

Town of Pittsfield

112 Somerset Avenue

Pittsfield, Maine 04967-1432

PH: 1-207-487-3136 Fax: 1-207-487-3138

Email: townmanager@pittsfield.org

TRANSMISSION COVER SHEET

DATE:	01/30/2021
TO:	Judith Meyer, Vice-President Maine Freedom of Information Coalition
FROM:	Kathryn Ruth, Town Manager <i>Kathryn Ruth</i>
RE:	Freedom of Access Request dated 01/12/2021, Response #2

Dear Ms. Meyer:

This will serve as the information required that the Town of Pittsfield has available under the FOAA request I received from the Police Chief on Tuesday, 01/12/2021 at the close of business. The Town will not provide documents or information that are confidential under the FOAA or other State law, but the Town will provide you with a list of any documents withheld or redacted information and an explanation of why the information is confidential.

The police personnel records and other records on complaints contained the following information that is required by your request:

- A. Access to any and all records of final written decisions pursuant to 30-A M.R.S.A. Section 2701: Listed below:
1. February 24, 2020 Reprimand of Sergeant Roussin (attached):
Note: The redacted information involves personnel matters that did not result in disciplinary action.
 2. March 26, 2020 Reprimand of Chief Bickmore (attached).
 3. May 28, 2020 Termination of Officer Emery (attached).
- B. Total number of complaints filed against law enforcement officers from January 2016 to present, as that information may exist as aggregate data recording number of complaints, type of complaints and time period from complaint to determination, and disposition of complaint pursuant to 1 M.R.S.A. Section 408-1: Listed below:
1. Citizen complaint received June 2019, investigation completed and Reprimand issued above on February 24, 2020.
 2. Citizen complaint dated May 24, 2020 concerning handling of criminal matter. Pending until resolution of criminal matter.
 3. Citizen complaint dated December 11, 2020 concerning failure to follow up on a provisional warrant and disparaging of an investigator to a member of the public. Complaint is under investigation.

This concludes the information that was found in the Police records. Thank you for your assistance in this matter.



Pittsfield Police Department

112 Somerset Ave, Pittsfield, ME 04967

Tel (207) 487-4439, Fax (207) 487-6012

Info@PittsfieldMaine.org

Chief Harold 'Pete' Bickmore

To: Sergeant Timothy R. Roussin
From: Chief of Police Pete Bickmore
Date: February 24, 2020
Subject: Disciplinary Action Regarding Internal Affairs Investigation
CC: Human Resources

This is to notify you that the investigation into the allegation(s) that you violated various sections of the Pittsfield Police Department's Model Policy and Rules and Regulations has been completed. As a result of this investigation, some of the allegations made against you have been sustained. The classification of the findings for each allegation listed below are set forth in the Department's General Orders 1-10, Section VI(A). A copy of the report of the results of the investigation has been provided to Sgt. Roussin along with this decision.

Premise 1:

Premise 2:

Premise 3:

Premise 4:

Premise 5:

Premise 6: Did Sergeant Roussin engage in any conduct that could adversely affect or discredit himself or the PPD?

Finding: **Sustained**

This administration relies on each and every officer in this department to perform their duty to the best of their ability and at a satisfactory level as well as abide by the policies, rules and directives, which are designed to make our working environment a positive and productive one.

Reprimand

As a supervisor, when you fail to follow department policies, rules and directives, It has a negative impact on the officers of this department which is unacceptable.

 Premise 6 of this Investigative report was "Sustained," meaning the investigation disclosed sufficient evidence to prove the allegation and that your actions violated agency policy, rule or directives.

I am issuing the following discipline in regard to the sustained allegations as determined by this investigation. Although this disciplinary decision is not based on the allegations that were exonerated or not sustained, I take this opportunity to remind you that I expect your conduct in the future will be professional at all times and that it will reflect positively on yourself, the Police Department, and the Town of Pittsfield.

You are hereby issued a written reprimand for the aforementioned agency violations. In the event your conduct does not improve, I will consider further disciplinary action.

Harold V. Bickmore 02/24/2020
Chief Harold Bickmore Date

Timothy R. Roussin 02-24-2020
Sgt. Timothy Roussin Date

ORIGINAL TO: SGT. TIM ROUSSIN PERSONNEL FILE

COPIES TO: SGT. TIM ROUSSIN

Town of Pittsfield

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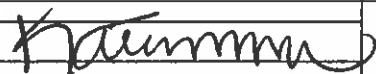
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REPRIMAND

DATE:	03/26/2020
TO:	Pete Bickmore, Police Chief
	Police Department
	Town of Pittsfield
FROM:	Kathryn Ruth, Town Manager 
RE:	Inappropriate behavior

When you arrived back from being ordered from the Municipal Building, I thought that you would apologize to those who you had come into contact with and potentially jeopardized their health and safety. Instead you have apologized to only one employee who contacted the Mayor while I repeatedly requested that you leave the building and not return until you provided medical clearance.

From the beginning when the COVID-19 virus started being more widely recognized, you have joked about it. At a meeting at which several senior citizens were present, you started coughing and when you coughed into your arm, you loudly stated Coronavirus. This was highly unprofessional behavior. Later you blamed the group for making a comment and indicated that you were just responding to their comment. Your response was highly inappropriate regardless of whatever comment may have been made by a member of the public. You are the Police Chief and must at all times as a representative of the Town provide a clear and consistent message to the public that this is a public health emergency and a very serious situation. There are 155 Coronavirus cases confirmed in the State as of today.

