

MEMPHIS POLICE DEPARTMENT

Employee Information

Name: Jamil Matthews

IBM # 14317 Badge # 6183

Race: O

Sex: M

Commissioned

Address:

Work Phone

N/A

City Began Date

01/19/19

Seniority Rank

889

City/State/Zip

Work Fax

N/A

MPD Began Date

01/19/19

Grade

Phone No.

Work Pager

N/A

County Begin Date

N/A

Oracle Emp. # 68457

Work Cell Phone

N/A

Commission Date

06/20/19

Bid Credit Days

1338

Home Email N/A

Room

N/A

Adjusted Date

01/19/19

Class

128

D.O.B.

Route

N/A

Date Left

N/A

Standing

17

Position

Assignment

Status

Job Class 3372 Rank POII Description POLICE OFFICER
Special JCC

Current Org# 1401 RC# 1411 Description Organized Crime
Temp
Assign Code 1 Permanent

Shift Assign On Return Date
01/28/23
N/A N/A

Description
Leave Code
Inactive Status
Emp Status Commissioned

Memphis Police Department Master Personnel

MPD-B846Y93 / m15236 - 2/10/2023 1:18:49 PM

Employee Num: 14317		ID Num:		Badge Num:		Image:	
Last: MATTHEWS		First: JAMIL		Middle:		Suffix:	
Address:		City: Memphis		State: TN - Tennessee		Zip:	
Driver License:		Officer Name:		Agency: MPD - Memphis Police Department		Date Hired: 01/19/2019	
Birth Date:		SSN:		Religion:		Commission:	
Race: O		Gender: M		Height:		Weight:	
Marriage Date:		Marital Status:		Status: COMMISSIONED		Rank: Police Recruit - 16	
Rank Date:		Inactive:		Next Eval:		Seniority:	
Pay Class:		Emp Class:		Budget Pos:		Labor Org:	
Retirement:		Terminated:		Parent Name:		Parent Address:	
Parent City:		Parent State:		Parent Zip:		Parent Birth date:	
Remarks:							

Administration Event Detail

Sequence #	Date	Supervisor	Code	Explanation
1	1/19/2019		PERM	EMPLOYED(RECRUIT)EFF 01-19-19
2	6/20/2019		TC - Title Change	PIIP & EFF 06-20-19 25-19
3	6/22/2019		TRAN - Transfer of Duty	TILLMAN STATION-B EFF 06-22-19 25-19
4	7/6/2019		TRAN - Transfer of Duty	TILLMAN STATION-C EFF 07-06-19 27-19
5	8/3/2019		TRAN - Transfer of Duty	TILLMAN STATION-A EFF 08-03-19 31-19
6	8/31/2019		TRAN - Transfer of Duty	TILLMAN STATION-B EFF 08-31-19 35-19
7	6/20/2020		TC - Title Change	PII & EFF 06-20-20 26-20
8	6/27/2020		TRAN - Transfer of Duty	TILLMAN STATION-D EFF 06-27-20 26-20
9	10/27/2020		WREP -	EFF 10-27-20

10	3/6/2021	Written Reprimand TRAN - Transfer of Duty	46-20C OCU/CAT EFF 03-06-21 09-21
11	5/12/2021	ORAL - Oral Reprimand	EFF 05-12-21 22-21C
12	5/28/2022		PLACEMENT:TILLMAN STATION-C* EFF 05-28-22 21-22
13	8/8/2022	TRAN - Transfer of Duty	LONG TERM ABSENCE ROLLCALL & EFF 08-08-22 39-22
14	9/27/2022	RET - Returned to Permanent Position	FULL DUTY OCU (SCORPION) EFF 09-27-22 39-22
15	1/28/2023	TRAN - Transfer of Duty	OCU EFF 01-28-23 06-23

8022-21C
Drader
68457

1249-20

**City of Memphis
Police Division
Inspectional Services Bureau**

Memphis Police Dept.
Human Resources

MAY 26 2021

RECEIVED

Case # I2020-070 Statement of Charges

Officer's Name: Matthews, Jamil

IBM # 14317

Rank: Police Officer II

Assignment: Organized Crime Unit

Date: February 5, 2021

Notice is hereby given that you are being charged with violation(s) of policy, law or regulations as shown below:

DR 101 Compliance with Regulations to wit: In-Car Video/Body Worn Cameras
DR 101 Compliance with Regulations to wit: Response to Resistance

Date of Occurrence: December 4, 2020

Brief Statement of Particulars:

This investigation revealed that on December 4, 2020, at approximately 5:25 p.m., you were working Organized Crime Unit, and you were executing a search warrant at [redacted] when you observed a juvenile suspect driving an ATV doing donuts and burning rubber in the area of Berta Cove and Hensley Avenue [redacted]

This investigation revealed that your attention was diverted from the search warrant to the juvenile suspect's behavior on the ATV. You left the search warrant location to address and apprehend a juvenile suspect who was not related to the search warrant. Your self-initiated law-enforcement with the juvenile suspect was not recorded on your body worn camera as required by departmental policy and procedure. Therefore, these actions place you in violation of DR 101 Compliance with Regulations to wit: In-Car Video/Body Worn Cameras.

The Memphis Police Departments DR 101 Compliance with Regulations state:

DR 101 COMPLIANCE WITH REGULATIONS

Disciplinary action may be taken for, but not limited to, violations of the stated policy, rules, regulations, orders, or directives of the Department.

NOT
SUSTAINED
Dismissed
SUSTAINED
- Oral Reprimand

**The Memphis Police Departments Policy and Procedure Chapter 13, Section 15:
In-Car Video/Body Worn Cameras, Page 3 and 4 states in part:**

B. Use of BWC During the Shift

1. An officer shall at all times during his/her shift have BWC equipment ready to record police interactions with those they may encounter. This state of readiness includes having the BWC on and in standby mode. Officers shall attempt to maintain a clear, level, and unobstructed forward-facing view. Officers shall attempt to keep the microphone portion of the device unobstructed in order to accurately record audio.
2. **Officers shall activate their BWC when responding to all calls for service prior to making the scene of a dispatched call.** In the event that recording was not started prior to making the scene of a dispatched call, an officer will activate the device as soon as reasonably possible.
3. Officers shall record all law-enforcement encounters and activities. Calls for service, self-initiated events (specials), and citizen contacts while not engaged in police activity are to be documented via BWC. It is not necessary for an officer to record in a constant state, but is required when his/her duties are being performed and allowed when otherwise prudent. It should be understood that under no circumstance shall an officer's safety be compromised in an effort to record an event.
4. Unless unsafe, impractical, or impossible, officers shall inform subjects that they are being recorded at the beginning of the contact (e.g. "Ma'am/Sir, I am advising you that our interaction is being recorded").
5. It should be understood that even when individuals are in various stages of undress, medically incapacitated, or in a location where video would otherwise be prohibited, BWC recording should continue. Videos will be redacted in a manner to reasonably protect privacy.
Once a recording event begins, the BWC shall remain activated until the event has concluded in order to conserve the integrity of the recording. Once an event has concluded, an officer will mark the conclusion of the recording verbally after clearing the call/special. In cases of arrest, an officer shall continue recording until custody is transferred

**The Memphis Police Departments Policy and Procedure Chapter 13, Section 15:
In-Car Video/Body Worn Cameras, Page 5 and 6 states in part:**

D. OCU Procedures

Members of the Criminal Apprehension Team (CAT) and Gang Response Team (GRT) will utilize the Body Worn Camera (BWC) when performing daily enforcement.

