Chief Ronald C. Nagel Sr.
FROM: Lt. James P. Busch Sr.
RE: Commendation

I would like to take this opportunity to commend Lt. Officer Joseph Gliniewicz and Officer for their successful handling of the fatal pedestrian accident which occurred on January 26th, 1990. Due to a thorough initial investigation on the part of the responding officers and with barely any evidence to go on; enough information was located to result in the timely arrest of the offender within a twenty four hour period. Their combined efforts and hard work in regards to this case should not go unrecognized.

Sincerely,

Lt. James P. Busch Sr.
Operations Commander

JPB/cmt

TO SERVE AND PROTECT

Round Lake Beach Police Department

E.D. Noe, Chief of Police

916 W. Rollins Road

• Round Lake Beach, Illinois 60073

• Emergency: (708) 546-2181

Administration: (708) 546-2127

FAX No.: (708) 546-1705

January 6, 1992

Chief Ronald Nagel
Fox Lake Police Department
301 S. Route 59
Fox Lake, Illinois 60020

Dear Chief:

I wish to thank your department for the service it rendered at the scene of a homicide on Sunday, October 13, 1991.

Officer Gliniewicz and his canine responded to our scene and helped search the 62 acres covered by brush and woods. Your officer discovered the path of escape which led to Hooks Farm and with that discovery, helped focus our investigation in the proper direction. With this assistance, was arrested for this offense.

Thank you again.

Sincerely,

E. D. Noe
Chief of Police

EDN/cw



DEPARTMENT OF POLICE

VILLAGE OF FOX LAKE

301 SOUTH ROUTE 59 • FOX LAKE, ILLINOIS 60020 • 587-3100

Ronald C. Nagel Sr.
Chief of Police

Lt. James P. Busch Sr.
Operations Commander

September 29, 1992

To: Officers *Gliniewicz*, , and

From: Lt Edward Gerretsen, Investigations Commander

Re: recent auto burglary investigations

I would like to take this opportunity to commend each of you on the fine job you did with respect to the recent auto burglary investigations. As a result of the professional manner in which you conducted yourselves and your investigations, we were able to recover a considerable amount of stolen property and secure the arrests of several subjects. It is because of efforts such as yours during these investigations that creates an atmosphere difficult for thieves to continue their larcenous behavior.

Again, congratulations on a job well done!

Respectfully,

Lt. Edward Gerretsen, Jr.
Investigations Commander

EG/cjw

cc: Lt Busch, personnel file(s)

TO SERVE AND PROTECT



DEPARTMENT OF POLICE

VILLAGE OF FOX LAKE

301 SOUTH ROUTE 59 · FOX LAKE, ILLINOIS 60020 · 587-3100

James P. Busch Sr.
Chief of Police

Lt. Edward Gerretsen
Investigations Commander

October 11, 1993

Officer Charles (Joe) Gliniewicz:

On October 9th, 1993 you responded as a member of the Emergency Response Team of the Fox Lake Police Department. The assignment was a possible armed offender/hostage situation at 123 Nippersink, Fox Lake, Illinois.

During this tense two and a half hour situation you conducted yourself in a very professional manner. The cooperative effort displayed by you and the other officers proves that, with teamwork, an incident of this magnitude can be brought to a successful end.

As a result of your following precise instructions and your ability to communicate well with co-workers, we were able to secure a volatile situation.

Additionally, I would like to thank you for your dedication to your job and to the citizens of Fox Lake. I personally was impressed with the performance of all those involved and am proud to work among such fine men.

Sincerely,

James P. Busch, Sr.
Chief of Police

CJW

TO SERVE AND PROTECT



DEPARTMENT OF POLICE

VILLAGE OF FOX LAKE

301 SOUTH ROUTE 59 • FOX LAKE, ILLINOIS 60020 • 587-3100

James P. Busch Sr.

Chief of Police

Lt. Edward Gerretsen

Investigations Commander

November 22, 1994

Ofc
Ofc ~~Gleniewicz~~
Ofc
Ofc
Ofc
Ofc

I would like to commend the above officers for the fine job on the traffic enforcement grant. Seventy Five citations were issued which I feel is outstanding.

The above officers displayed great enthusiasm and did an excellent job. Thank you.

Sincerely,

Lt Edward Gerretsen, Jr.
Investigations Commander

CJW

cc: personnel file(s)

TO SERVE AND PROTECT

November 22, 1995

Department of Police
Chief of Police
301 South Route 59
Fox Lake, IL 60020

Melrose Park, IL 60160

Dear Chief:

I am writing this letter to commend patrolman 314, C.J. Gliniewicz. Approximately six weeks ago my wife and I incurred a flat tire outside the city of Fox Lake. With no means of communication because the hour was late we were in a dilemma.

Patrolman Gliniewicz traveling on the opposite side of the highway spotted us, made a U turn to see what was wrong. He set up flares, called the police station and had them call a repair service. He then stayed with us for a time insuring the emergency vehicle was enroute.

He was helpful, courteous and very polite and pleasant. Patrolman Gliniewicz is a perfect example of a gentleman.

Thank You,

Mr. & Mrs.

Mr. & Mrs.

DEPARTMENT OF POLICE

VILLAGE OF FOX LAKE

301 SOUTH ROUTE 59 • FOX LAKE, ILLINOIS 60020 • 587-3100

James P. Busch Sr.
Chief of Police

Lt. Edward Gerretsen
Investigations Commander

February 3rd, 1997

FROM: Lt. Edward Gerretsen

TO: Sgt _____, Ofc Joseph Gliniewicz,
Ofc _____, Ofc _____
Ofc _____

SUBJECT: People VS

I would like to take this opportunity to commend each of you for the excellent job you did in the Reckless Homicide case of the People VS. Due to your dedication and professional abilities, we were able to obtain a Grand Jury indictment against Mr. _____. It is this dedication and professional attitude that will result in a conviction of Mr. _____.

Having been a Police Officer for 25 years, I have had the unpleasant task of conferring with a considerable number of families who have tragically lost loved ones. During the course of the often very emotional conference with _____ parents, they on at least 3 or 4 occasions wanted me to tell everyone how grateful they were for the way they were treated through this very difficult time in their lives. I was very touched by their sincerity concerning this issue. They wanted me particularly to thank those Officers who were at the hospital with their daughter, Ofc Gliniewicz and Ofc _____ for their support, compassion, and professional demeanor. Compassion and understanding are not something that can be taught in a classroom, or learned from a text book. Again, to all officers involved in this case, your handling of this case, as well as your compassion and kindness towards the families in this case, has reflected well on our entire Police Department.

Respectively,

Lt. Edward Gerretsen
Operations Commander

TO SERVE AND PROTECT

Exploring

LEADERSHIP AWARD

is presented to

Charles Gliniewicz Post 2300

by The Exploring Division of the Northeast Illinois Council

for exceptional contributions to Exploring and
for exemplifying the Explorer Code.

15 November, 1997

Date

Henry B. Woodruff

Joe M. Shoney

BOY SCOUTS OF AMERICA

Region

National

Council



DEPARTMENT OF POLICE

VILLAGE OF FOX LAKE

301 SOUTH ROUTE 59 • FOX LAKE, ILLINOIS 60020 • 587-3100

Edward Gerretsen, Jr.

Chief of Police

Lt. Richard Becmer

Operations Commander

TO: Officer Charles J. Gliniewicz

FROM: Chief Edward Gerretsen

DATE: April 28, 1998

SUBJECT: Letter of Commendation

I would like to take this opportunity to express my sincere appreciation for your effort in the apprehension of _____ As you well know, Mr. _____ was responsible for a considerable amount of burglaries in Fox Lake.

Through your dedicated efforts, this case was brought to a successful conclusion. Again, congratulations on a job well done!

Sincerely,

Chief Edward Gerretsen Jr.

EG/dfp

TO SERVE AND PROTECT

Almeida

Restaurant, Lounge & Banquet Facility

91 N. Cora Ave.

Fox Lake, Illinois 60020

847-587-2777 • Fax: 847-587-0310

June 8 1998

Chief Ed Gerretsen
Village of Fox Lake

Dear Chief Gerretsen,

I would like to thank your officers Sgt. _____ Officer
_____ and Officer Gliniewicz for their quick response
to my burglar alarm.

Due to their professional actions they were able to apprehend the three subjects. They are truly a credit to our police department.

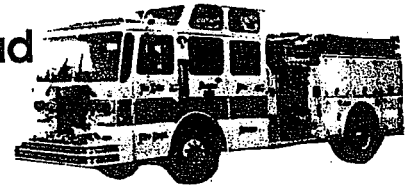
Sincerely,

Peter Jakstas



Fox Lake Fire Department & Rescue Squad

Chief Stu Hoehne



May 24, 1999

Chief Gerretsen
Fox Lake Police Department
301 South Route 59
Fox Lake, IL 60020

Dear Sir:

On Sunday, May 23rd, 1999, a group of the Fox Lake Police Explorers and Officers Gliniewicz and _____ assisted the Fox Lake Fire Department with our EMS week Open House.

On behalf of the Fox Lake Fire Department, I would like to extend them and you my thanks for their help. Their assistance was appreciated.

Sincerely,

Cynthia Becht, Lt.



Station 1, 587-3311 • Station 2, 587-3312 • Station 3, 546-6034



BOY SCOUTS OF AMERICA
NORTHEAST ILLINOIS COUNCIL NO 129

Exploring

A Program for Career Education

2745 Skokle Valley Road ■ Highland Park, Illinois 60035 ■ 847/433-1813

To: All Law enforcement post personnel
Subject: Appointment of Cluster Chairman
Date: July 26, 2001

Effective immediately, it is my pleasure to announce the appointment of Sgt. Joe Gliniewicz of Fox Lake Police Department, as the Northeast Illinois Council's Law Enforcement cluster Chairman. His duties will include servicing and assisting all law enforcement explorer posts in the council and is another contact for questions and issues relating to law enforcement exploring.

I would like to thank Sgt. Gliniewicz for volunteering to fill this position and I look forward to working with him.

Sincerely,

James Melich
Learning For Life
District Executive
NEIC, BSA



January 15, 2002

The Honorable Mayor Nancy Koske
Fox Lake Village Hall
301 S. Rt. 59
Fox Lake IL 60020

Dear Mayor Koske,

We'd like to express our sincere appreciation to Officers Gliniewicz and for their professional and caring service during a situation at our home on December 29th. My husband and I were actually out of town with neighbors keeping an eye on the place. We also have a Brinks alarm system. A neighbor's son who was in from Denver had permission to sleep at our place if space were needed but we didn't think he would need to do so. As a result we had not informed who lives right next door. is a wonderful, caring neighbor and is first on our call list with Brinks. The Denver visitor had used the code to enter the house. His mom who also pretty regularly keeps an eye on the place and feeds the pets had given him the entry number code. Then in an effort to be sure everything was secure he reset the alarm while inside and went to sleep. Because we have animals the alarm was set up so they could not set it off. did not realize the system had motion sensors and must have walked in front of one while the alarm was set. He got a call from Brinks but did not know the code word. He gave them the code numbers not realizing a predetermined word is required to assure the company that the alarm was set off inadvertently, not due to a break in. Brinks then called the police. the neighbor's son, went back to bed not realizing what would happen. The officers came about 2 AM and had to wake and her family. was very worried about the situation and said the police were wonderful to her, very concerned about our property and thorough in checking into this inadvertent situation. We have apologized over and over to for what we put her through and used some red roses to compensate for her early wake up call. We like to make you, the police chief and the Village Board aware of the fine officers you have on the force and as a small thank you let you know how much we support the new village police offices. Please let us know how we might help with the passage of the referendum.

Sincerely,



Chandler, Arizona
Where Values Make The Difference

January 19, 2003

Commander Charles J Gliniewicz
Fox Lake Police Department
301 South Route 59
Fox Lake, IL 60020

Dear Commander Gliniewicz,

On behalf of the Chandler Police Explorers and the rest of our department, I would like to thank you for taking the time to visit with us here in Chandler. Your assistance at our 5th Annual Law Enforcement Tactical Competition was invaluable. I understand that you were instrumental in setting up and running a lane at the range and that you assisted at many of the events throughout the entire weekend.

I hope you enjoyed your visit and that you come back and see us again next year.

Sincerely,

Bobby Joe Harris
Chief of Police

*Sorry I did not
get to spend any
time with you. You
are "always" welcomed
back.*



Police Department
250 East Chicago Street ♦ 480-782-4000
Mailing Address: Mail Stop 303 ♦ P O Box 4008 ♦ Chandler, AZ 85244-4008
An Internationally Accredited Law Enforcement Agency



Serving with Courage, Pride, and Dedication

DEPARTMENT OF POLICE

VILLAGE OF FOX LAKE

301 SOUTH ROUTE 59 • FOX LAKE, ILLINOIS 60020 • 847-587-3100

Edward Gerretsen Jr.
Chief of Police

Richard Becmer
Deputy Chief

TO: All Police Personnel

FROM: Commander Michael Behan

DATE: 03 November 2005

SUBJECT: Halloween Party

I would like to take this opportunity to thank the below listed police personnel for volunteering their free time to make the annual Fox Lake Police Halloween party a great success. Through your efforts, this Department has received many positive and glowing compliments from citizens and village officials alike. You made us all look good!

Ms.
Ms.
Commander
Sgt.
Sgt. Charles Gliniewicz
Officer
Officer
Officer
Officer
Officer
C.S.O.

A copy of this letter will be placed in your permanent file. Please enjoy my gratitude and respect.