You have refused to follow social distancing guidance from the CDC and laughed about it.

You refused to leave the building and go home when you were sick, potentially jeopardizing the health of multiple employees including those who have underlying medical problems. In addition, as I continued to explain to you if you had a cold as you indicated and

employees as well as citizens get it from you, they will then be fighting off a cold, which may jeopardize their health if they come into contact with viruses such as COVID-19.

Specifically, you were instructed to go home late afternoon Friday, 03/13/2020 when it was clear that you were ill and were coughing in my office. Later, I saw that you did not go home. Instead, you were in your office in direct defiance of my directive that you go home. When you arrived to work on Monday, 03/16/2020, it was clear that you were quite ill and exhibiting a number of symptoms which dictated that you go home. Because you had failed to comply with my directives made in my capacity as your supervisor, I contacted appropriate emergency management officials. The EMA Director Bernard Williams, Health Officer Don Chute and I met on Monday, 03/16/2020 regarding

emergency protocol for all departments. You were not invited as you were obviously ill and should not have been at work. Both the EMA Director and the Health Officer spoke with you and directed you to leave the building and go home. After a number of interactions, you finally agreed to seek medical attention. Instead of secluding yourself until you were able to leave, you then proceeded to walk through the offices where people were working, you came into my office and coughed and hacked in close proximity to me, contrary to clear CDC guidelines concerning both appropriate interpersonal distancing and appropriate behavior for people who are coughing. You were instructed to back away and to leave the building. After you left for medical attention you then came back to the Municipal Building, again walked through the offices and came into my office. You advised that you had been quarantined. You were immediately ordered home to be quarantined which you did not do. Instead you went back to work in the Police Station. You were then instructed yet again by the Health Officer to leave. I went over to the Police Station and found you were still working with the door open and an employee close by in the tiny adjacent office. I pointed to you and to the door and said NOW. You stated in 5 minutes and 7 minutes later you left.

During the work day before and after you sought medical attention, you came into contact with multiple employees and surfaces shared by many people. You willingly and without disregard, placed your own personal preferences above their health as well as their peace of mind.

This is a very serious situation and as a Police Chief it is your responsibility and a requirement of your position to lead by example. Your complete disregard for the health of your officers, your co-workers, members of the public who may have come into contact with

you and myself is alarming. Many people have died of the COVID-19 virus and while you ultimately were cleared and stated that you had a bad cold, some of the symptoms you exhibited were the same as the virus, placing people in fear at an already difficult time. Your behavior was an embarrassment to the Town.

You are hereby reprimanded for your dangerous behavior. As we are in a crisis situation across the country and Maine, you will not be suspended or terminated. However, any more of this cavalier and reckless behavior may result in further discipline up to and including dismissal.

You are ORDERED as follows:

- 1. To thoroughly read and follow the CDC Guidance and Governor Mills' Directives.**
- 2. To follow the instructions of EMA Director Bernard Williams as he is in charge of the Town of Pittsfield during this civil emergency/health crisis.**
- 3. To follow the instructions of Health Officer Don Chute as he has authority to close locations and send employees home who are ill.**
- 4. To provide medical clearance paperwork as required by the Town. You insisted that you did not know that you needed to be cleared by a doctor when you came back to work. Besides being instructed several times to do so, you have required and provided medical clearance for your own employees. Your inappropriate answer when asked where the copy of your medical clearance was to return to work was to ask whether you received an e-mail on it? This was irresponsible and contrary to the procedures required of others and told to you prior to your return.**
- 5. To apologize to ALL of your co-workers for your highly irresponsible behavior and to assure them that you are familiar with all CDC Guidance and State directives and that you will follow them going forward.**

I am requesting that you follow this directive and respect my authority as your supervisor, just as you want those working for you to respect your authority. We must focus on the serious issues at hand and not spend time on petty matters. It is your responsibility to prove that you are a leader who cares about the lives of your officers and co-workers and does not make them feel that their own health may be in jeopardy due to your behavior and choices.

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Chief Harold 'Pete' Bickmore

Date: May 28, 2020
TO: Jason Emery
FROM: Chief of Police Pete Bickmore
Subject: Termination as a Pittsfield Police Officer

Dear Jason;

I've tried contacting you unsuccessfully for several months with no response. You did not complete your Pittsfield-ME Police Department (PPD) 2019 annual training requirements nor did you certify your 2019 hours worked as required by the Maine Criminal Justice Academy (MCJA). The hours worked are supposed to be signed and notarized by you each year as you are aware. I asked the MCJA to contact you in early May 2020 to see if your certification of hours worked had been turned in and you never got back to them after they talked to you. I've also talked to you about your backlog of police reports that you never completed in the police records management system and asked you to get these done. You have open police incident reports that are backlogged to 2008 and you cannot continue to work until these reports are completed.

Since I have not heard back from you, I have no other recourse but to terminate your employment with the department. I would like to meet with you and have an exit interview and pick up all your equipment as soon as possible. Can you please contact me so we can arrange a time to meet? I would also like to see if you could complete your backlogged reports. I've notified the MCJA, Somerset County Regional Communications Center and Somerset County Sheriff's Office that you have been terminated as of May 10, 2020. You are no longer allowed to use your police radio or conduct any police business on behalf of the PPD.

Please call me as I have requested so we can arrange a time to meet and turn over your property.

Thank you,

A handwritten signature in cursive script that reads "Harold Bickmore".

Chief Harold V. Bickmore
Chief of Police