1. The BWC will not be activated for the following:

- The BWC/ICV will not be used to knowingly record confidential informants or undercover officers.
 - Officers will not record any type of tactical briefings, IE Search Warrants, Rips, Reversals, Prostitution Stings, etc.
 - Officers will not record any aspects of training, unless specifically requested to do so by the OCU Commander.
 - The BWC will not be used during undercover operations.
2. OCU Personnel Working Non-OCU related details:

Any OCU officer working overtime in a Uniform Patrol Station, Special Event Detail, Blue Crush Detail, or a THSO Detail will be acting as a Uniform Officer and will be governed under the Memphis Police Department's Uniform Patrol Body Worn Camera policy.

You acknowledged that you were the initial person to make contact physical contact with the juvenile suspect. You used empty hands techniques to compel the juvenile suspect's compliance. You stated that you pulled the juvenile suspect to the ground as he was running, and you both fell into the grass. You also stated that the juvenile was passively resistant, and he would not give officers his hands to be handcuffed. However, the juvenile complied in the end. The juvenile suspect did not willingly allow officers to place him into handcuffs. Records indicated that a Response to Resistance Form regarding this incident was not completed as required by departmental policy and procedure. Therefore, these actions place you in violation of DR 101 Compliance with Regulation to wit: Response to Resistance.

The Memphis Police Departments Policy and Procedure Regarding: Chapter2, Section 8: Response to Resistance page 4 states in part:

III. Response to Resistance Incidents

- A. It is the responsibility of the officer utilizing deadly force to complete a *Response to Resistance Form* on all incidents involving:
 - 1. The discharge of a firearm (with the exception of recreation or training purposes). (1.3.6a)
- B. It is the responsibility of the officer utilizing less than lethal force to complete a *Response to Resistance* incident in Blue Team on all incidents involving:
 - 1. The use of any part of the officer's body to compel compliance. This would include uses of force that fall in level 5 (Empty Hands Control) of the response to resistance continuum. (1.3.6d)
 - 2. agent use. (1.3.6c)
 - 3. The discharge of a SL-6/IDS and CEW deployment event (1.3.6c)
 - 4. The use of an MPD canine to apprehend a suspect.

5. The use of the Baton/Expandable Baton. (1.3.6c)
6. Whenever a suspect is charged with T.C.A. 39-16-602 Resisting Arrest.
7. Whenever there is a death, injury, or an alleged injury to an officer or suspect(s), as a result of police utilizing less than lethal force. (1.3.6b)

C. The *Response to Resistance* incident in Blue Team need not be completed for:

1. The mere presence of police officers, the issuance of tactical commands; or
2. Routine or procedural physical contacts, which are necessary to effectively accomplish a legitimate law enforcement objective. Examples include: guiding a subject into a police vehicle, holding the subject's arm while escorting, handcuffing a subject, and maneuvering or securing a subject for a frisk; or
3. The pointing of a firearm, SL-6/IDS, or CEW at a subject. When these weapon types are pointed at a subject, a Pointed Weapon Incident in BlueTeam will be completed. This report will **NOT** be a Blue Team threshold indicator of the PEP program, however; it may prompt an intervention. After chain of command approval of the response to resistance incident, the Workstation Commander or his designee will forward the incident to the Inspectional Services Bureau. The Inspectional Service Bureau will forward copies of the response to resistance incident to the Training Academy Firearms Training unit. (1.3.7 c)

(The officer's disciplinary resume will be reviewed and become a part of this file)

H. C. Lee 4/17

Issuing Officer

Det. J. Williams #12843

Charging Officer,

I acknowledge receipt of this notice and understand that further investigation may result in additional charges, amendment of the above charges, or dismissal of these charges.

I further understand that a written response to these charges at this time is at my discretion unless specifically instructed to file same by the issuing officer.

Carol M. Miller
Signature of Officer:

Written Response Ordered? ☐ Yes ☐ No

Was officer relieved of duty? ☐ Yes ☐ No

Reviewed by: ☒ *2/25/2024* Dep. Dir. ☐ Dep. Chief ☐ Work Station Commander

Delegated to: ☐ Dep. Chief ☒ Station/Bureau

LTC [Signature]
Major/Lt. Colonel/Colonel

City of Memphis
Police Division
Inspectional Services Bureau

Administrative Summons

Memphis Police Department VS.
Matthews, Jamil IBM: 14317

Date: February 5, 2021
ISB Case #: I2020-070

I. Allegation

It is alleged that you did not record your interaction with a juvenile suspect, at 541 Hemsley Avenue, on your body worn camera.

II. Rules, regulations or orders violated

DR 101 Compliance with Regulations to wit: In-Car Video/Body Worn Cameras
DR 101 Compliance with Regulations to wit: Response to Resistance

III. Hearing

Date: 5/12/21

Place:

Time: 1500 HRS

You are entitled to representation during this hearing.

Served by:

ISMAEL TADIR Lt CAT 04-8669

Name/Rank/Assignment/IBM

Date: 5-12-2021

Time: 1528

Signature of Officer:

[Signature]

YOUR ATTENDANCE AT THE HEARING NOTICED HEREIN IS REQUIRED, UNLESS EXCUSED DUE TO A MEDICAL EMERGENCY. FAILURE TO ATTEND WILL BE CONSTRUED BY THE HEARING OFFICER AS A WAIVER OF YOUR RIGHT TO BE HEARD. ATTENDANCE WILL BE EXCUSED DUE TO A MEDICAL EMERGENCY IN THE SOLE DISCRETION OF THE HEARING OFFICER, AND ONLY IF YOU HAVE DELIVERED, OR CAUSED TO BE DELIVERED, TO THE HEARING OFFICER, PRIOR TO THE HEARING DATE, A WRITTEN STATEMENT OF MEDICAL CONDITION, PREPARED AND SIGNED BY THE YOUR TREATING PHYSICIAN, DESCRIBING YOUR MEDICAL CONDITION AND ADVISING THAT YOU ARE NOT ABLE TO ATTEND THE HEARING AS A RESULT OF SAID CONDITION.