Sincerely,

Commander Michael Behan
Interim Chief of Police

Cc: Mayor Irwin
Trustee Bender



**The Evangelical Lutheran Church of All Saints
and Little Saints Preschool
5800 State Park Road
Fox Lake, IL. 60020
Church Office 847-587-7727 Fax: 847-587-7841**

October 24, 2007

Dear Chief Michael Behan,

On 9/15/07 our church (Evangelical Lutheran Church of All Saints) located at 5800 State Park Road in Fox Lake had the pleasure of running a Christian Family Festival for the church members and the community. This festival included games, food, and Christian music bands for all ages throughout the day. We expected a large turnout and knew that parking may be a problem for that day. I am not only a member of this church but also work full time on the Sheriff's department as a deputy sheriff and was in charge of parking/shuttling people to their vehicles. I have had a great working relationship with your department in my past 20 years in this career so I contacted *Sgt.* Gliniewicz for assistance with our parking dilemma. We already had parking arrangements made with neighboring businesses but needed the assistance of your cadets to make parking and the traffic flow a smooth transition. *Sgt.* Gliniewicz provided me with several cadets and himself for the day.

I would like to say that you should be proud of the program your department has established and for the young cadets that served us that day. *Sgt.* Gliniewicz has done an outstanding job with these young cadets. I had several comments/compliments from the members and public on how professionally dressed they looked and how professional they handled the parking and people's concerns. I would like to thank you and the department for providing such a vital program for the youth of today. From my career stand point, I would like to say that I would be glad to work with you cadets any time. They bring respect back to the police profession.

Enclosed is a check/donation to the Explorer Post 300 for the great work they did and the dedication they displayed at our festival. We pray that your program continues to be successful in the future.

In God We Trust,

Nancy Schuerr

From: Joe Gliniewicz
Sent: Thursday, December 13, 2007 1:53 PM
To: Cindy Irwin; All Department Heads
Subject: FW: pass on to joe

This was a message passed on from the Scouting Exec of the Des Plaines Valley Council regarding our Explorer Swat Basic that we run here in Town. Without the cooperation of all the departments in letting us use thier facilites for training, we wouldn't be able to sponsor these programs.

Thanks

LT"G"

From:
Sent: Thursday, December 13, 2007 10:07 AM
To: Joe Gliniewicz
Subject: FW: pass on to joe

From: .
Sent: Thursday, December 06, 2007 3:42 PM
To:
Subject: pass on to joe

Hey Joe,

I just wanted to let you know I dropped by Riverside PD this week for their post meeting. I wanted to tell you that whatever you are doing at your SWAT training sure has them going. They are all geared up to be a disciplined and structured post again. Thanks for kicking their kids in gear for the advisor. Sounds like you influenced some great ideas.

Just thought you should know.

Learning for Life Executive
Des Plaines Valley Council
811 W. Hillgrove Ave.
LaGrange, IL 60525
(708) 354-1111 ext. 18



Wauconda Park District
"Discover the Benefits"

July 7, 2009

Chief Michael Behan
Fox Lake Police Department
301 S. Rte 59
Fox Lake, IL 60020

Dear Chief Behan:

Recently I had the pleasure of working with Lt. Gliniewicz and his Explorers. The Explorers assisted with our parking detail for our 30th annual Wauconda Fest. I just wanted to take a minute of your time and let you know that they did an excellent job for us and represented the Fox Lake Police Department very well. They were very professional in their duties and responsibilities. You can be very proud of the efforts they put forth. Based on their performance this year, we have already asked them back for next year.

Sincerely,

Nancy M. Burton
Director of Parks & Recreation

cc: Mayor Ed Bender
Lt. Gliniewicz

March 5, 2010

Round Lake Park, IL 60073

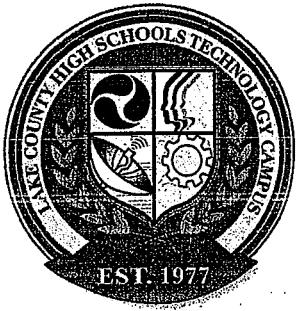
Joe Gliniewicz
Fox Lake Police Department
301 S. Route 59
Fox Lake, IL 60020

Dear Joe,

Enclosed is the check I promised for Explorer Post 300. We go back a long time my friend, and you have always been a stand up guy as long as I can remember. When I read your Facebook wall it is simply amazing to see your commitment to the explorers. When I read your posts I can almost hear the pride and devotion to our young ones in your voice. I believe there are very few things if any more important than spending time with, and educating our young people. As a police officer you get a first hand look at what happens when people don't take a proactive approach in the lives of our children. So thank you my friend for stepping up to the plate and making a difference. The Village of Fox Lake is a better place because of people like you.

Sincerely,

cc: Honorable Mayor Ed Bender
Chief of Police Michael Behan



LAKE COUNTY HIGH SCHOOLS
TECHNOLOGY CAMPUS

(847) 223-6681 • FAX (847) 223-7363 • www.techcampus.org
19525 WEST WASHINGTON STREET • GRAYSLAKE, ILLINOIS 60030-1194

Dr. Linda L. Jedlicka
Executive Director

Julie D. Riddel
Principal

Christine R. Mascari
Business Manager

Christine Mascari

April 22, 2010

Chief Michael Behan
Fox Lake Police Department
301 S. Illinois Rt. 59
Fox Lake, IL 60020

Dear Chief Behan:

Thank you for your assistance in permitting Lt. Joe Gliniewicz to address the Criminal Justice students at the Lake County High Schools Technology Campus. Lt. Gliniewicz's room search presentation was extremely informative and educational.

As you may know, the programs at the Tech Campus are designed to give high school students an understanding of the opportunities, careers, and responsibilities that exist in a chosen field. Lt. Gliniewicz's extremely professional presentation helped our Criminal Justice students gain some unique insight into the proper and appropriate way to conduct a building search.

Please convey our thanks and appreciation to Lt. Gliniewicz.

Sincerely,

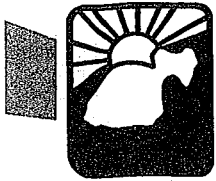
Ms. Julie Riddel
Principal

Mr. Kim Christenson
Instructor

Mr. Fred Witte
Instructor

PARTICIPATING SCHOOLS

Alden-Hebron • Antioch • Deerfield • Grant • Grayslake Central • Grayslake North • Highland Park • Johnsburg • Lakes • Lake Forest • Lake Zurich
Libertyville • Mundelein • North Chicago • Richmond-Burton • Round Lake • Stevenson • Vernon Hills • Warren • Wauconda • Waukegan • Zion-Benton



Wauconda Park District

"Discover the Benefits"

July 14, 2010

Fox Lake Police Department
Lt. Joe Gliniewicz
301 S. Route 59
Fox Lake, IL 60020

Dear Lt. Gliniewicz,

It is hard to believe that Wauconda Fest is already three weeks ago. It seems like it was just yesterday. This year's Fest was very successful for our District, we saw record crowds at our event. Your Explorer Post did an excellent job for us with the parking detail. This is not always an easy task to do (as we found out when he had a triple row park cars). They represented your Department very well. Please pass on my personal thanks to all your Explorers and let them know that they played a very important role in the success of our event.

Please find enclosed a donation to be used for your Explorer Post. Also, at this time I would like to request your assistance with our parking detail for our 2011 Fest (June 23-26). I hope your members will be available. It has been a pleasure working with you again this year. Wishing you and your Explorers much success throughout this year.

Sincerely,

Nancy M. Burton, Director

cc: Police Chief Mike Behan



Wauconda Park District

"Discover the Benefits"

COPY

July 13, 2011

Fox Lake Police Department
Lt. Joe Gliniewicz
301 S. Route 59
Fox Lake, IL 60020

Dear Lt. Gliniewicz,

It is hard to believe that Wauconda Fest has already come and gone. This year's Fest was very successful for our District. Your Explorer Post did an excellent job for us with the parking detail. This is not always an easy task to do (as we usually find out on Sunday morning after the 5K race when people are tripled parked in a row). They represented your Department very well. Please pass on my personal thanks to all your Explorers and let them know that they played a very important role in the success of our event.

Please find enclosed a donation to be used for your Explorer Post. Also, at this time I would like to request your assistance with our parking detail for our 2012 Fest (June 21-24). I hope your members will be available. It has been a pleasure working with you again this year. Wishing you and your Explorers much success throughout this year.

Sincerely,


Nancy M. Burton, Director

cc: Police Chief Mike Behan

NATIONAL LAW ENFORCEMENT EXPLORING

1329 West Walnut Hill Lane • Irving, Texas 75038

Phone: 972-580-2418 • Fax: 972-580-2137 or 2502 • E-Mail: nleec2@lflmail.org

Web site: www.learningforlife.org/exploring/lawenforcement



May 31, 2012

Michael Behan
301 S Rt 59 Fox Lake, IL 60020
Fox Lake, IL 60020

Dear Michael:

Thank you for taking the time to nominate Charles Gliniewicz for the Distinguished Advisor Award. Your candidate is a very worthy volunteer, and the committee had to make a very hard decision. Unfortunately, your candidate was not selected.

We strongly encourage you to take the time to update the enclosed form and consider making a nomination for the 2014 National Conference.

Thanks again and for all that you do for Exploring.

Sincerely,

William L. Taylor
Director of Exploring
Learning for Life

We hear the terms drug prevention, crime prevention, substance abuse, after school, workforce preparedness, cadets, ethics, stay-in-school, mentoring, character development, career awareness, diversity, and leadership development. These identify many programs designed to enrich the lives of young adults.

The fact is Exploring, specifically Law Enforcement Exploring, does all the above every day, week, month, and year of participation.



**U.S. Customs and
Border Protection
Law Enforcement
Exploring Program**

Dear LT. Joe Gliniewicz,

On behalf of the U.S. Customs and Border Protection Law Enforcement Exploring Program we would like to thank you for taking part in our 2013 Leadership Institute.

Throughout the Leadership Institute, the Explorers engaged in team-building activities, physical training, and leadership development, all while participating in a variety of workshops. These workshops promoted leadership that fosters our youth's commitment to country, community, and self.

It was an honor to have you participate in the 2013 Leadership Institute. We value your knowledge, time and commitment. Most importantly we thank you for your willingness to volunteer your time and resources to support our mission in character building, good citizenship, and fitness for young men and women ages 14 through 21.

It is because of individuals like yourself that our organization can continue to provide our youth with an array of trainings year after year.

Again, thank you for your support and commitment to the CBP Exploring Program.

Sincerely,

Anye S. Whyte
Chief CBP Officer
U.S. Customs and Border Protection
Chicago Field Office

For More information please visit us at:
http://www.cbp.gov/xp/cgov/careers/explorer_program

"A leader is one who knows the way, goes the way, and shows the way!"

ROUND LAKE POLICE DEPARTMENT

DATE: November 30th, 2012

TO: Chief George Filenko Deputy Chief Daniel Burch
Chief Gary Bitler Deputy Chief Richard Chiarello
Chief Behan Lieutenant Charles Gliniewicz ✓
Lieutenant
Chief Gillette Deputy Chief Foy

FROM: Sergeant Robert Bell and Sergeant Kraig Kapusinski

REFERENCE: Agency Assistance

On November 21, 2012 at approximately 2117 hours, officers from the Round Lake Police Department came upon two vehicles involved in a head on collision. During this incident, the driver of the offending vehicle fled the scene on foot and the driver of the victim vehicle later died as a result of injuries suffered in the crash.

The driver was located a short distance away and resisted officers that attempted to take him into custody. The struggle with the offender was physically difficult and required several officers to assist in the arrest. Round Lake Park Police Officer [redacted], [redacted] and Round Lake Beach Police Sergeant [redacted] responded without hesitation. Thanks to the professionalism and determination of these officers, the subject was taken into custody with the least amount of injury to all involved. After the offender was in custody, these officers all continued to offer assistance at the crash scene, as well as by assisting with coverage of calls for service while Round Lake Officers were occupied with this incident.

Throughout the morning on November 22, 2012, this same offender again began to display violent and irrational behavior while detained in a holding cell at Cencom. It was apparent due to the subject's aggressive behavior that it would be necessary to transport him to Lake County Jail. Upon request, Round Lake Beach Officer [redacted] and Round Lake Park Officer [redacted] responded to Cencom without delay. All officers were more than generous in their understanding, support and commitment to the safety of the offender and fellow officers.

Due to manpower constraints, Lake County was unable to provide assistance with regards to a transport vehicle and jail personnel. I spoke with Sergeant [redacted] of Fox Lake Police Department and [redacted] immediately began to arrange for the use of Fox Lake's prisoner transport van and the assistance of Officer [redacted]

All of the officers involved displayed the utmost professionalism in lieu of the difficult and stressful circumstances. All officers worked as a team to form an operations plan and ultimately obtain control of the prisoner with the least amount of injury to all involved.

Each of these officers is a credit not only to their respective departments, but also to the communities they serve. We wanted to formally say thank you for your help and teamwork during the incident. We are proud to work with each of you.

Sincerely,

Sergeant Robert Bell
Round Lake Police Department

Sergeant Craig Kapusinski
Round Lake Police Department



MARK C. CURRAN, JR.

SHERIFF

RAYMOND J. ROSE

UNDERSHERIFF

OFFICE OF THE SHERIFF

Lake County, Illinois

25 S. Martin Luther King Jr. Ave.

Waukegan, Illinois 60085

Phone: (847) 377-4000

Fax: (847) 360-5796

**EMERGENCY
DIAL 911**

DIVISIONS

**Civil Process
(847) 377-4400**

**Communications
(847) 549-5200**

**Community
Service
(847) 377-4211**

**Court Security
(847) 377-4911**

**Criminal
Investigations
(847) 377-4250**

**Emergency
Management
Agency
(847) 377-7100**

**Highway Patrol
(847) 377-7020**

**Jail
(847) 377-4150**

**Judicial Sales
(847) 377-4401**

**Marine Unit
(847) 587-4471**

**Records
(847) 377-4200**

**Training
(847) 377-4350**

**Warrants
(847) 377-4300**

**Work Release
(847) 377-4450**

Fox Lake Explorer Post,

On behalf of the Lake County Sheriff's Office Explorer Post 2066, we would like to thank you for your assistance on April 1st, 2015. The participation of your Post along with the Lake County Sheriff's Office Explorer Post and Lincolnshire Explorer Post as an honor guard provided family and friends support from the law enforcement community. The law enforcement community is unique, as we come together in the time of need. It is great knowing that with one phone call, that the Explorers can unite and pay tribute to someone that was so passionate about law enforcement.

The family of .. appreciated the effort and sacrifice that all law enforcement provided to pay tribute to .. Again, thank you for your time, effort and commitment.

Respectfully,

Sgt. Kevin Eckenstahler

*Correct
3061*



Fox Lake Police Department
Police Explorer Post #300
Lieutenant Gliniewicz
301 S. Route 59
Fox Lake, IL 60020
847-587-3961

Lake County Metropolitan Enforcement Group
Director Larry Lindenman
P.O. Box 1105
Libertyville, IL 60048
847-680-8720

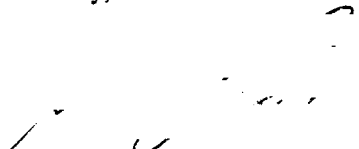
Dear Lieutenant Gliniewicz,

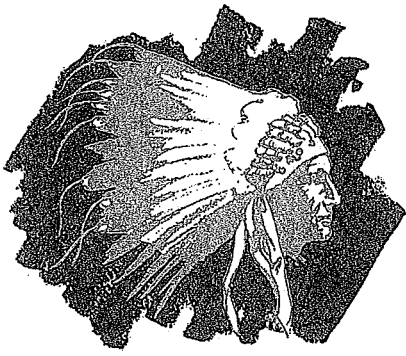
I wanted to take this opportunity to express our appreciation for your assistance in our May Training event which occurred in Lake Forest, Illinois. This training is vital to the members of the Lake County Metropolitan Enforcement Group which is charged with investigating narcotic/gang activities throughout the Lake County Area.

The dedication and professionalism of the Fox Lake Police Explorer Post 300 was exceptional. Without their assistance this training would not have been a great success. The Explorer's should be recognized for their efforts and I would like to take this opportunity to recognize them. They performed a variety of tasks from menial labor to roll players in simulation training exercises. The Fox Lake Police Explorers also portrayed various roles from citizens to gang members / narcotic dealers.

Thank you again for the assistance of your Police Explorer Post and we look forward to fostering our continued relationship.

Sincerely,


Director Larry Lindenman



VILLAGE OF FOX LAKE
DEPARTMENT of POLICE

301 S. ROUTE 59 • FOX LAKE, ILLINOIS 60020 • 312/ 587-3100

Joseph L. Semasko
Chief of Police

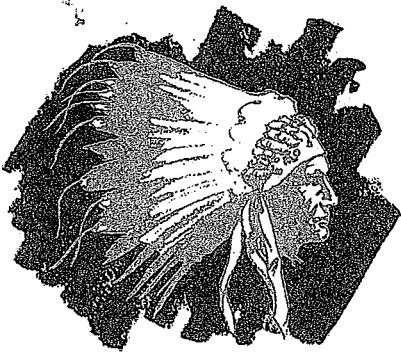
William C. Dam
Mayor

January 5, 1987

TO: Chief Semasko
FROM: Lt. Nagel

Regards Officer Gliniewicz's suspension, he will work two regularly scheduled days off. Those days are January 15th & 23rd, 1987.

Lt. Ronald Nagel



VILLAGE OF FOX LAKE
DEPARTMENT of POLICE

301 S. ROUTE 59 • FOX LAKE, ILLINOIS 60020 • 312/ 587-3100

Joseph L. Semasko
Chief of Police

William C. Dam
Mayor

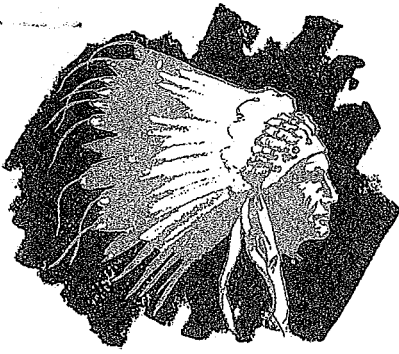
March 3, 1987

TO: Officer Joseph Gliniewicz
FROM: Chief J. Semasko
SUBJECT: Violation of Rules & Regulations

The following allegations have been made by Chief Joseph Semasko of the Fox Lake Police Department.

- 1.) Officer Gliniewicz did on March 1, 1987 call in sick for his regular scheduled tour of duty, being the 4:00pm to Midnight Shift.
- 2.) Officer Gliniewicz was in fact not sick on March 1, 1987 and was capable of reporting for his regular scheduled tour of duty, being the 4:00pm to Midnight Shift.
- 3.) Officer Gliniewicz by this act did violate Section 12, Paragraph 12.6 of the Rules and Regulations of the Fox Lake Police Department which pertains to sick leave.

Chief Joseph Semasko



VILLAGE OF FOX LAKE DEPARTMENT of POLICE

301 S. ROUTE 59 • FOX LAKE, ILLINOIS 60020 • 312/ 587-3100

Joseph L. Semasko
Chief of Police

William C. Dam
Mayor

March 3, 1987

TO: Chief Semasko
FROM: Lt. Nagel
SUBJECT: Charles Gliniewicz

*NO ACTION
TAKEN*

On March 1, 1987 at approximately 3:15pm, I received a phone call from Sgt. whom advised me that Officer Gliniewicz had advised the Communications Desk by phone that he was sick and would not be able to report for his regular scheduled tour of duty, being the 4:00pm to Midnight shift, on March 1st. On March 1st at approximately 10:00pm, I along with Sgt. contacted Officer Gliniewicz personally at this residence and was advised by him that he was not sick, but had called in sick in order that he may have the day off to search for a wallet which he had lost the previous night. It is apparent that:

- 1.) Officer Gliniewicz did on March 1, 1987 call in sick for his regular scheduled tour of duty, being the 4:00pm to Midnight shift.
- 2.) Officer Gliniewicz was in fact, not sick on March 1, 1987 and was capable of reporting for his regular scheduled tour of duty, being the 4:00pm to Midnight shift.
- 3.) Officer Gliniewicz by this act did violate Section 12, Paragraph 12.6 of the Rules and Regulations of the Fox Lake Police Department which state, "Any Officer or civilian employee of the department shall report sick only when he is suffering from an illness or sickness which will prevent him from properly performing his assigned duties."

In light of this departments attempts to eliminate the abuse of sick time and Officer Gliniewicz's past problems, I recommend that strong disciplinary action be initiated immediately.

Respectfully,

Lt. Ronald C. Nagel
Commander Patrol Division

a growing community in the heart of the chain of lakes

FOX LAKE POLICE DEPARTMENT
NOTICE OF WRITTEN REPRIMAND

OFFICER Ofc. Charles Gliniewicz STAR NO. 311 DATE April 21, 1987

DATE OF VIOLATION April 22, 1987 LOCATION OF VIOLATION Fox Lake Police Department

VIOLATION OF ARTICLE NO. 2.12

DESCRIBE ACTUAL VIOLATION Refusal to Obey Direct Order. Officer Gliniewicz was instructed to complete an accident report properly so that it could be released to the public. He failed to comply with this order causing the report to be released to the public in a substandard condition. When asked why he did not complete the report promptly he offered no explanation.

ACTION TAKEN BY SUPERVISOR OBSERVING VIOLATION At this time I am recommending this written reprimand and that any further violations will be cause for suspension.

Sgt.
SIGNATURE OF SUPERVISOR

lt.
COMMANDER, PATROL DIVISION
[Signature]
CHIEF OF POLICE

I HAVE RECEIVED A COPY OF THE ABOVE
NOTICE OF WRITTEN REPRIMAND

DATE _____

CC: Personnel File

Village of Fox Lake

POLICE DEPARTMENT

DEPARTMENTAL CORRESPONDENCE

FROM Sgt. E. Gerretsen

Date July 8 19 87

TO Ofc. Charles Gliniwicz

SUBJECT Failure to appear for departmental meeting

On today's date you missed a departmental meeting. I want a written explanation as to why you missed this meeting. I also want you to do this before you end your tour of duty tonight. In addition it was brought to my attention that you were seen before 7 AM today's date in the village. I want you to address this issue also

Signed:

Sgt.

Edward Gerretsen Jr. Sgt.

Afternoon Shift Watch Commander

BLOTTER	F.F.
OFFENSE	Will NOT BE IN FOR MEETING
LOCATION	CAR TROUBLE
COMPLAINANT	Ofc GLINIWICZ
ADDRESS	
APT. NO.	PHONE
UNIT ASSIGNED	
REMARKS	

1987 JUL 08 0722
1987 JUL 08 0722

10-8
LOCATION
ASSIGNED
RECEIVED

Village of Fox Lake

POLICE DEPARTMENT

DEPARTMENTAL CORRESPONDENCE

FROM Ofc Bliniewicz
TO Sgt. E. Berretsen
SUBJECT Departmental Meeting.

Date July 9 1987

The reason for my absence was due to the fact that my vehicle had broken down and she needed it to go to work that evening. She further added that she didn't have the money to take it to a mechanic. I stopped at Post-16 and picked up coffee and doughnuts. I then returned home and my brother advised that he needed the car, so I asked one of his friends to drive me down there as I was already fatigued and I've been having problems with my car. While down there, I was blessed with the accommodations

Village of Fox Lake

POLICE DEPARTMENT

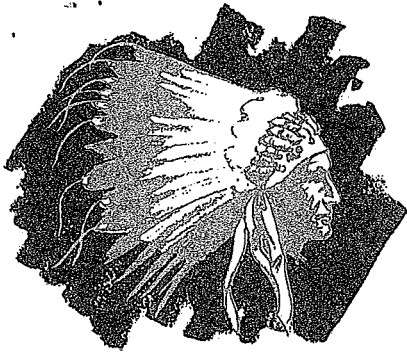
DEPARTMENTAL CORRESPONDENCE

FROM Ole Gliniewicz
TO Sgt E. Berretsen
SUBJECT Page #2

Date July 9 1987

of a towing agency re... car failure. I felt it was imperative to attempt to accomplish this task in order to be back in the area before 4:00PM - 12:00AM shift; however, during the course of the day, an ... became ... and I sought medical treatment which prevented my attendance at work. If this was a poor judgement on my part, I apologize. I realize you have a job to do and if you feel some type of punishment is in order, then I have no other alternative than to accept it.

- V U



VILLAGE OF FOX LAKE
DEPARTMENT of POLICE

301 S. ROUTE 59 • FOX LAKE, ILLINOIS 60020 • 312/ 587-3100

Joseph L. Semasko
Chief of Police

William C. Dam
Mayor

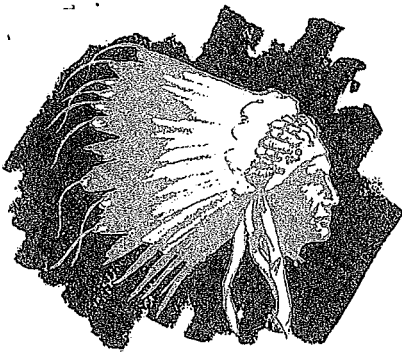
8/13/87

REF. Wrong Court date Officer Joseph Gliniewicz

On 8/13/87 Mr. Dan _____, Ill.
requested to see the Chief of Police. Mr. _____ was with his wife
and they both stated that they took time off of work to attend court
today. When they showed up they were informed it was the wrong court date
and the officer(Gliniewicz) failed to notify them.
I talked to Mr. & Mrs. _____ they said they did not receive any
notification that the wrong court date was put on their ticket.

8/18/87

Officer Gliniewicz was talked to and asked why he did not notify Mr.
_____ that the wrong court date was put on his ticket and he was
not given a correct date. Officer Gliniewicz stated that he did notify
the people he issued tickets to by mail. He said he thinks however,
he may have phoned Mr. _____ and talked to his wife informing them
of the corrected court date. He was told that they stated they did not
receive any notification and they showed up for court on 8/13/87.
Officer Gliniewicz was told he has until 8/21/87 to verify that the
_____ were notified or he would be up for disciplinarian action.



VILLAGE OF FOX LAKE
DEPARTMENT of POLICE

301 S. ROUTE 59 • FOX LAKE, ILLINOIS 60020 • 312/ 587-3100

Joseph L. Semasko
Chief of Police

William C. Dam
Mayor

August 17, 1987

TO: Chief Joseph Semasko
FROM: Lt. Ronald Nagel

Chief;

For the second time in the last two months, Officer Joseph Gliniewicz assigned the wrong court date to traffic citations that were issued by him. After being advised by the Circuit Clerks Office of the error and being told by them to notify the parties involved, he failed to do so. His failure to do so resulted in several people showing up for a non-existent court date.

I feel this is a serious offense in that it lowers the credibility of the Department in the eyes of the Court and the public, and also results in lost revenue and wasted man hours.