HEARING SUMMARY FORM

1249-20

Hearing: Memphis Police Department Vs Officer Jamil Matthews #14317

Wednesday, May 12, 2021 1500 hrs
Date Time

Location: _____

Attended by: Lt. J. Taylor #8663
Ptl Jamil Matthews #14317
Sgt. Lasundra Price #6327

Hearing Officer: Lt. Colonel J.D. Smith # 8649

Statement of Hearing Officer: On Friday, December 4, 2020, you were assigned Organized Crime Unit/ Vice Team 3. You and your team were executing a search warrant at 541 Hemsley when you observed a juvenile driving an ATV recklessly, doing donuts, and burning rubber in the area of Berta Cove and Hemsley Avenue. The investigation revealed that your attention was diverted from the search warrant to the juvenile's behavior on the ATV. You left the search warrant location to arrest the juvenile; not related to the search warrant. Your actions were not captured on your body worn camera due to the fact you were not wearing one. You were in compliance with DR 101 Compliance with Regulations to wit: In-Car Video/Body Worn Cameras, which states in part: Officers will not record any type of tactical briefings, IE Search Warrants, Rips, Reversals, Prostitution Stings, etc.

You were not in compliance with DR 101 Compliance with Regulations to wit: Response to Resistance, which states in part: It is the responsibility of the officer utilizing less than lethal force to complete a Response to Resistance incident in Blue Team on all incidents involving: 1. The use of any part of the officer's body to compel compliance. This would include uses of force that fall in level 5 (Empty Hands Control) of the response to resistance continuum. (1.3.6d)

Action Ordered:

-DR 101- Compliance with Regulations to wit: In-Car Video/Body Worn Cameras - NOT SUSTAINED - Dismissed

-DR 101 Compliance with Regulations to wit: Response to Resistance- SUSTAINED
Oral Reprimand

LTC J.D. Smith #8649
Hearing Officer

Any employee holding a position not exempted from the provisions of Article 34 Civil Service, and not in the initial probationary period, who has been suspended in excess of ten, (10) days, terminated, or demoted, may appeal to the Civil Service Commission within ten, (10) calendar days after notification in writing of such action. In the event of multiple suspensions, only that suspension which causes the total number of days suspended to exceed five, (5) days within a six month period, and any subsequent suspension within said period shall be appeal able to the Commission. If the disciplinary action is 10 days or less, the officer may submit to a grievance procedure or an internal appeal, but not to both.

In addition Chapter I Section 5 page 4 states in part: "Commissioned police officers with a status of suspension, probation, non-enforcement, relieved of duty, or leave of absence are not permitted to engage in any Secondary Employment and/or any Off Duty Security Employment where the officer's status is dependant on his/her state commissioned status. No commissioned police officer is permitted to engage in any Secondary Employment and/or Off duty Security Employment for a period of thirty (30) days after the final disposition of (1) any sustained Statement of Charges for violation of the Sick Abuse policy or (2) any sustained Statement of Charges resulting in a suspension and/or reduction in rank" Notification will be made to the Secondary Employment Office regarding this suspension. Violation of the above listed policy could result in additional charges.

Appeal: _____ Will Will Not Be Filed

Grievance: _____ Will Will Not Be Filed

I understand that by requesting the grievance procedure that I am waiving my right to recourse through the Internal or Civil Service Commission Appeal Process.

05-12-21

Date

Jamil Matthews 14317

Employee Signature

Distribution: MPD Human Resources, Branch Commander/Division Commander, Precinct
HSF 07/07

HEARING SUMMARY FORM

1249-20

Statement of Hearing Officer:

On Wednesday, May 12, 2021 at 1500 hours an Administrative Hearing was held to address the alleged violations of D.R. 101- Compliance with Regulations to wit: In-Car Video/Body Worn Cameras by Officer PIL Jamil Matthews. The charges are outlined in SOC#1249-20. Officer Matthews was asked if he had been given a copy of the SOC when served and if he signed the Summons. Officer Matthews advised that he was given a copy and signed the Summons. He stated he has read the allegations. Officer Matthews brought Lt. Taylor in with him but declined union representation. I read the SOC and Officer Matthews advised that he understood. Officer Matthews was given an opportunity to respond to the charges. Officer Matthews advised he wasn't required to wear a BWC while executing a search warrant. Officer Matthews did take responsibility for not wearing his department issued BWC. Officer Matthews further explained, he didn't know he was supposed to create an incident in Blue Team. I pursued the individual who fled C11 foot, he abruptly stopped, and I ran into him, we fell to the ground. We fell onto the yard of house or two down. After we fell to the ground, handcuffs were put on him, I didn't cuff him. He also had a helmet on his head. I was not advised by a Lt to do a Blue Team; to me, there was not enough force used to do a Blue Team.

The Lieutenant was asked to respond to the allegation: Lt. Taylor advised OCU detectives are not required to wear BWC while executing search warrants per policy. He also stated, he wasn't working that day and didn't know the Blue Team incident was not completed.

Sgt. Price: No comments.

Decision: The Hearing Officer considered all the facts, reviewed all statements made during the hearing. (Officer Matthews is a member of the CAT Team in Organized Crime.) The charge DR 101- Compliance with Regulations to wit: In-Car Video/Body Worn Cameras was NOT sustained due to the fact that you, Officer Matthews operated/acted within policy. (Disputed)

The charge DR101- Compliance with Regulations to wit: Response to Resistance is SUSTAINED due to the fact that you, Officer Matthews did not create an incident in Blue Team as mandated by policy.

Ending Time: 1500 hours

After review of all the relevant information available related to the charges, I will NOT SUSTAIN the charge of DR 101- Compliance with Regulations to wit: In-Car Video/Body Worn Cameras

I will SUSTAIN The charge DR 101- Compliance with Regulations to wit: Response to Resistance -Oral Reprimand was Ordered.



MEMPHIS POLICE DEPARTMENT
(Organized Crime Unit)



Oral Reprimand

Date: May 12, 2021

Employee's Name: Jamil Matthews IBM: 14317 Rank: PII

Policy Number Violated:

- DR 101 Compliance with Regulations to wit: In-Car Video/Body Worn Cameras
- DR 101 Compliance with Regulations to wit: Response to Resistance

Statement of Charge Number: 1249-20

Circumstances:

On Friday, December 4, 2020, you were assigned to Organized Crime Unit/Vice Team 3. You and your team were executing a search warrant at _____ when you observed a juvenile driving an ATV recklessly, doing donuts, and burning rubber in the area of Berta Cove and Hensley Avenue. The investigation revealed that your attention was diverted from the search warrant to the juvenile's behavior on the ATV. You left the search warrant location to arrest the juvenile; not related to the search warrant. Your actions were not captured on your body worn camera due to the fact you were not wearing one. You were in compliance with DR 101 Compliance with Regulations to wit: In-Car Video/Body Worn Cameras, which states in part: Officers will not record any type of tactical briefings, IE Search Warrants, Rips, Reversals, Prostitution Stings, etc.

You were not in compliance with DR 101 Compliance with Regulations to wit: Response to Resistance, which states in part: It is the responsibility of the officer utilizing less than lethal force to complete a Response to Resistance incident in Blue Team on all incidents involving: 1. The use of any part of the officer's body to compel compliance. This would include uses of force that fall in level 5 (Empty Hands Control) of the response to resistance continuum. (1.3.6d)

Action Ordered:

-DR 101- Compliance with Regulations to wit: In-Car Video/Body Worn Cameras - NOT SUSTAINED - Dismissed

-DR 101 Compliance with Regulations to wit: Response to Resistance- SUSTAINED- Oral Reprimand

LTC [Signature]
Supervisor's Signature

Jamil Matthews 14317
Officer's Signature

08-26-08 krp



MEMPHIS POLICE DEPARTMENT
ORGANIZED CRIME UNIT

To: Deputy Chief M. Hardy

Subject: Hearing Memo
SOC# 1249-20

From: Lt. Colonel J. D. Smith

Date: 5/12/2021

On May 12, 2021, a hearing was held at 225 Channel 3 Drive on Officer Jamil Matthews #14317 for violation of.

- DR 101-Compliance with Regulations to wit: In-Car Video/Body Worn Cameras the charge was **NOT SUSTAINED**, *Dismissed*.

- DR 101-Compliance with Regulations to wit: Response to Resistance the charge was **SUSTAINED. Oral Reprimand Ordered**

The hearing was held by Lt. Colonel J. D. Smith.

Action Ordered: Written Reprimand

MEMPHIS POLICE DEPARTMENT
STATEMENT OF CHARGES

Crash # 68457

0823-20

RR

Matthews, Jamil PJ
Name/ Rank

14317
Employee #

Memphis Police Dept. October 2, 2020
Human Resources Date

Tillman Station - D
Assignment

NOV 05 2020

RECEIVED

Notice is hereby given that you are being charged with violation(s) of Policy, Law, or Regulations as shown below:

D. R. # 904(A)

Damage to Motor Vehicle

Date of Occurrence: 08-02-2020

Brief Statement of Particulars: On August 02, 2020, at 1500, you, Officer Matthews, were driving the rear parking lot of Tillman Station, when you were involved in an accident with Officer Fulghum's personal car, a 2007 Nissan Altima. You were driving the marked Dodge Charger from its parking area to the area where you and your partner had parked your personal cars to load the squad car. As you were crossing the drive that exits the lot, you struck Officer Fulghum's Nissan as he was leaving. Both cars had minor damage and STIS determined you were at fault.

Upon review of this incident by the Vehicle Crash Review Board, it was determined that your actions place you in violation of DR# 904(A) Damage to Motor Vehicles which states in part, "Members shall operate City, State, County or Federal government motor vehicles in a careful and prudent manner in order to avoid involvement in traffic accidents resulting in the loss of or damage to motor vehicles or other property." Your cumulative classification point total on this at Fault Accident is (5.8), which places you in the Vehicle Crash Review Discipline Range Category (A).

(The Officer's disciplinary resume will be Reviewed and become part of this file)

Written Response Ordered:

☐ Yes ☒ No

Issuing Officer

Charging Officer

I acknowledge receipt of this notice and understand that further investigation may result in additional charges, amendment of the above charges, or dismissal of these charges. I further understand that a written response to these charges at this time is at my discretion unless specifically instructed to file same by the issuing officer.

Signature of Officer

Was officer relieved of duty?

☐ Yes ☒ No

Reviewed by:

☒ Deputy Director

☒ Dep. Chief

☒ Work Station Commander

ated to:

☐ Deputy Chief

☒ Station/Bureau

Major Lt. Colonel/Colonel

ADMINISTRATIVE SUMMONS

MEMPHIS POLICE DEPARTMENT
vs.

DATE: October 2, 2020

Matthews, Jamil, Tillman Delta, 14317
NAME, RANK, ASSIGNMENT, IBM#

IAB #: N/A

I. ALLEGATION (Brief statement of complaint)

On August 02, 2020, at 1500, you, Officer Matthews, were driving in the rear parking lot of Tillman Station, when you were involved in an accident with Officer Fulghum's personal car. Both cars had minor damage and STIS determined you were at fault.

II. RULES, REGULATIONS, OR ORDERS VIOLATED

DR - 904(A) Damage to Motor Vehicle

III. HEARING

Date: 10/27/2020

Time: 2:00 hrs 2:30 hrs

Place: Tillman Station

You are entitled to representation during this hearing.

SERVED BY: Sgt. [Signature] (Room Tillman CP 1413)
NAME, RANK, ASSIGNMENT, IBM#

DATE: 10/22/20

TIME: 0050

SERVICE REFUSED: _____

SIGNATURE OF OFFICER: [Signature] 14317

YOUR ATTENDANCE AT THE HEARING NOTICED HEREIN IS REQUIRED, UNLESS EXCUSED DUE TO A MEDICAL EMERGENCY. FAILURE TO ATTEND WILL BE CONSTRUED BY THE HEARING OFFICER AS A WAIVER OF YOUR RIGHT TO BE HEARD. ATTENDANCE WILL BE EXCUSED DUE TO A MEDICAL EMERGENCY AT THE SOLE DISCRETION OF THE HEARING OFFICER AND ONLY IF YOU HAVE DELIVERED OR CAUSED TO BE DELIVERED TO THE HEARING OFFICER, PRIOR TO THE HEARING DATE, A WRITTEN STATEMENT OF MEDICAL CONDITION PREPARED AND SIGNED BY YOUR TREATING PHYSICIAN, DESCRIBING YOUR MEDICAL CONDITION AND ADVISING THAT YOU ARE NOT ABLE TO ATTEND THE HEARING AS A RESULT OF SAID CONDITION.

RECEIVED

OCT 0 6 2020

DEPUTY CHIEF
UNIFORM PATROL - DISTRICT 2

SENT

OCT 1 4 2020

DEPUTY CHIEF
UNIFORM PATROL - DISTRICT 2

RECEIVED

NOV 0 3 2020

DEPUTY CHIEF
UNIFORM PATROL - DISTRICT 2

**Action Ordered:
Written Reprimand**

HEARING SUMMARY FORM
SOC# 0823-20

Hearing:

10/27/2020

Date

2300 hours

Time

Location: Tillman Station

Attended by: Officer Jamil Matthews 14317

Hearing Officer: Major Michael Javier 4383

Statement of Hearing Officer:

On Tuesday, May 27th, 2020, Major M. Javier held a hearing on Officer J. Matthews of the Tillman Delta Shift for violation of DR# 904A Damage to Motor Vehicles. Present at the hearing were Officer Matthews and Lieutenant Sewell ("D" Shift supervisor). Officer Matthews requested Officer Blumer 11188 sit in as his representative at this meeting.