It is my recommendation that Officer Gliniewicz receive a maximum two day suspension for this infraction.

Lt. Ronald Nagel

RN/cmt



VILLAGE OF FOX LAKE DEPARTMENT of POLICE

301 S. ROUTE 59 • FOX LAKE, ILLINOIS 60020 • 312/ 587-3100

Joseph L. Semasko
Chief of Police

*file
P/R*

William C. Dam
Mayor

August 24, 1987

TO: Officer Charles J. Gliniewicz

FROM: Chief Joseph L. Semasko

RE: Suspension

This letter is to inform you of a one day suspension for violation of the Village of Fox Lake Police Department Rules and Regulations, Chapter 13, Section 13.5; "In the case of a local charge the arresting Officer shall be responsible for the notification of all parties".

In that Officer Charles J. Gliniewicz failed to notify Mr. _____ of a change in a court date and therefore Mr. _____ appeared ready for court along with a witness on an incorrect court date because he was not notified of the change.

The date of your suspension will be September 7th, 1987.

Joseph L. Semasko
Chief of Police

JLS/cmt

Village of Fox Lake

POLICE DEPARTMENT

DEPARTMENTAL CORRESPONDENCE

FROM ofc BARTOSZEWski

Date 6-17 1988

TO Chief SEMASKO

SUBJECT Reference Blotter #88-4865

On today's date at 1:30 AM I was advised to come to Post-1 by our dispatcher. Upon arriving at Post-1 I found on the prisoner, who we were holding for Round Lake Beach PD to be yelling and threaten he was going to kill himself at which time he display a pocket knife and threaten to cut his wrist. P/O at this time advised our dispatcher to call in ofc Gliniewicz and ofc SGT was also contacted and Rescue was toned out. P/O and ofc talked with for almost 30 min at which time handed over the knife. Round Lake Beach was contacted and at 2:25 AM the prisoner was returned to their custody.

②

Village of Fox Lake

POLICE DEPARTMENT

DEPARTMENTAL CORRESPONDENCE

FROM

Date 6-17, 19 88

TO

SUBJECT

Note ofc Gliniewicz had transported this prisoner from RLB to our PD and had placed him in cell 2-L. ofc Gliniewicz stated to me after this incident that one of RLB officer's stated they were holding the prisoners property, and ofc Gliniewicz thought the prisoner had been padded down already. After getting the knife away from the prisoner we found on his person \$100 USC and change and a set of car keys, ofc from RLB advised Plo that this prisoner was left over from there 4-12 shift and he also had thought that the prisoner had been padded down and was sorry for this incident, ofc.

MISCELLANEOUS INCIDENT REPORT

FOX LAKE POLICE DEPT.

DATE	June 17, 1988	CC	IUCR	COMPLAINT NO.
TIME	2:10AM	DATE OCCURRED	June 17, 1988	88-04865
OFFENSE INCIDENT	RESCUE CALL/			
ADDRESS OF OCCURRENCE AND TYPE OF LOCATION	301 S Rt. 59, Fox Lake IL 60020 (FLPD)			
VICTIM/COMPLAINANT	SEX/RACE/DOB	HOME ADDRESS	HOME PHONE	BUSINESS PHONE
				UNK

NARRATIVE: Ofc. _____ and R/O received a call by radio to return to the station with reference to the prisoner from RLB. Upon arrival, Ofc's _____ and _____ were talking to _____ through the cell and _____ was holding a knife that he had concealed on his person against his wrist. _____ was demanding to know the where-abouts of his son and wanted to make phone call's to arrange bond. Ofc. _____ and _____ talked the knife away from the subject, released from the cell, and allowed to make phone call's. RLB returned and placed the subject into thier custody, and returned to RLBPD.

SUPERVISOR

COMPLAINT REPORT

DATE June 17, 1988

88-04864

0113

Computer Problem Ref.#88-4848

COMPLAINT NO.

TIME RECEIVED

FIELD FORM

COMPLAINT

Champley/Desk

Radio

COMPLAINANT NAME AND ADDRESS

LOCATION

NARRATIVE

dc

OFFICERS ASSIGNED

DISPATCHER

CC

IUCR

88-04865

0120

MISC / Gliniewicz

RB#305

Prisoner

COMPLAINT NO.

TIME RECEIVED

FIELD FORM

COMPLAINT

Champley/Desk

Fox Lake Police Dept./Cell 2L

COMPLAINANT NAME AND ADDRESS

LOCATION

NARRATIVE

At the above mentioned time, complaintant heard the prisoner in cell 2L being very disorderly and screaming that he had a knife. I went to check it out, and at first I did not see a knife. At this point 256 was called in to talk to the subject. When the R/O spoke to the subject, he presented a knife and threatened to slit his wrists. R/O called for units to respond. Rescue was also requested to stand-by. Round Lake Beach was notified and sent the original arresting officer. Subject was turned over to Round Lake Beach PD.

257/Gliniewicz,

OFFICERS ASSIGNED

2/FLRS dc

DISPATCHER

GC

IUCR

88-04866

0210

Suspicious Vehicle

COMPLAINT NO.

TIME RECEIVED

FIELD FORM

COMPLAINT

Lake County Sheriff #605

COMPLAINANT NAME AND ADDRESS

LOCATION

NARRATIVE

NOTE:

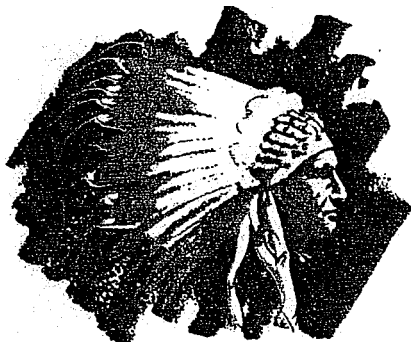
dc

OFFICERS ASSIGNED

DISPATCHER

CC

IUCR



VILLAGE OF FOX LAKE
DEPARTMENT of POLICE

301 S. ROUTE 59 • FOX LAKE, ILLINOIS 60020 • 312/ 587-3100

Joseph L. Semasko
Chief of Police

William C. Dam
Mayor

June 17, 1988

TO: Officer Charles Gliniewicz
RE: Neglect of Duty regarding 88-4865

On June 17th, 1988 you received a prisoner from the Round Lake Beach Police Department to be lodged in our lock up facility. After receiving this prisoner you failed to follow proper police procedures by not conducting a search of the prisoner before placing him in a jail cell.

Because of your failure to conduct this search the prisoner produced a knife while in the jail cell and threatened to do bodily harm to himself.

This letter is to be considered a written reprimand and a copy will be placed into your personnel file.

✓ Joseph L. Semasko
Chief of Police

JLS/cmt
cc: file

a growing community in the heart of the chain of lakes

Village of Fox Lake

POLICE DEPARTMENT

DEPARTMENTAL CORRESPONDENCE

FROM Ofc. Gliniewicz #314

Date June 17, 1988

TO Chief Semasko

SUBJECT Prisoner-Brown Larry R.

R/O picked up this prisoner from Round Lake Beach P.D. at Roundlake Hieghts P.D. The subject was placed into #257 from the RLB squad with the subject in hand iron's and leg iron's. R/O transported the subject to FLPD and placed him in cell #2L to await RLB who is to return at 6:00 AM to release the subject. R/O did not conduct a pat down on the subject as he had allready been processed at RLBPd.

(Charles *AG* Gliniewicz #314

LT Nagel
Sgt Busch

Village of Fox Lake

POLICE DEPARTMENT

DEPARTMENTAL CORRESPONDENCE

FROM Det/Sgt James P. Busch
TO Lt. Ronald C. Nagel
SUBJECT Officer Joseph Gliniewicz

Date August 2, 1988, 19

On today's date at 9:39 P.M. the dispatcher received a phone call from a male person claiming to be Officer Gliniewicz's roommate and he stated that Joe called him and told him to call the station and advise us that he would not be in to work this evening as he was still in Euclair, Wisc.

After being advised of this I called back the roommate and told him to give me the number that Joe was at and he stated that he did not have it but would look for it and call back. He never did.

This left only one person on the work schedule for the midnight shift. It was covered as usual by having one person work over and one come in early.

Due to not only this instance but the ones in the past I feel that Officer Gliniewicz should receive more than a written reprimand, he should be suspended from duty, without pay, for a period of time.

Village of Fox Lake

POLICE DEPARTMENT

DEPARTMENTAL CORRESPONDENCE

FROM Ofc Bliniewicz #314

Date Aug 3, 1988

TO Sgt Busch

SUBJECT Sick-Dog

On Aug 2, 1988, I had called my roommate from the [redacted] (located off of Rollins Rd) and asked him to call me in sick. I advised him that if they (Department) inquired where I was at, to tell them I was at my [redacted] house in Wisconsin, as she has no telephone. I had him call instead of myself because

Village of Fox Lake

POLICE DEPARTMENT

DEPARTMENTAL CORRESPONDENCE

FROM

TO

SUBJECT

Date

Aug 3 19 88

After finishing my vollyball game, I allowed

my teamate's to talk me into having a beer and a

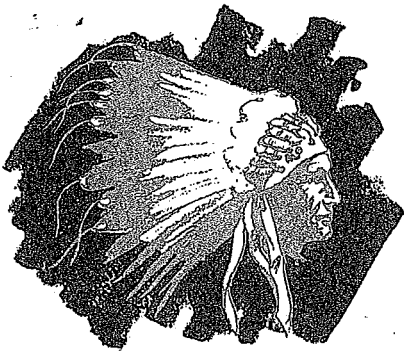
shot. Because I havn't been drinking, I felt the

affects of the alcohol almost immediatly. I stayed at

that place untill the affects of the alcohol wore off and

I went home.

314



VILLAGE OF FOX LAKE
DEPARTMENT of POLICE

301 S. ROUTE 59 • FOX LAKE, ILLINOIS 60020 • 312/ 587-3100

Joseph L. Semasko
Chief of Police

William C. Dam
Mayor

August 4, 1988

REF.: Pltm. Joseph Gliniewicz

On August 3, 1988 Pltm. Joseph Gliniewicz failed to report for duty for his scheduled shift. A call was received from Officer Gliniewicz's room mate who told the dispatcher and Sgt. that Officer Gliniewicz had gone to his house in EuClair, Wisc and was unable to return. Sgt. asked for a phone number in EuClair but was told there was no phone.

When Pltm. Gliniewicz reported for duty on August 4, 1988 he was asked by Sgt. why he did not report for duty on August 3, 1988.

Pltm. Gliniewicz stated that he was at a bar and restaurant, a couple of team mates of his, he was playing Volleyball, talked him into having a couple of drinks. One drink led to another and he did not come to work.

At 8:00AM this date I talked to Officer Gliniewicz reference this matter. He related the same story he told Sgt. He also added that he knows he has a drink problem and he was doing good but he could not handle that first drink.

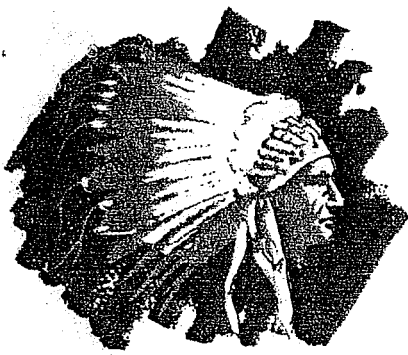
On May 11, 1988 he was reminded about an incidence where he was drinking and past out in his truck. He was taken home and the next morning he did not remember what happened to his truck. He reported it stolen to the Lake County Sheriff. No direct disciplinary was taken by this department at that time .

a growing community in the heart of the chain of lakes

August 4, 1988

Officer Gliniewicz was told that I would review this matter and decide on what disciplinary action will be taken.

SEARCHED
SERIALIZED
INDEXED
FILED



VILLAGE OF FOX LAKE
DEPARTMENT of POLICE

301 S. ROUTE 59 • FOX LAKE, ILLINOIS 60020 • 312/ 587-3100

Joseph L. Semasko
Chief of Police

William C. Dam
Mayor

August 10, 1988

TO: Patrolman Charles Gliniewicz

FROM: Joseph Semasko, Chief of Police

RE: Violation of Fox Lake Police Departments Rules and Regulations

On August 03, 1988 you failed to report for duty on your assigned shift. This is in violation of Section 12.10 and Section 19.54 (c) 3 of the Fox Lake Police Departments Rules and Regulations.

This is to inform you that you are to receive two (2) days suspension for violating the above sections of the rules and regulations. Since you were "absent without leave", on August 03, 1988 and were paid for that day, eight (8) hours pay will be deducted from your next paycheck.

al.

You will notified of the dates of your suspension by August 19, 1988.

Joseph L. Semasko
Chief of Police

JLS/wrs

a growing community in the heart of the chain of lakes

Village of Fox Lake

POLICE DEPARTMENT

DEPARTMENTAL CORRESPONDENCE

FROM Chief Semasko

Date August 31, 19 88

TO Officer Charles Gliniewicz

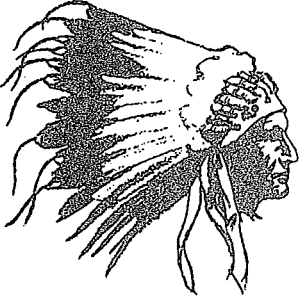
SUBJECT Dates of Suspension

You will serve your suspension on the following dates;

September 7th, 1988

September 14th, 1988

If you have any questions let me know.