(Continued on Back)

Action Ordered: Written Reprimand

Major M. Javier 4383
Hearing Officer 11/02/2020

Any employee holding a position not exempted from the provisions of Article 34 Civil Service, and not in the initial probationary period, who has been suspended in excess of ten, (10) days, terminated, or demoted, may appeal to the Civil Service Commission within ten, (10) calendar days after notification in writing of such action. In the event of multiple suspensions, only that suspension which causes the total number of days suspended to exceed five, (5) days within a six month period, and any subsequent suspension within said period shall be appeal able to the Commission. If the disciplinary action is 10 days or less, the officer may submit to a grievance procedure or an internal appeal, but not to both.

In addition Chapter I Section 5 page 4 states in part: "Commissioned police officers with a status of suspension, probation, non-enforcement, relieved of duty, or leave of absence are not permitted to engage in any Secondary Employment and/or any Off Duty Security Employment where the officer's status is dependant on his/her state commissioned status. No commissioned police officer is permitted to engage in any Secondary Employment and/or Off duty Security Employment for a period of thirty (30) days after the final disposition of (1) any sustained Statement of Charges for violation of the Sick Abuse policy or (2) any sustained Statement of Charges resulting in a suspension and/or reduction in rank" Notification will be made to the Secondary Employment Office regarding this suspension. Violation of the above listed policy could result in additional charges.

Appeal: Will ☒ Will Not Be Filed

Grievance: Will ☒ Will Not Be Filed

I understand that by requesting the grievance procedure that I am waiving my right to recourse through the Internal or Civil Service Commission Appeal Process.

11-3-20
Date

Jamil Matthews 14317
Employee Signature

Distribution: MPD Human Resources, Branch Commander/Division Commander, Precinct - HSF 07/07

Hearing Summary Continuation
0823-20

The statement of charges was read aloud and Officer Matthews advised he understood the nature of the charge.

Officer Matthews advised that he was driving his squad car ^{South} north to south in the parking area of Tillman station. He was crossing the entrance drive when off duty Officer Fulghum came speeding around the lot and clipped his front end. He was making considerable noise, revving the engine and squealing the tires. Officer Matthews was driving cautiously and there were no cars coming in on exiting the lots at the time when Officer Matthews crossed. Officer Matthews produced memos from Sgt. Rouse and Officer Langston stating that the fault for the crash was improperly assigned to Officer Matthews. The memos laid out the reasoning for coming to that conclusion.

Officer Matthews feels his is not at fault for this crash and that the fault lies with Officer Fulghum's reckless driving on the parking lot. He feels like there was nothing he could have done better to avoid the collision.

Officer Blumer spoke on Officer Matthews' behalf. He advised that the collision was unavoidable on Officer Matthews's behalf because he was already in the intersection when Officer Fulghum came around the corner at a high rate of speed. Officer Fulghum gave contradicting accounts of how the collision occurred to STIS. Officer Matthews is hard working and dependable. He consistently leads the shift in productivity. He feels that the 904A charge is unfounded and should be dropped all together.

Lt. Sewell made a statement on Officer Matthews' behalf. Lt. Sewell advised that there were skid marks on the ground where Officer Fulghum was driving indicating that he was accelerating at a speed greater than his tires could maintain traction for. He was likely in a hurry to get home after his shift. Officer Matthews on the other hand had no reason to be in a hurry. Lt. Sewell stated that Officer Matthews is consistently one to the shifts top producers.

Officer Matthews's disciplinary resume was reviewed. He has no prior charges against him sustained or otherwise.

In Summary, On August 2nd, 2020 Officer Matthews was involved in a two motor vehicle crash on the lot of Tillman Station. There are no independent eye witnesses to the actual crash. STIS investigator Sgt. Bussey assigned fault for the crash to Officer Matthews based on the physical evidence and statements made to him. Sgt. Bussey pointed out in his crash report summary the no tire marks were observed. The manner of collision was T-bone with the front end of Officer Matthews's car striking broadside Officer Fulghum's car indicating that Officer Fulghum was first in the intersection and thereby giving him right of way. The damage from the crash was moderate and there were no injuries. The Crash Review Board agreed with Sgt. Bussey's assessment and determined Officer Matthews to be at fault for the crash. They categorized this incident Level "A" which calls for written reprimand and/or remedial driving school.

Not enough evidence was presented by Officer Matthews to support his assertion that he was fault for the crash was not his. After considering all the facts, I **sustain the charge** against Officer Matthews and order that he be issued a **Written Reprimand**.



MEMPHIS POLICE DEPARTMENT
Tillman Station

Written Reprimand



Date: October 27th, 2020

Employee's Name: Jamil Matthews IBM: 14317 Rank: PII

Policy Number Violated: DR 904(A) Damage to Motor Vehicles

Statement of Charges Number: 0823-20

Circumstances:

On August 2nd, 2020 around 1:00 hours you were operating Memphis Police Squad Car P# 5081 driving southbound through the parking lot of Tillman Station when you collided with a fellow Officer's personal vehicle also in motion on the Tillman Station lot. A subsequent investigation by STIS determined you're your actions were the cause of this crash. Being that this crash did not occur on a public street, no citations were issued.

Upon review of the incident by the Vehicle Crash Review Board, it was determined that your actions place you in violation of departmental policy. As a result of this violation, you were charged, a hearing was held, the charge was sustained and a written reprimand was ordered.

As an officer, you should constantly be aware of your surrounding when driving. Caution must be exercised when operating vehicles on both on streets and parking lots. You should also understand the importance of taking all necessary precautions, remember your training and exercise due caution.

You have been counseled on the seriousness of the violation and advised that if another situation similar to this occurs, it is with the understanding that it will be dealt with more severely in the future.

Major M. Jones 4383
Supervisor's Signature 4/3/2020

Jamil Matthews 14317
Officer's Signature 11-3-2020



MEMPHIS POLICE DEPARTMENT
MEMORANDUM



Tillman Station

To: Deputy Chief Wright 9511

Subject: Hearing Status SOC 0823-20

From: Major M. Javier 4383

Date: November 3rd, 2020

On Tuesday, October 27th, 2020, at 2300 hours, an administrative hearing was held at Tillman Station on Officer J. Matthews for violation of **DR 904A Damage to Motor Vehicles**. The hearing was held by Major M. Javier and the charge was **SUSTAINED**.

A Written Reprimand is hereby ordered.



Memphis Police Department Traffic Division



Vehicle Crash Review Board -Recommendation-

Name: Jamil Matthews

IBM: 14317

Rank: PII

Bureau or Station: Tillman

Location: Tillman St & Sam Cooper Blvd

Date and Time: August 02, 2020 at 1500 hours

Comments: On 08/02/2020 at 1500 hours, Officer Jamil Matthews, IBM #14317 was operating P-5081 at the above location. The Officer was in a marked 2012 Dodge Charger in non-emergency mode at the time of the crash. Officer Matthews stated he was S/B on the private lot to go W/B to get to Tillman St. when he struck the other vehicle.

There were no injuries, but functional damage was done to the MPD vehicle.

Officer Matthews was not issued a citation due to the crash occurring on private property. Acting Lt., Sgt. R. Phillips, IBM #2007, Car#806-C and Lt. J. Carson, IBM #194, Car #W6 made the scene and Traffic Sgt. T. Monistere, IBM#1687, Car#TR-28 is the lead investigator.

Upon review of this incident by the "Vehicle Crash Review Board", the Board determined that Officer Matthews's actions placed him in violation of MDA R-# 904, Damage to Motor Vehicles.

APPROVED

*Leutenant Colonel
Shafiq J. J. J. J.*

Recommending Officer

Colonel [Signature]

Traffic Division Commander

[Signature]
Bureau/Station Commander

[Signature]
Deputy Chief

**#02 August 02, 2020
1500 hours
Tillman St & Sam Cooper Blvd
PII Jamil Matthews #14317
P# 5081**

MPD-V#1 struck with its front, the rear passenger side of V#2

No Injuries / Functional Damage

**D#2 stated he had just gotten off work and was driving W/B approaching
Tillman St when MPD-V#1 struck his vehicle.**

Private property crash, no citation issued

Crash Report

WC2019767

Pursuit?

No

MEMPHIS POLICE DEPARTMENT
VEHICLE CRASH REVIEWOfficer Name: **Jamil Matthews**IBM #: **14317**

At Fault Crash Classification

Severity of Injuries Sustained by Citizen **0**Severity of Injuries Sustained by Employee **0**Severity of Property Damage **0**Severity of At Fault Vehicle Damage **2**Severity of NOT At Fault Vehicle Damage **2**At-Fault Automatic 3 Point Accumulation **0**Past Driving Behavior Credit Deduction **-0.2**Cumulative Point Total **3.8**

Severity of Injuries Sustained by citizen *

- 0 Points - No Injury
 1 Points - Release of citizen at scene
 2 Points - Treatment of citizen at hospital
 3 Points - Hospitalization of citizen

Severity of Injuries Sustained by Employee *

- 0 Points - No Injury
 1 Points - Release of employee at scene
 2 Points - Treatment of employee at hospital
 3 Points - Hospitalization of employee

Severity of Property Damage

- 0 Points - No Damage
 1 Point - Minor
 2 Points - Moderate
 3 Points - Major

Severity of At Fault Vehicle Damage **

- 0 Points - No Damage
 1 Point - Minor
 2 Points - Functional
 3 Points - Disabling
 4 Points - Total Loss

Severity of NOT At Fault Vehicle Damage **

- 0 Points - No Damage
 1 Point - Minor
 2 Points - Functional
 3 Points - Disabling
 4 Points - Total Loss

At-Fault Automatic 3-Point Accumulation For:

- Backing collision with moving or fixed object
 Failure to Yield
 Rear-End Collision
 U-Turns

Traffic Division Commander

Bureau / Station Commander

Deputy Chief

Past Driving Behavior Credit ***

Consecutive years with no at-fault crashes immediately prior to crash.

0.2 points (2/10) of the Past Driving Behavior Credit will be awarded for each at-fault crash free year of service up to a maximum of 4 points. Calculation of at-fault crash free years will be made from the date of last (most recent) at-fault crash or graduation from the Memphis Police Academy, whichever is greater (most recent).

Prior At-Fault Crashes:

OR
 Graduation Date:
 06/20/2019
 Credit Years
 1

* Injuries from the crash resulting in permanent disability or death of a citizen as direct result of the crash is an automatic Category E Violation that can be mitigated. No past driving credit allowed.

** Any vehicle classified as Total Loss Damage is an automatic Category D Violation that can be mitigated.

*** In no case will the cumulative point total be less than zero

Aggregated injuries or damages will be assessed using the most severely injured person or damaged property. Remaining injuries or damages will be used as aggravating factors within the disciplinary range.

APPROVED

SEP 21 2020

MEMBER
TRAFFIC DIVISION

Date

Date

Date

Discipline Range: Category Assignment

- 0-3 Points = A
 4-8 Points = B
 9-12 Points = C
 13+ Points = D
 * Points = E

Discipline Range Category

A

Crash Report

Memphis Police Department

Report # WC2018767

Crash Date/Time

Location

08/02/2020 3:00PM

Tillman St, 150 Feet South of Sam Cooper Blvd

Notified: 08/02/2020 3:15 PM

Totals: 2 Vehicles, 2 Person(s) Involved, 0 Killed, 0 Injured

Arrived: 08/02/2020 3:25 PM

Type: Property damage (over \$400)

Investigation Complete: Yes

Hit and Run: No hit and run (unsolved)

Involved School Bus: No

Police Pursuit: No

City/County: Memphis, TN

Area: Urban

District: STIS

Add. Designation: Business

Trafficway/Lend: Open trafficway

Latitude/Longitude: 35.14371 / -89.960434

Rail Crossing ID:

Photos Taken By: J. Bussey

Supervising Officer: Kevin M. Craig

Report Approved: 08/02/2020 7:53 PM

Collision with Motor Veh in Transit: Vehicle in transport

Any Other Harmful Events?: No

Manner of Collision: Angle (includes side impact)

Relation To Junction: Other location

Type of Intersection: Not at intersection

Relation To Roadway: On roadway

Hwy Constr./Maint. Zone: None

Construction Type: None

Construction Location: None

Workers Present: No

Light Conditions: Daylight

Weather Conditions: No adverse conditions

Reporting Officer

Officer Type

Rank

Badge #

Car #

J. Bussey

Reporting

Sergeant

0179

TR-31

Vehicle #1

Automobiles: Sedan/hardtop/coupe 4dr

Color: White

Total Occupancy: 1
(Including Driver)

Hit & Run Vehicle: No Hit and Run

Presence: Driver Oper. Contact Veh., Government

Going/Facing: S. on Tillman St

Speed Limit: 15 MPH

License Tag:

VIN:

Weight: 1-10,000 lbs.