DEPARTMENT OF POLICE

VILLAGE OF FOX LAKE

301 SOUTH ROUTE 59 • FOX LAKE, ILLINOIS 60020 • 587-3100

Ronald C. Nagel Sr.
Chief of Police

Lt. James P. Busch Sr.
Operations Commander

July 9, 1991

To: Officer Charles Gliniewicz
From: Lt. James P. Busch Sr.
Subject: Deficiency in Traffic Enforcement


During the month of June, 1991 you issued only seven traffic citations. Taking into account that you only worked nine days this amounted to only .78% per day. 80% of the departmental average for the month was 1.24%

During the entire year of 1990 you placed second from last in your traffic enforcement.

You are to immediately see that this problem is rectified and does not happen again. This letter will remain a permanent part of your file.

Received

07/10/1991 8:10 AM
Date / Time


Lt. James P. Busch Sr.
Operations Commander

TO SERVE AND PROTECT

Jim

A Subsidiary of

Sector Headquarters:

August 12, 1992

Mayor Frank Meier
Village of Fox Lake
30 South Route 59
Village of Fox Lake, Ill. 60020

053873
053874
Gliniewicz

Dear Mr. Mayor:

On 9 August 1992 I had the bad luck to drive through your Village. I was in the area for a company outing and for a series of site inspections related to a potential business expansion of one of my distribution centers. Enroute to the airport I entered Fox Lake just before 5:30 AM as the sun was just rising on a Sunday morning. As there were no cars on the road and as I was going on to catch an airplane, I may have come into your Village slightly faster then the exact posted speed. A few minutes later as I was leaving the Village, I saw car lights moving behind me at an incredible and dangerous speed. As I was exiting the Village while accelerating to the 50 MPH speed, I had to quickly change lanes to give way to the fast moving car. It turned out to be your officer Charles Gliniewicz who then pulled me aside.

I waited for him in my car and explained to him I was enroute to O'Hare airport to catch a plane to make my parents 50th Wedding Aniversary in I apologized if I wasn't watching my speed closely and asked if since the road was clear and dry if I could go on. I always address police officers as sir and he will attest that my tone was polite and words well chosen. He asked me for my license. I waited 22 minutes before he returned to my car window. He then presented me with two speeding tickets and a grin. I told him I thought this was excessive and a form of double indemnity. How many citations can you get for same violation on a road at 5:30 AM on a Sunday morning? I also told him and later confirmed by phone to the police station that his delays and lack of leniency caused me to miss my 6:45 AM flight and therefore my parents renewing their wedding vows at the altar on their 50th wedding anniversary. He had no need to delay this long or to add the second violation. When Officer Gliniewicz checked my license he found that I have no points and infact have only one driving violation in 24 years. I am not a speeder.

I am a _____ and about to decide whether to expand operations in Chicago's western suburbs. We are working with your State and County Development Officials presently. It is important to me that local officials in areas we are to make significant investments are fair and reasonable. I am asking for your intervention and help. I have already

suffered by missing something I can never witness again. Infact, my whole family suffered from my absence. I have a clean driving record and hate to have it damaged by this situation. Enclosed are the signed tickets pleading not guilty. As I will be in , on the trial date I would request if you cannot intercede that this letter be entered as my defense or the trial date delayed when I can return in late September. I am definetly not guilty of the second citation and question real guilt on the first as well. The officer even admitted he did not get a reading on his radar to justify the second ticket but estimated based on his own break-neck speed. His police light's were only turned on as he arrived at my rear bumper.

Sincerely, /

/
: Executive



DEPARTMENT OF POLICE

VILLAGE OF FOX LAKE

301 SOUTH ROUTE 59 • FOX LAKE, ILLINOIS 60020 • 587-3100

Ronald C. Nagel Sr.
Chief of Police

Lt. James P. Busch Sr.
Operations Commander

October 28, 1992

From: Ofc Charles Gliniewicz

To: Lt James Busch and Mayor Meier

Re: Citation #053873/4

With regard to the above mentioned citation(s), and the letter you allowed me to read; my only response is that when a vehicle is traveling at 52 mph in a 35 mph zone, you and the citizens of Fox Lake would expect me to address that infraction of the law, and take the appropriate measures set forth by policy. When an officer pulls behind a vehicle to effect a traffic stop, and it is noticed that the calibrated speedometer is registering a speed 22 mph in excess of the speed zone the vehicle just entered (from a lower speed zone); it would be expected that the officer follow the vehicle for the 500ft pace limit set forth by Supreme Court findings and rulings to determine if it was merely an oversight in speed adjustment, or a wanton disregard for the posted speed limit. Being that the vehicle continued at that rate of speed, one could only assume that the latter of the two was correct, and the traffic stop was effected.

In conversation with the driver ..., he admitted to traveling over the speed limit and continually reiterated that he was late for the airport. It is no fault of mine, the police department's, or the village itself that Mr. neglected to allot the appropriate amount of time needed to travel to the airport from his point of origin.

In closing, I can only add that we as members of the police department are responsible for law enforcement within the village; that, which we do to the best of our ability. One of the duties falling under law enforcement, is the enforcement of traffic regulations.

Respectfully,

-Charles J. Gliniewicz
Patrolman

TO SERVE AND PROTECT



DEPARTMENT OF POLICE

VILLAGE OF FOX LAKE

301 SOUTH ROUTE 59 · FOX LAKE, ILLINOIS 60020 · 587-3100

James P. Busch Sr.
Chief of Police

Lt. Edward Gerretsen
Investigations Commander

October 5, 1993

TO: Ofc. Joseph Gliniewicz
FROM: Lt. Edward Gerretsen
SUBJECT: Internal investigation

Having thoroughly investigated the matter of your improper use of the computer system, it has been determined that no disciplinary action will be taken. The conclusion not to take any action is based partially on your excellent job performance the past several months. However, I must warn you that any further transgressions concerning the use of the computer system will be dealt with severely.

Respectfully;

Et.

Lt. Edward Gerretsen Jr.
Investigations Commander

rec'd 10-8-93 11:5 AM

cc: Chief Busch, file

TO SERVE AND PROTECT

DEPARTMENT OF POLICE

VILLAGE OF FOX LAKE

301 SOUTH ROUTE 59 • FOX LAKE, ILLINOIS 60020 • 847-587-3100

Edward Gerretsen Jr.
Chief of Police

Lt. Richard Becmer
Operations Commander

TO: Officer Charles J. Gliniewicz

FROM: Chief Edward Gerretsen

DATE: March 29, 1999

SUBJECT: Being Late for Work

I have been recently notified of your reporting late for work. According to our records, this is the fourth time you have been late for work. This correspondence will serve as a written reprimand and be placed in your personnel file.

Please note, the fifth time you are late, you will be suspended for one (1) day without pay.

Dates Late: 09/16/98
 09/17/98
 12/11/98
 03/28/99

Chief Edward Gerretsen Jr.

CC: Personnel File

dfp

DEPARTMENT OF POLICE

VILLAGE OF FOX LAKE

301 SOUTH ROUTE 59 • FOX LAKE, ILLINOIS 60020 • 847-587-3100

Edward Gerretsen Jr.
Chief of Police

Lt. Richard Becmer
Operations Commander

TO: Officer Charles Gliniewicz

FROM: Chief Edward Gerretsen

DATE: May 18, 1999

SUBJECT: Suspension Notice

This letter serves as notice that you have received 1 day suspension, without pay, for your failure to follow the policies and Rules & Regulations, of this Police Department.

Your negligence resulted in damage to Village property in violation of Section 19.54(12) of the Fox Lake Police Department's Rules & Regulations.

Your suspension day will be 05/27/99.

Chief Edward Gerretsen Jr.

CC: Personnel File

DEPARTMENT OF POLICE

VILLAGE OF FOX LAKE

301 SOUTH ROUTE 59 • FOX LAKE, ILLINOIS 60020 • 847-587-3100

Edward Gerretsen Jr.
Chief of Police

Lt. Richard Becmer
Operations Commander

TO: Officer Charles J. Gliniewicz

FROM: Chief Edward Gerretsen

DATE: June 16, 1999

SUBJECT: Being Late for Work

I have been recently notified of your reporting late for work. According to our records, this is the fifth time you have been late for work. This correspondence will serve as notice that you are hereby suspended for 1 day without pay on 06/25/99.

Any subsequent violations will result in additional one day suspensions being issued.

Dates Late: 09/16/98
 09/17/98
 12/11/98
 03/28/99
 06/01/99


Chief Edward Gerretsen Jr.

CC: Personnel File

DEPARTMENT OF POLICE

VILLAGE OF FOX LAKE

301 SOUTH ROUTE 59 • FOX LAKE, ILLINOIS 60020 • 847-587-3100

Edward Gerretsen Jr.
Chief of Police

Lt. Richard Becmer
Operations Commander

TO: Sergeant Charles J. Gliniewicz

FROM: Chief Edward Gerretsen

DATE: January 29, 2001

SUBJECT: Being Late for Work

I have been recently notified of your reporting late for work. According to our records, this is the third time you have been late for work. You are hereby verbally warned and a copy of this notice will be placed in your personnel file.

Please note, the fourth time you are late, you will be given a letter of written reprimand.

Dates Late: 12/22/00
01/14/01
01/21/01

Chief Edward Gerretsen Jr.

CC: Personnel File

dfp

DEPARTMENT OF POLICE

VILLAGE OF FOX LAKE

301 SOUTH ROUTE 59 ! FOX LAKE, ILLINOIS 60020 ! 847-587-3100

Edward Gerretsen Jr.
Chief of Police

Lt. Richard Becmer
Operations Commander

TO: Sergeant Charles J. Gliniewicz

FROM: Chief Edward Gerretsen


DATE: June 4, 2001

SUBJECT: Being Late for Work

I have been recently notified of your reporting late for work. According to our records, this is the fourth time you have been late for work. This correspondence will serve as a written reprimand and be placed in your personnel file.

Please note, the fifth time you are late, you will be suspended for one (1) day without pay.

Dates Late: 12/22/00
01/14/01
01/21/01
05/29/01



Chief Edward Gerretsen Jr.

CC: Personnel File

DEPARTMENT OF POLICE

VILLAGE OF FOX LAKE

301 SOUTH ROUTE 59 • FOX LAKE, ILLINOIS 60020 • 847-587-3100

Edward Gerretsen Jr.
Chief of Police

Lt. Richard Becmer
Operations Commander

TO: Commander Charles Gliniewicz

FROM: Chief Edward Gerretsen Jr.

DATE: May 5, 2002

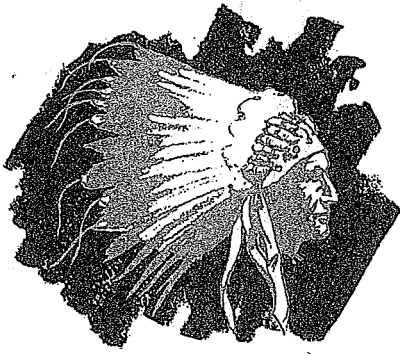
SUBJECT: Position of Commander of Support Services

This is to inform you that in light of the recent course of events concerning you and the problems in the Communications Division, the position of Commander of Support Services is being eliminated. This will be effective May 16th, 2003. As of this date you will assume your commissioned position of Sergeant.

In addition I would like to add , should events such as these occur in the future , disciplinary action may be taken. Should you have any questions or concerns related to this matter, please feel free to contact me.

Respectfully;
AK

Edward Gerretsen Jr.
Chief of Police



VILLAGE OF FOX LAKE
DEPARTMENT of POLICE

301 S. ROUTE 59 • FOX LAKE, ILLINOIS 60020 • 312/ 587-3100

Joseph L. Semasko
Chief of Police

William C. Dam
Mayor

May 11, 1988


To: Lt. Ronald C. Nagel
From: Det/Sgt James P. Busch
Subject: Officer Joseph Gliniewicz

On May 11, 1988 at approximately 1:20 A.M. I recieved a radio call to meet with a Lake County Sheriff Deputy on Route #59 North of Grand Avenue. Upon my arrival there I found two marked Lake County units, and on the East shoulder of the road was the pick up truck belonging to Officer Gliniewicz.

One of the Deputy's advised me that he had found the truck in this location with Gliniewicz passed out in the drivers seat, with the engine running full throttle with his foot on the gas. The Deputy turned off the ignition and took the keys. He then attempted to wake Gliniewicz and was unable to do so, and then called for me. This Deputy told me that this was not the first time that something like this has happened.

I was finally able to wake Gliniewicz and advised him that his truck was being towed to _____ because the engine had begun to leak out all it's oil from the over-reving. He said O.K. The Deputy called for _____ to tow it in and We put Gliniewicz in the rear of my car and I took him home. At his house I advised him to call me this afternoon.

Upon arrival at work today I found a notice on the roll call board where Gliniewicz had reported his truck as stolen. I immediately called LCSO and advised them to cancell the stolen message and then spoke to Det. _____ and advised him of the situation. He stated that he will try to handel it at their end. I called Gliniewicz at home and got his recorder that stated that he was out looking for his truck. I left a message to be in my office as soon as he heard the recording.


Det/Sgt James P. Busch


a growing community in the heart of the chain of lakes


May 11, 1988

At 8:07 PM Officer Gliniewicz came to the police station and he and I had a long talk in my office. No One else was present or privy to the conversation.

He stated that he had been awake all day and had gone to _____ and played volley ball for several hours. He then went inside and along with several other persons, consumed approximately six beers and several shots.

He further stated that he left and that was the last thing that he can remember except waking in the morning and finding his truck gone. He states that his roommates girlfriend left his house at 4:00 AM and when he talked to her she said that his truck was there at that time and that this is why he reported it stolen to the Lake County Sheriff.