Damage Extent: Functional Damage

Damage Amount: 400+

Damaged Area: Front end

Rollover: No

Fire: No

First Impact: Front end

Towed/Driven: Driven away

Towed To:

Special Use: Police

Emergency Use: No

Trailer: No trailer

Insurance Co.: City Claims Office

Policy #: 732

Seq. of Events: for vehicle in transport

Collision with Motor Veh in Transit: Vehicle in transport

Vehicle Defects: None

Vehicle Operation Type: In Transport

Underminding/Overriding: No underide or override

Driver/Vehicle Maneuver: Going straight

Roadway Route Signing: Other: Private Lot

Traffic Flow: Other

Number of Travel Lanes: Other: Private Lot

Access Control: No control

Roadway Surface Conditions: Dry

Roadway Surface Type: Asphalt

Alignment: Straight

Profile: Level

Trafficway Hazards: No apparent hazards

Traffic Control Device: No control

Control Device Functioning: Not applicable

Insurance Type: Owner

Bus Usage: Not Applicable

Department Vehicle: Marked - Active Emergency Equ

If Dept. Vehicle, Driver Fault: Driver at Fault

If Dept. Vehicle, Cause of Crash: Unintentional Act

Driver (vehicle #1)

Name: Jamil A Matthews
Address:

Sex: Male
Race: Black/African Amer.
DOB:
Email:

Phone #:
Cell #:
Work #:

Driver's License:
DL Class: D
Seating Position: Front seat - left side
Safety Equipment: Unknown if restraint used
Air Bag: Available, not deployed
Injury: No injury
Ejected: Not ejected
Ejection Path: Not ejected/not applicable
Trapped: Not trapped
Transported By: Not transported
Transported To:

Ethnic: Non-Hispanic
Driver Actions: Fail yield right of way
Driver Distractions: Unknown
Driver Condition: Appeared normal
Alcohol usage determined by: Observed
Alcohol Test: None given
Drug usage determined by: Observed
Drug Test: None given
Drivers License Endorsements: None
Complied with Endorsements: Yes
Drivers License Restrictions: None
Complied with Restrictions: Yes
Alcohol Usage: No usage
Drug Usage: No usage

Written Statement:

Owner (vehicle #1)

Name: Of City
Address:

Sex:
Race:
DOB:
Driver's License:
Email:

Phone #:
Cell #:
Work #:

Written Statement:

Passengers (vehicle #1)

No passengers.

Vehicle #2

Automobiles: Sedan/hardtop/coupe 4dr

Color: Silver

Total Occupancy: 1
(Including Driver)

Hit & Run Vehicle: No Hit and Run
Presence: Driver Oper, Contact Veh., Government
Going/Facing: W. on Tillman St
Speed Limit: 15 MPH
License Tag:
VIN:
Weight: 1-10,000 lbs.
Damage Extent: Functional Damage
Damage Amount: 400+
Damaged Areas: Passenger side, between rear/center

Rollover: No
Fire: No
First Impact: Pass. side, between rear/center
Towed/Driven: Driven away
Towed To:
Special Use: No special use
Emergency Use: No
Trailer: No trailer
Insurance Co.:
Policy #:
Seq. of Events: vehicle in transport

Collision with Motor Veh in Transit: Vehicle in transport
Vehicle Operation Type: In Transport
Underriding/Overriding: No underride or override
Vehicle Defects: None
Driver/Vehicle Maneuver: None
Roadway Route Signing: Other: Private Lot
Traffic Flow: Other
Number of Travel Lanes: Other: Private Lot
Access Control: No control
Roadway Surface Conditions: Dry
Roadway Surface Type: Asphalt
Alignment: Straight
Profile: Level
Trafficway Hazards: No apparent hazards
Traffic Control Device: No control
Control Device Functioning: Not applicable
Insurance Type: Owner
Bus Usage: Not Applicable
Department Vehicle: No
If Dept. Vehicle, Driver Fault: Inapplicable/Unknown

If Dept, Vehicle, Cause of Crash: Inapplicable/Unknown

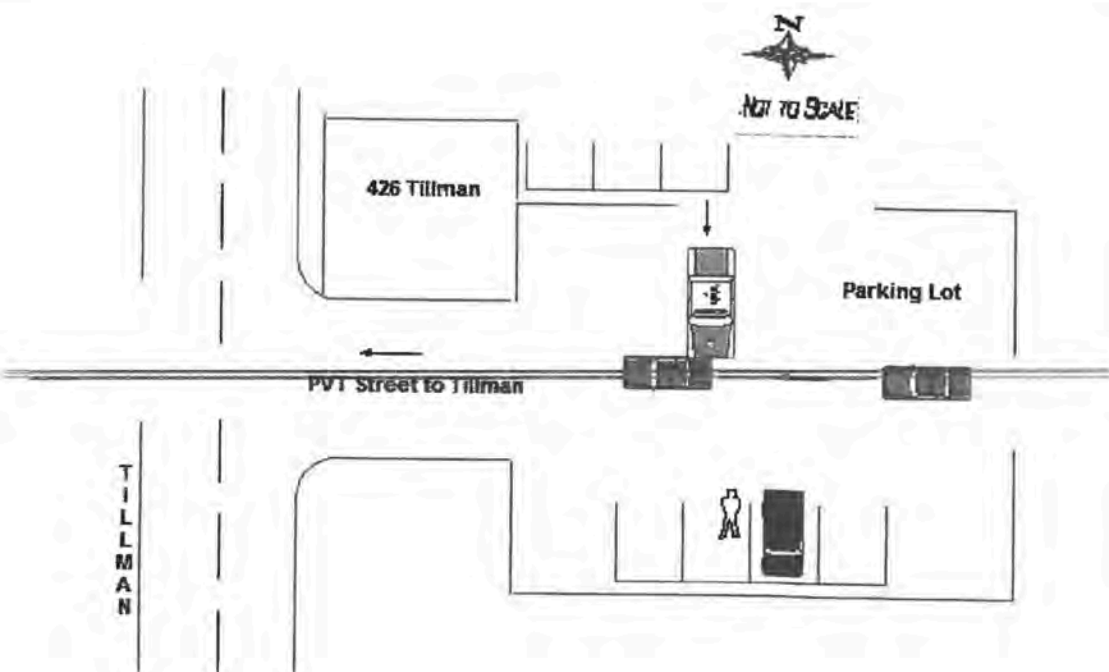
Driver (vehicle #2)Name: John J Fulghum
Address:Sex: Male
Race: White/Other White
DOB:
Email:Phone #:
Cell #:
Work #:Driver's License:
DL Class: D
Seating Position: Front seat - left side
Safety Equipment: Unknown if restraint used
Air Bag: Available, not deployed
Injury: No injury
Ejected: Not ejected
Ejection Path: Not ejected/not applicable
Trapped: Not trapped
Transported By: Not transported
Transported To:Drivers License Endorsements: None
Complied with Endorsements: Yes
Drivers License Restrictions: None
Complied with Restrictions: Yes
Ethnic: Non-Hispanic
Driver Actions: No contributing actions
Driver Distractions: None
Driver Condition: Appeared normal
Alcohol Usage: No usage
Alcohol usage determined by: Observed
Alcohol Test: None given
Drug Usage: No usage
Drug usage determined by: Observed
Drug Test: None given

Written Statement:

Driver is vehicle owner.