Respectfully, 

 Det/Sgt James P. Busch

Chief Gerretsen
03272003
Correspondence From
Cmdr. Gliniewicz
RE: Duty In-Effectiveness

Chief,

The reason for this correspondence is to address issues concerning my responsibilities and duties. I have great concerns that the below listed topics prevent me from effectively doing my job; or succeeding in my current duty title.

1. *Direct and supervise all civilian personnel assigned to the communications and records division, and others directed by the Chief of Police.*

Working the midnight shift presents an obstacle when dealing with complaints from the public, patrol, or communications personnel. The majority of complaints stem from telephone etiquette, or radio etiquette. Both of which cannot be addressed unless I have the opportunity to hear the telephone/radio conversations. As we know, the only person's currently having the capability to pull up those conversations is the 2-part time personnel working in records. Both of who either don't start till 0900, or work from home. If the complaint occurs on a weekend, we have to wait till Monday to address it, when it could be quickly and efficiently be resolved with immediate access.

Supervising the above personnel cannot be accomplished, when I don't work the same shift they do. I have to base decisions on their work performance and day-to-day operations on other's input (complaints). With regards to records personnel and secretaries, they circumvent the chain of command on a daily basis, and are allowed to do so. Again that is the result of not being there when they are working, and the fact that they go straight to you with complaints/suggestions, which should not be allowed.

Additionally decisions are being made without my input or knowledge, such that, when they are questioned as to what they are doing, their answers always seem to be, "The Chief told me I could do it", or, "The chief told me I could come in at this time, or leave at this time". There are also directives being posted in Radio, for radio personnel without any of my prior knowledge. All of which bear your signature. I don't even get a copy of it. I will go into radio and ask why they are doing something the way that they are doing it, and they'll point to a directive generated by your office. These are things that I would need to know about, if I am to supervise them effectively.

This only addresses issues concerning the civilian personnel. I am also in charge of 4-6 other persons on my shift, with the most senior person only having 3 yrs of experience. That in mind, it doesn't provide me with great latitude for spending a great deal of time in the station researching the other responsibilities.

2. Keeps the Deputy Chief informed of the conditions and developments and/or pertinent information vital to the objectives of the Support Services Division.

This does not present any particular problems, other than having to stay after my shift to keep the Deputy Chief apprised of SSD concerns.

3. The Commander of Support Services will serve on the 911 Board with the Chief of Police.

This is an interesting position, since there really is nothing in writing that states what we are suppose to do. In this capacity, I do what I am tasked to do, and I believe I do it effectively, efficiently, and with great vigor. The only problem I have seen in this position is the division between the Police/Fire departments, with direct correlation to each other's agenda. Being that I am a subordinate of yours, this prevents me from using critical thinking skill's when it comes to item's presented by you, as our rules and regulations prevent me from speaking out against any of your suggestions.

4. Provide for training of those assigned to him/her.

To my knowledge, everyone has been trained up on their current jobs. I have attempted to ensure that records/secretaries cross train each other in their respective duties; however, this has met with great resistance from all concerned. My personal assessment of this is that those personnel show no interest in the other's job, and are complacent with only knowing their specific duties.

5. Assist in developing policies and procedures for the operation of support services.

Again, working the shift that I work, I am bound by putting everything in writing and awaiting approval; or stay after work, to address issues of concern directly with you. There have been numerous times we have addressed issues concerning either Radio or Records, in excess of 2 hrs after I'm off the time clock; yet they were addressed immediately without putting in for the time.

6. Perform inspections and evaluates all equipment and personnel assigned to him/her.

Inspection of personnel is not an issue here. Everyone wear's some type of uniform with the exception of the Part-Time personnel.

Equipment presents some interesting obstacles. I have been familiar with the dispatch equipment for some time now. There are constant problems with the computers in dispatch. The biggest problem is the computers freezing up when dispatch uses Alecs and Leads 2000. Ms' has addressed this problem, to no avail. I am at my wits end when it comes to this problem, other than there are software conflicts that just don't seem to be resolved. Radicom has yet to provide their evaluation of our equipment that has been asked for numerous times. I believe their concern is they do not want the document to reflect badly on their service and support.

The Alecs/Alerts system has constant lock-up problems and access problems; however, I cannot address these issues, as the 2 persons responsible as being the "Alerts Managers" are a part time employee who has stated she really isn't

familiar with it, and an officer who has been on an extended workman's compensation leave. This is an issue I would think that if I were responsible for, that I would be an additional manager.

The Racal recorder has presented numerous problems' that can only be addressed by a part-time employee, Monday thru Friday. As previously stated, I would think that if I'm responsible for it, I would at least have access to it to run diagnostic test's to determine the problems source.

It is my hope that if and when we go to a cad system, and the new dispatch center is in place that at least the software problems will be fixed. Most cad systems have an integrated Alecs/Leads/Recording/Records management software packages. This would be a welcome addition, as it will prevent us from using 5 different software programs, as we do now.

7. Perform any other duties as directed by the Chief of Police.

Some of the additional duties as the relate to the dispatch/records divisions have been worked out. I spent a great deal of time researching all the FCC information, and have now set up the "On-Line" renewal system.

Under the *Chain of Command Assignment/Duties/Responsibilities* matrix, I am also responsible for Range Maintenance. To present, I have been completely left out of the loop with the Range. Construction has taken place, Maintenance has taken place, and personnel have been assigned to it, without any of my knowledge. A workbench has been installed, and now the weapons are about to be removed by an officer whom I didn't even know was given un-restricted access to the range, and it's equipment.

In conclusion, I feel that I have taken great measures that are unique to the Support Services Division. I have spent a great deal of time educating myself on how 911 systems work, how Wireless 911 systems work and the phase implementations. I had to familiarize myself with FCC regulations, and records statutes, all of which has had to be done on other than work time. Most of the time the Internet is down during my shift. Ms [redacted] has recently fixed that problem, so I'll be able to at least keep up to date and current. I have spent a great deal of time researching and learning different computer systems and programs. I am the only commander that actually falls under the other 2 commanders in one capacity or another, and yet am in charge of 13 persons; where the Patrol commander is in charge of 26 sworn, and the Investigations commander is in charge of 1 sworn. I feel that I have executed my duties well, and in the best interests of the Police Department. It just appears at times that I am either purposely left out of command and control situations; as they relate to our civilian personnel, and that I might be set up for failure as a result of being responsible for equipment that I have no control over.

This is a personal correspondence, and I am seeking guidance regarding the mentioned concerns.

Charles J Główniewicz
Commander
Fox Lake Police Department

DEPARTMENT OF POLICE

VILLAGE OF FOX LAKE

301 SOUTH ROUTE 59 ! FOX LAKE, ILLINOIS 60020 ! 847-587-3100

Edward Gerretsen Jr.
Chief of Police

Lt. Richard Becmer
Operations Commander

TO: Commander Charles J. Gliniewicz

FROM: Chief Edward Gerretsen Jr.

DATE: March 28, 2003

SUBJECT: Racial Recording System

I am requesting a written explanation from you explaining why you took it upon yourself to change your authorization level on the Racial Recording System to manager privileges without my proper authorization.

Chief Edward Gerretsen Jr.

DEPARTMENT OF POLICE

VILLAGE OF FOX LAKE

301 SOUTH ROUTE 59 • FOX LAKE, ILLINOIS 60020 • 847-587-3100

Edward Gerretsen Jr.
Chief of Police

Richard Becmer
Deputy Chief

TO: Chief Gerretsen

FROM: Cmdr. Gliniewicz

DATE: 03302003

SUBJECT: Dept. dated March 28, 2003

Chief,

Our conversation on the morning of March 25, 2003 regarding the alarm going off on the Racal since the night before, you asked me why we couldn't shut it off. I advised you that you have to have an administrative password to do so, and that your secretary () was the only one that had one. You then advised me to have () add me to the system, so I could shut these alarms off in the future. Around 0830, I attempted to shut the alarm off, using the procedures that () had showed me (folder marked "Racal-Mirra" in her desk) to no avail. It would not take the password (which was () password). We contacted () via telephone, and she advised of the fail-safe password installed by Word Systems. We were able to get into the system, and silence the alarm. While in it, I verified that () was in there, and added my self. Under the auspices of my duty position, I assumed that I would have a manager's level access. On 03272003, () called me via cell phone, and asked for my password; as, none of the passwords were working. I provided her with mine, which didn't work. I asked her if she used the racal/mirra word system's password, and she advised that it didn't work. I came into the station and made several attempts with variants of my password to get in. I also attempted using the word systems password after verifying with () what it was (). That didn't work either. After pulling the Racal program up several times, I noticed that the word () was spelled with 2 r's. I asked () how she was

spelling for the word system's password, and she advised I utilized the password with 2 r's, and it worked. It was turned over to and I asked her if she could contact Word Systems and find out why it didn't take any of the passwords that were input. She advised it was no problem, and that she would take care of it. I checked with her roughly 20 minutes later, and she advised that everything was fine, and that the Chief didn't want me to have access. I then left the Station.

Since that date, I provided you with a personal correspondence requesting a meeting to verify my duties and responsibilities.

Charles J Gliniewicz //

TO : Comdr. Charles J. Gliniewicz

April 10, 2003

From: Chief Edward Gerretsen, Jr.

SUBJECT : Your Concerns

I am in receipt of your correspondences of March 27th and March 28th, 2003 . I have reviewed them and I have met with the administrative staff, concerning these issues as well as other issues that have surfaced over the past few weeks. Our decision as to what we will do concerning these issues will result in whether or not you will continue in your position as Commander of Support Services, as this position may be eliminated entirely. This process will take several weeks to evaluate. I appreciate your patience in this matter.

Respectfully;

Edward Gerretsen, Jr.
Chief of Police

Today's Date: April 14, 2003

To: Deputy Chief Becmer / Fox Lake Police
From: Dispatcher Fox Lake Police
Cc: Chief Gerretsen / Fox Lake Police

Per your request, I am submitting to you in writing the events that led to the conversation that took place between Commander Gliniewicz and me during a shift we worked together (possibly March 24, 2003).

During that shift, I became upset over a comment that Commander Gliniewicz made to me regarding putting "bullets in my chest". I cannot recall his comment verbatim. He made the comment to me because I was acting silly and sarcastic about making the point to him that his office is "his room" and the Radio Room is "my room".

Before I state here the conversation that took place between the two of us, I think it's important and very relevant to understand the following four points:

1. Norcomm was not honoring a verbal agreement made with me regarding my salary (a verbal offer made to me at the time of my offer of employment by my supervisor through _____ I sometimes vented to Commander Gliniewicz my frustration over that agreement not being honored. I also had discussed with him my dissatisfaction over the lack of a salary increase schedule for the Dispatchers. He always patiently listened to my grievances regarding the above, but he explained that he had no "say" in the matter. I found it frustrating that the Commander of Radio Room Operations was powerless in this regard. He explained that he was not in charge of Radio Room "Staff", but of "Operations". I understood this, but it didn't alleviate my frustration over his being powerless to help me in this matter.
2. I was anxious over the impending termination date of the contractual agreement between Fox Lake and Norcomm and what that meant to my employment, how that would affect me personally. Furthermore, I was frustrated that no one, including the Commander of Radio Room Operations, was able to provide me with information regarding the contract. Whenever I approached the subject with Commander Gliniewicz, he always stated that he didn't know what was going on with the contract.
3. I was upset because I felt that the salary compensation for all of us (the dispatchers) was not relevant to the dispatcher's experience or skill level.
4. I feel that I have an open line of communication with Commander Gliniewicz.

The morning in question (again, I think it was March 24th), I was talking on the phone to a dispatcher from Antioch (I *think* we were joking around about how Grayslake talks too much on the radio). Commander Gliniewicz entered the Radio Room and standing behind me, the first words out of his mouth were, "Who are you talking to on the phone?" The way he posed the question and his demeanor felt more like a demand than an inquiry and I immediately became defensive and responded "none of your business". He then looked at the number display on the telephone, saw that it was the phone number for Antioch Police Department, commented on that and asked me, "What are you talking about?" Again, the way he posed the question felt more like a demand and I felt as though he was trying to intimidate me (regardless of whether or not that was his intention). I again responded that what I was discussing was also none of his business.

I wasn't "testing" his authority or "seeing how far I could push him". I was just at such a high level of frustration over my job (points 1-3 above) and because I have always been able to be honest with him, I felt that I could tell him how I truly felt.

I was only having a brief, innocent conversation with a fellow dispatcher; I didn't understand why Commander Gliniewicz was so demanding in his queries; I didn't feel that I was doing anything wrong. I hadn't missed any radio traffic (there was none) or mdt traffic, and I do not abuse phone privileges.

My response, "that's none of your business", is not typical of my personality; I consider myself to be a respectful person and I know that Commander Gliniewicz knows this. I am sure that he was just as surprised as I was at my responses to his queries.

I ended my conversation with Antioch and I asked Commander Gliniewicz if he would leave the radio room, that it was "*my room*". I think I asked twice before he obliged. I am sure that he didn't know what to make of my behavior, which was out of character for me.

After Commander Gliniewicz left the Radio Room, I asked him if he knew the whereabouts of the blotter board. When he told me it was in his office, I respectfully asked him if I could go into his office and retrieve it; he very politely replied that I could. As I stepped out of his office (blotter board in hand), I saw that he was standing outside of the Radio Room facing me. I was standing outside his office and I jokingly began to illustrate the difference between being "inside a room" and "outside a room" by jumping back and forth sideways over the threshold to his office.

I then stopped acting so silly and I was smiling as I approached him (he was still standing just outside of the Radio Room). As I neared him he made the comment to me, the comment that is the reason for this writing. He said something to the effect that I needed to stop this behavior or if I continue my behavior... "...faster than I could put three rounds of bullets in your chest" or "...in three seconds I'm about to put a round of bullets in your chest."

I cannot recall his comment verbatim, I cannot at all recall the first part of his comment; only that the second part of his comment was one of the above two statements. I also don't recall my direct reply to his statement. However, his next response was, "...not if they don't find the body, and there are a lot of lakes around here." I had responded, "You can't kill me. My spirit would *haunt* you." He laughed and said that he wouldn't be afraid of my spirit haunting him. I replied, "I wouldn't try to *scare* you. You think I talk a lot now? My spirit would *talk* to you constantly and drive you nuts." I pretended I was pulling out the hair on my head to demonstrate how he would react to such an event. From the way he then laughed, I realized that his aforementioned comments about bullets in my chest and my body in a lake were said only in jest. Although I knew he was joking, I became very upset because of the nature of the comment.

I remained upset about that comment through to the following day. Unfortunately, I vented to a few members of staff in addition to reporting the above to my supervisor. Regardless of how inappropriate Commander Gliniewicz' comment, I should not have mentioned it to anyone other than my supervisor. If I was dissatisfied with how my supervisor handled the situation, at that point, I could then have reported it to the proper Chain of Command. (Incidentally, I was satisfied with how _____ handled my problem.)

It appears that the story behind Commander Gliniewicz' comment to me has become twisted and distorted; becoming a rumor that he has threatened me. Did I feel threatened by his comment? At the time, yes. Do I believe *now* that he was threatening me at the time? No.

I believe that all of the points I made above illustrate a "culmination of frustration" resulting in why I felt threatened at the time Commander Gliniewicz made that comment to me.

Again, do I feel threatened now?

No, I know that Commander Gliniewicz was only joking with me at the time and that he would never harm me.

Do I feel that even as a joke, his comment was appropriate? No, I don't think law enforcement officials should joke about misusing firearms.

Do I think I was acting immature and being disrespectful? Yes, I was acting immature and disrespectful. Regardless of my reasons for feeling frustrated, my behavior was inappropriate. I *did* apologize to Commander for my behavior. I apologize to the department and to you, Chief Gerretsen and Deputy Chief Becmer, for my moronic behavior that day.

Do I believe my behavior (however moronic) warranted his comment? No, but he probably gave me more credit than I deserved at the time and thought that I would realize he was only joking.

I realize that this writing is lengthy, but I wanted to include everything that I felt was pertinent.

Thank you.

Respectfully,

Dispatcher

04-14-03

04-19-03

TO: CHIEF GERRETSEN

FROM:

REF: INCIDENT FROM 4-15-03

ON 4-15-03 AT APPROX. 2300, I WAS
AT LOCATION - F.L.P.D. DISPATCH - OBTAINING SCHEDULE FOR UPCOMING
WORK WEEK.

AT THAT TIME, DISPATCHER'S AND
WERE ALSO IN ROOM. AFTER TALKING WITH THEM FOR A FEW
MINUTES, COMM. GLENEWICZ CAME INTO DISPATCH WITH A
SHOT GUN, REMOVING THE RED TAPE FROM BARREL AND YELLOW
Rope. HE THEN RETURNED A FEW MIN. LATER WITH ANOTHER
GUN, AN MP-5 REMOVING RED TAPE & YELLOW ROPE AS THE FIRST
GUN. AT NO TIME WERE THE WEAPONS POINTED AT ANYONE, BUT
DID CONCERN ME AS TO WHY HE HAD TO DEAL WITH THE WEAPONS
IN THE DISPATCH ROOM. ALSO DISPATCHER SEEMED TO
BE HIGHLY AGITATED WITH HIM IN THE ROOM, EVEN BEFORE
THIS INCIDENT.

THE LAST SEVERAL NIGHTS I'VE WORKED, USUALLY WHEN COMM.
GLENEWICZ WAS ON, I COULD SENSE TENSION BETWEEN HIM
& OTHER EMPLOYEES SUCH AS DISPATCH AND OFC'S AS WELL.

WHILE I DO NOT INVOLVE MYSELF IN THE RUMOR MILL
I DO HEAR SITUATIONS THAT CAN BE INTERPRETED AS
MIS CONDUCT.

4/21/03

Today's Date:

April 16, 2003

To:

Chief Gerretsen / Fox Lake Police and Deputy Chief Becmer / Fox Lake Police

From:

Dispatcher

CC:

Supervisor of Dispatch

Some time between 11:00 pm last night and 1:00 am this morning, Commander Gliniewicz returned to the Fox Lake Police Station from the class he was attending. I was in the Radio Room with co-worker/dispatcher and Commander entered the radio room to greet us.

He exited the Radio Room and when he returned, he had in his hands a large firearm. He had a conversation with _____ while he stood a few feet in back of me and to my left (I was sitting in the Primary Dispatch Seat, in the Secondary Seat). As he conversed with _____ he was holding the gun upright and doing something with the gun, I don't know what...but I would guess it would be called "cocking the gun"...but I'm not really sure that's the right term for what he was doing, but I can imitate the action. I turned my back to him because I was very uncomfortable with the situation considering the recent event concerning his comment about "...bullets in my chest."

In any case, I'm sitting in my seat, I see what's in his hands, and he's doing whatever he's doing...I thought, "What is THIS all about?" I felt *very* uncomfortable and thought maybe he was trying to intimidate me.

There is absolutely no reason why anyone should be doing anything with a gun in the Radio Room. Whatever he was doing should have been done right outside the Gun Locker or on the Range downstairs. Regardless of the reason for his actions, what if the firearm had accidentally fired?

What a find *extremely* disconcerting is that since I've started working there, since October 1991, no one, including Commander, has ever done that...cocked a gun in the Radio Room. Why does he do this after his recent comment about putting "...bullets in my chest"?

Officers come into the Radio Room to pick up paperwork that they need for arrests, fine, no problem. They *usually* have their gun on their person, fine, I have no problem with that. If I *did* have a problem with that, I shouldn't be working in a Police Station.

My problem is that I don't appreciate someone cocking a gun or whatever he was doing, making clicking sounds with it, while that someone is standing three feet in back of me; especially when that someone just recently joked about putting bullets in my chest, or now, was he joking when he said that?

The more I think about this whole incident, the angrier I feel about what he did and the more upset I feel. I don't want to even run into the man...how am I supposed to work with him now? And I don't feel a shift-change for me (or him) is the answer. I don't want to even step foot inside the Station because of all of this and that upsets me greatly because I liked working there. So, now I have to go and find a new job immediately? That's not fair to me.

And if he didn't work there, and I did, that doesn't solve my problem...I don't even want to step foot inside the Station because of this.

I really don't know how to conclude this letter other than to say I'm very upset about this...and I'm sorry to throw this in your lap. I was actually afraid (and still am) to have said anything about this to either of you.

Sincerely,

DEPARTMENT OF POLICE

VILLAGE OF FOX LAKE

301 SOUTH ROUTE 59 • FOX LAKE, ILLINOIS 60020 • 847-587-3100

Edward Gerretsen Jr.
Chief of Police

Lt. Richard Becmer
Operations Commander

TO: Chief Gerrettsen

FROM: —

DATE: April 17, 2003

SUBJECT: Racial disks

Last week as I was attempting to find dates to record for states attorney's and

Accident involving Sgt. it was discovered that the disks were not in

the order I had left them, and one disk in particular had a date of 3/26/03

listed with start date of 10/19/02. The handwriting was believed to be

Commander Gliniewicz.

DEPARTMENT OF POLICE

VILLAGE OF FOX LAKE

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Edward Gerretsen Jr.
Chief of Police

Lt. Richard Becmer
Operations Commander

TO: Chief Gerretsen

CC: Deputy Chief Becmer, Supervisor

FROM: -----

DATE: 04/17/03

This letter is regarding an incident that happened during the night of 04/16/02. I was informed of [redacted] stating that Commander Gliniewicz had entered the Dispatch Room with a weapon. As far as I can recall, I did see Commander Gliniewicz in the Weapon Closet, but I did not see him take anything out of it. The only weapon that I recall Commander Gliniewicz with was the pistol that was secured to his left thigh, that weapon never left its holster. I had seen Commander Gliniewicz in the closet as I was entering the building thru the back door. [redacted] and [redacted] were in the Dispatch room while I was outside and may have seen something that I had not.

Sincerely,

-X- U

DEPARTMENT OF POLICE

VILLAGE OF FOX LAKE

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Edward Gerretsen Jr.
Chief of Police

Richard Becmer
Deputy Chief

TO: Deputy Chief Becmer

FROM: Cmdr. Gliniewicz

DATE: 04172003

SUBJECT: Incident surrounding 04162003

Sir,

In the early morning of 04162003, upon returning from school, I unloaded #247 into my office. After parking the vehicle I hung the key's up, and propped the door open. I returned to my office, grabbed the Shotgun and the MP-5, returning to the gun locker to put them away. As I was doing so, I noticed they still had the safety tape on the ends, and the yellow twine thru the breaches. I took the MP-5 into the radio room (barrel pointed towards the floor), stepped over the garbage can, removed the tape, locked the bolt to the rear, and removed the twine (the weapons was already clear, it was just locking the bolt to the rear). I returned the gun locker, stored the MP-5, and repeated the process with the shotgun. While doing the shotgun, T/C was seated at the secondary console, and asked what I was doing, as he was observing what I was doing. I advised him of how the weapons are marked and the procedures involved when conducting training with real weapons. He walked over to me to observe the weapon, and while still pointing it in the garbage can; I explained that the weapon is checked by at least 2 individuals to ensure it's not loaded. Then there is an object placed in the breach to physically prevent it from being able to fire (I pointed to the twine), and then the weapon is marked with a colored tape, to indicate it has been checked, and is safe (I pointed to the tape). I told him that what I was doing is removing the tape, and removing the twine to store the weapon in the locker. He asked me where I was going to clear it at, and I advised him they were already cleared, I

was just removing the indicators and obstructions to store them. During this process, T/C _____ was seated in the primary console position, and T/C _____ was seated in the extra chair, by the Trax Computer. At no time did anyone in the room appear alarmed or disturbed; nor, did anyone indicate they were concerned about what occurred. Both weapons were already cleared. No additional functions were performed on the weapons.

-Charles J Gliniewicz
Commander
Fox Lake Police Department

DEPARTMENT OF POLICE

VILLAGE OF FOX LAKE

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Edward Gerretsen Jr.
Chief of Police

Lt. Richard Becmer
Operations Commander

TO: Commander Charles J. Gliniewicz

FROM: Chief Edward Gerretsen

DATE: April 17, 2003

SUBJECT: Racial Recording System

After reviewing your response, dated 03/30/03, I have some conflicting statements that you assumed were made by myself. First of all, at no time did I tell you to have [redacted] add you into the system, so that you would be able to turn the alarm system off, I said to contact [redacted] to find out how we could have the system silenced. Secondly, I spoke with [redacted] regarding this incident, and she said at no time did you ask her about being added into the system for that purpose or just generally being added.

What you did was call [redacted] yourself to get the master password and after you had silenced the recorder, you, without my authorization, added your name to the manager profile, which gives you complete access to the entire recording system, and not just per say, "silencing the alarm".

With complete manager access to the Racial Recording System, comes access to sensitive information.

It is my duty to ensure that this sensitive information remains secure and confidential. I consider this security so important, that even I do not have access. It is only by limiting those persons authorized access to the system, that the Racial Recording System can remain secure. With all of this in mind, I feel that having full access to the Racial Recording System is not necessary for you to perform your Supervisory duties. If you need something played back for supervisor reasons, you will have to submit a request to me in writing (per departmental policy 98-2) requesting such information.

As you know, we are still evaluating the position of Commander of Support Services and whether or not you will continue in this role.

Thank-you for your patience.

Respectfully,


Chief Edward Gerretsen Jr.

DEPARTMENT OF POLICE

VILLAGE OF FOX LAKE

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Edward Gerretsen Jr.
Chief of Police

Richard Becmer
Deputy Chief

TO: Deputy Chief Becmer

FROM: Cmdr. Gliniewicz

DATE: 04182003

SUBJECT: T/C

Sir,

During the Week of 23-29 March, it was brought to your attention by other department personnel, that T/C _____ complained about being threatened by myself. You had stated the elements of the threat involved an allegation of shooting her, and dumping her in the lake. My recollection of this incident is as follows: Some time last Aug/Sep 2002, during an underwater search taking place, I believe in Antioch FD District, _____ asked what that involved. I explained to her that they drop spiked grates into the water and essentially dredge for a body. She asked why anyone would dump a body in the lake, and I explained a little folklore history about this area during the "Capone" years. I explained that it was rumored that mobster's during the 20's and 30's used to take out there hits in this area, because you could dump a body in one lake, and never see it again. It would either get caught in the lotus, reeds, or end up in another lake; sometimes in the Fox River.

Some time after that, _____ was trying to irritate me in a humorous way, and I made a comment that I would double tap her and dump her in the lake if she didn't stop. To my recollection I was in my office doing paperwork, and she was standing in the doorway jumping in and out of the crease of the entrance way, yelling, "I'm in the office, I'm out of the Office, I'm in the Office, I'm out of the office" in succession. After making the comment, we both laughed, and she retorted, "You wouldn't do that I'm your best midnight shift dispatcher, besides, I'm not afraid of you". " I used to be intimidated by you, but since

I've gotten to know, your not that big rough, tough army dude that everyone thinks you are". Again laughing at the comment, she returned to the radio room.

During the first week of April, _____ approached me numerous times to apologize. She stated that someone had taken what she said wrong, and it was getting blown out of proportion. I advised her that if she felt she was being threatened, that she would have to take whatever recourse she had to take. I explained to her that I had no clue what it was that was going on, other than the D.C. had approached me and asked if I ever threatened you by saying I was going to shoot you and throw you in the lake. I told her that the only time I could think of any type of conversation like that was when we were talking about a water rescue in Antioch, back in either Aug or Sep. _____ advised me that the 24th or 25th, she was having _____, when she reminded me of the evening that she was complaining about her pay, and that she was a good dispatcher, and that she should be paid what she's worth. She said that she hung around that day and confronted the chief about her pay, and the status of the radio room and personnel. She added that she couldn't believe that she wasn't fired for how she had spoken to not only myself, but the Chief as well. She continued by saying that she went down to the records room and talked to _____, and _____; about everything that was bothering her. She said she couldn't remember exactly what she had said because she was venting about everything and anything. She stated that She was wasting time awaiting _____ and _____ to return from court; because, they were rude and never ask her if she wants any breakfast when they get their food in the morning. She said she gave them a piece of her mind about the food when they did get back. She explained to me that she had already apologized to the Chief, _____ and _____ I explained to her that during previous conversations we've had, she indicated that _____

(the context of her own terminology).

I chuckled with her and advised her that the shift has nicknamed those _____, and she stated that she knew that. I advised her that _____

I asked her if she had a problem with me, or anyone on the shift, and she stated no. That she enjoyed working with everyone. I asked her if I threatened her or intimidated her, and she replied," No, your just a big teddy bear with the whole army dude thing so no one gets personal with ya". She added," I got my pay raise so I guess my _____ worked for something" We laughed and this process of apologizing lasted over 3 day's.

Since that incident, I have changed my demeanor around _____ in that our conversation would only address work issues. When a conversation started to get personal or opinionated, I would focus it back to the work related topic, or just walk away.

With regards to what has been described as _____ would have about _____, where she would have these conversations regarding her employment status, equipment status, and the people she worked with. She would always convey that she was one of the best dispatchers we had, and that it wasn't fair that she was only making a dollar more than the starting pay dispatchers, and she had been hear for over a year. Often the conversation would revolve around the officer's opinions of the younger dispatchers, in that they (officers) would favor the young attractive dispatchers, and not appreciate the older dispatchers that took their jobs very seriously, and she felt that wasn't fair.

After having these types of conversation's _____ would apologize, and thank me for allowing her to vent. Given our current dispatch center manpower shortage, I never sought any actions during these periods of time, thinking that _____ was just looking for an avenue to vent her anger, and then she would be fine. I was fully aware that should she decide to quite suddenly, it would stress the manpower of the dispatch center, and it was my hope that by allowing her to vent directly to me, and not in mixed company, would allow her the satisfaction of expressing that anger, with out retribution.

In hindsight, it would appear that perhaps these incidents should have been more thoroughly documented, so as to provide her with some avenue of professional help, to assist her with her frustrations. Or to have at least advised her employer (NORCOM) with the documentation.

Charles J Gliniewicz /
Commander
Fox Lake Police Department

DEPARTMENT OF POLICE

VILLAGE OF FOX LAKE

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Edward Gerretsen Jr.
Chief of Police

Lt. Richard Becmer
Operations Commander

TO: Sergeant Charles J. Gliniewicz

FROM: Chief Edward Gerretsen

DATE: July 14, 2003

SUBJECT: Being Late for Work

I have been recently notified of your reporting late for work. According to our records, this is the fourth time you have been late for work. This correspondence will serve as a written reprimand and be placed in your personnel file.

Please note, the fifth time you are late, you will be suspended for one (1) day without pay.

Dates Late: 10/10/02
10/31/02
11/01/02
07/08/03


Chief Edward Gerretsen Jr.

CC: Personnel File

DEPARTMENT OF POLICE

VILLAGE OF FOX LAKE

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Edward Gerretsen Jr.
Chief of Police

Lt. Richard Becmer
Operations Commander

TO: Chief Gerretsen

FROM: Cmdr. Jeff Norris #128

DATE: 10/22/03

SUBJECT: Incident

On 10/19/03 the Waukegan Police Department contacted the Fox Lake PD afternoon shift, which was under the command of Sgt. Gliniewicz. The Waukegan investigator requested that our patrols go to the location of _____ and look for two certain vehicles.

Ofc _____ and Sgt. Gliniewicz went to _____ but did not locate those vehicles. While in the area, the Fox Lake officers observed two Hispanic male subjects believed to be the offenders. Ofc. _____ approached and had a conversation with one of the subjects. The second subject had entered the building. Ofc. _____ identified both subjects, left the scene and Waukegan investigators were notified. All Fox Lake patrols responded to the area and created a perimeter around _____ and awaited Waukegan officers.

Waukegan officers arrived and entered _____ All Fox Lake officers provided security during the arrests. Both subjects were arrested and removed from the apartment by Waukegan officers.

I am advising you of this because Sgt. Gliniewicz either made or approved the decision to just blotter the incident and no report was written. Due to the type of incident and the actions that were taken by the Fox Lake officers an incident report should have been completed instead of just blottering the incident.

Sgt. Gliniewicz should have known this and should not have to be told to have his officers do a report when incidents of this nature occur. To blotter this incident was a poor command decision on his part.

Sgt. Gliniewicz was spoken to about this and did later have Ofc _____ do an incident report.

Cmdr. Jeff Norris 128

DEPARTMENT OF POLICE

VILLAGE OF FOX LAKE

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Edward Gerretsen Jr.
Chief of Police

Lt. Richard Becmer
Operations Commander

TO: Chief Gerretsen

FROM: Cmdr. Jeff Norris

DATE: 10/29/03

SUBJECT: 03-11193

On 10/26/03 there was a report of possible arson at _____ A fire was set in the second floor hallway in front of _____ which is occupied by _____. She is the ex-girlfriend of _____ who is suspected of damaging _____ vehicle and possibly being responsible for the arson. Ofc. _____ responded to the scene and was standing by awaiting the arrival of Ofc. _____ to perform evidence tech duties. Ofc. _____ left the scene and returned to the police department without being properly relieved or turning the crime scene over to another police officer.

I questioned Ofc. _____ today and asked him why he left a crime scene unsecured and did not wait for an evidence tech to arrive. Ofc. _____ advised me that Sgt. Gliniewicz had contacted him by radio and had ordered him to leave the scene and return to the police department immediately because the on coming shift needed the squad that _____ was using.

I am advising you of this because this should never have happened. It is clearly known that any crime scene, including arson scenes, cannot be left unsecured with evidence at the scene. Ofc. _____ should know this just like every other officer. More important is that Sgt. Gliniewicz is a command officer with years of experience and he himself is a trained evidence technician. He should know that you cannot jeopardize an investigation or case by abandoning a crime scene and leaving it unprotected. The risk of the destruction or altering of evidence or the entire crime scene is unacceptable and outrageous.

I request that a copy of this be placed into both Ofc. _____ and Sgt. Gliniewicz's files.

Cmdr. Jeff Norris #120

DEPARTMENT OF POLICE

VILLAGE OF FOX LAKE

301 SOUTH ROUTE 59 • FOX LAKE, ILLINOIS 60020 • 847-587-3100

Michael Behan
Chief of Police

TO: Lt. Gliniewicz
FROM: Chief Behan
DATE: February 20, 2008
SUBJECT: Police Explorer Post 300

This notice is to inform you that effective immediately the weekly meetings for the Explorer Post will now be held in the Sally Port or the basement of the Sally Port and no where else until further notice. All weekend training sessions are now hereby suspended, and there will also be no more training weekends held anywhere within the Village without my prior approval starting today. I understand that the post has been asked to do a special detail on March 1st at Grant High School, which I will still approve at this time. You are to inform me of all future details that involve the Police Explorer Post and I will approve them accordingly.

Mayor Irwin,

02-01-09

We, the members of the Fox Lake Police Department, wish to inform you and the Village Board of certain situations which have occurred and require attention.

All members are doing their job! They are following all rules, regulations, policies and procedures. However, morale within the department is at an all time low and personnel are doing just what they have to. The morale issue is what we would like to address with you.

On many occasions various members of the department have approached Chief Behan with information and complaints about Lt Gliniewicz. Some of these complaints could be violations of state statute. To date the members of the police department have been disappointed time and time again with Chief Behan's lack of action. The following is a brief history of Lt Gliniewicz's behavior:

- Received 6, 5 day suspensions (30 days total) for an inappropriate sexual relationship with a subordinate. This officer also sued the department over this and the village has lost tens, if not hundreds, of thousands of dollars defending themselves.
- Received another suspension for damaging part of the records management program within the department.
- Was accused of sexual harassment and making threats to a dispatcher. Matter dropped by the dispatcher.
- Removed police reports from the police department and, in a public place, conducted reviews of the reports which included confronting officers about the reports.
- Observed by department personnel in bars after hours eating pizza while on duty.
- Observed by department personnel with certain women, not his wife, visiting different establishments within the village.
- Various members of the department have been approached by bouncers from different establishments and advised that Lt Gliniewicz had been escorted from the establishment in a highly intoxicated condition.
- Did not pay a bar tab at an establishment within the village that was in excess of \$300

- Various members of the department have been approached by bouncers from certain establishments and advised that Lt Gliniewicz is becoming a nuisance because he was drinking in the bar after hours and would not leave.
- Took his family on vacation to Wisconsin in his squad car.
- Allowed several civilian vehicles to fill their tanks with gas at the village pumps.
- Allowed members of the Explorer Post unsupervised access to the police department.
- Allowed an Explorer Advisor that was arrested for DUI by the department unsupervised access to the department and the incomplete report of the arrest.
- Allows members of the Explorer Post to operate department vehicles.
- Utilizes department equipment that should be on the road, for Explorer training at the expense of officer's on-duty.
- Allowed members of the Explorer Post to dress themselves in garments bearing POLICE, thereby misidentifying them as actual police officers.
- Somehow obtained control over a certificate for a free tattoo that was donated to the department. Used the certificate to obtain a tattoo while on-duty. The time was later charged as a vacation or comp day after members approached Chief Behan.
- On several occasions at different department Christmas parties, inappropriately touched women (grabbed their breasts). Complaint was made to Chief Behan.
- Was found in an intoxicated condition in public at or near an Antioch bar by Antioch Police Dept. There are allegations that he was belligerent with officers that found him.
- On many arrests, the person being arrested has cautioned the officer about continuing the arrest because they were personal friends with "Joey" (Lt Gliniewicz), or "Mikey" (Chief Behan).

This is not an all inclusive list. There are many other instances where Lt Gliniewicz's behavior violates the department's rules, regulations, policies and procedures; however, we feel that these examples will enlighten you. Chief Behan's head-in-the-sand approach to dealing with Lt. Gliniewicz can no longer go on. It has destroyed morale within the department and affected everyone's attitude. It has brought us to this extraordinary point of informing you of this matter.

It is our sincere hope that you will address this matter. We can no longer stand by and watch Lt Gliniewicz violate the rules and regulations, policies and procedures, and state statute, and remain silent. Our next step to resolve this matter is to bring it to the attention of the media or to see to it that the appropriate investigative agency is involved.

Respectfully Submitted,

Anonymous Members of the Fox Lake Police Department

DEPARTMENT OF POLICE

VILLAGE OF FOX LAKE

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Michael Behan
Chief of Police

TO: Lt. Charles Gliniewicz

FROM: Chief Michael Behan

DATE: January 4, 2012

This is to inform you after careful review of the facts involving the incorrect release of information involving the accident at Rt. 12 and Hartigan Road, in Fox Lake, Illinois on December 31, 2011 at approximate 09:52 a.m. I am issuing you a one (1) day suspension.

The day of suspension will be January 11, 2012.

This will be part of your personnel file.



Lt. Charles Gliniewicz



Chief Michael Behan

DEPARTMENT OF POLICE

VILLAGE OF FOX LAKE

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Michael Behan
Chief of Police

Charles J Gliniewicz
Lieutenant Patrol

Jeffrey Norris
Lieutenant Investigations

TO: Chief Behan

FROM: LT Gliniewicz

DATE:

SUBJECT: Daily Herald Press Release

Chief,

On _____ at 1540 I spoke with Lee Filas from the Daily Herald regarding the Traffic Accident of _____ @ 0952. I read to him the press release that was previously issued that same day. When asked if we had any updates, I told him that I received information that _____ had passed during surgery. This information was 2nd hand info from dispatch, who received it from FD personnel. It was later found, after the story was printed, that _____ was in fact still alive, and expected to have a lengthy and arduous recovery. This information was received from Lee Filas, after he had been contacted by the husband.

In retrospect, the information provided to Mr. Filas, at a minimum, should have been confirmed by the Hospital, if not commented upon without a written report. I feel there may be repercussions from this and understand any actions you may take as a result. Sgt _____ was contacted by the husband as well for two reasons. 1st was to find out the source of the inaccurate information and how much trouble it has caused him by having friends and family members calling with condolences. 2nd was to arrange the pick-up of her property that the PD retained from the crash Scene. I advised him to get a return number for him and I would contact him this morning to discuss the source of information. I also advised him that the purse could be returned; however, MCAT advised us to get a subpoena for phone records and as such, the phone would not be released as of yet.

Charles J Gliniewicz
Lieutenant