Passengers (vehicle #2)

No passengers.

Diagram

Narrative

WC2019767

STIS Cad# P202161185

Officer Jamil A. Matthews (14317) car 6540 P#5081 (at fault/ no injuries)

Sgt J. Bussey (0179) car Tr-31C (STIS) Investigator

Scene supervisor, Sgt R. Rouse (1913) car 507C (Tillman Station)

On 08/02/2020 at 15:25 hours, Sergeant J. Bussey (0179), car Tr-31C responded to a crash at 426 Tillman. Upon arrival Scene supervisor advised there was a police crash on the parking lot of the Tillman Police Station.

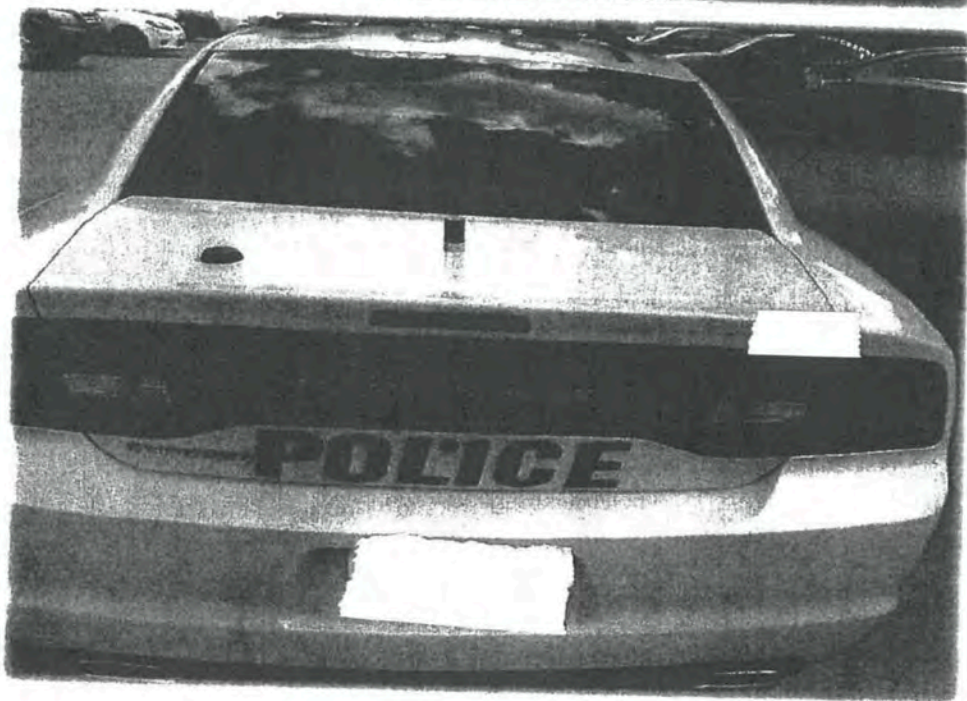
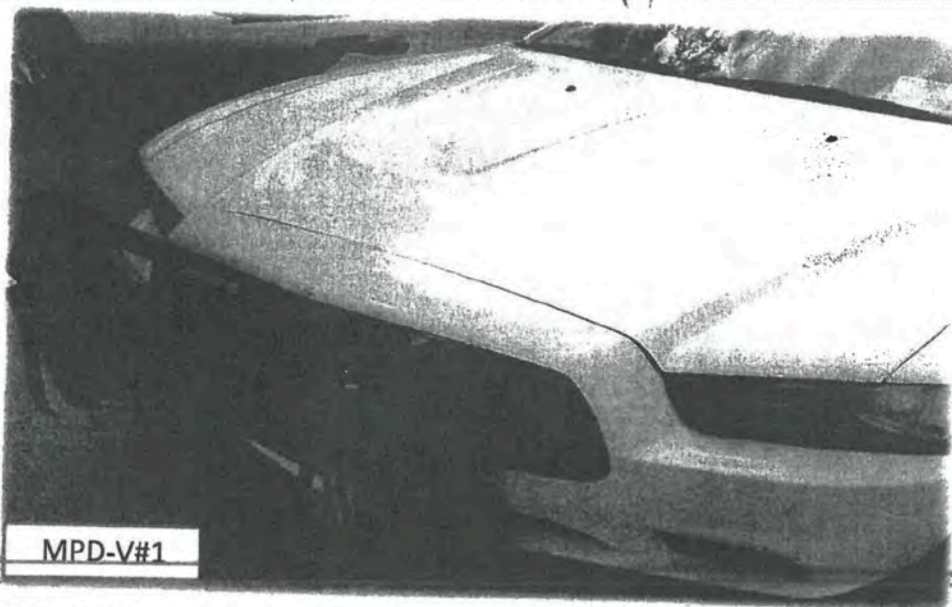
Driver of vehicle 1, an on duty MPD Police Officer, Jamil A. Matthews (14317), P#5081 car 6540 driving an 2012 White Dodge Charger Tn tag: 6827 GB, not in emergency mode, advised he was driving S/B on the private lot to go W/B to get to Tillman St.

Driver of vehicle 2, an off duty MPD Police Officer, John Fulghum (11270) driving his personal vehicle (2007 Nissan Altima) Tn: CMR068. John Fulghum advised he had just gotten off work and was driving W/B on the straight a way approaching Tillman St. Driver of vehicle 2 then advised vehicle 1's front bumper collided with his passenger side rear door.

Witness 1, On Duty MPD Officer, K. Langston (14315) car 6540 advised he did not see the collision. Officer Langston stated he was walking S/B on the lot to his personal vehicle and he heard a vehicle revving up, as if they were speeding, then he heard screeching then lastly he advised he heard the collision, but again did not see it.

The evidence on the scene did not show any skid marks. I also called RTCC to check the cameras and was advised they were not working on the outside of the building.

STIS supervisor, Lt K Craig was advised. Both vehicles were driven away and there were no tows needed or injuries reported. No citations were issued due to private property crash.



Start Date 4/1/2020

End Date 10/27/2020

Precinct Tillman Station

Shift Delta

View Report

2 of 2

100%

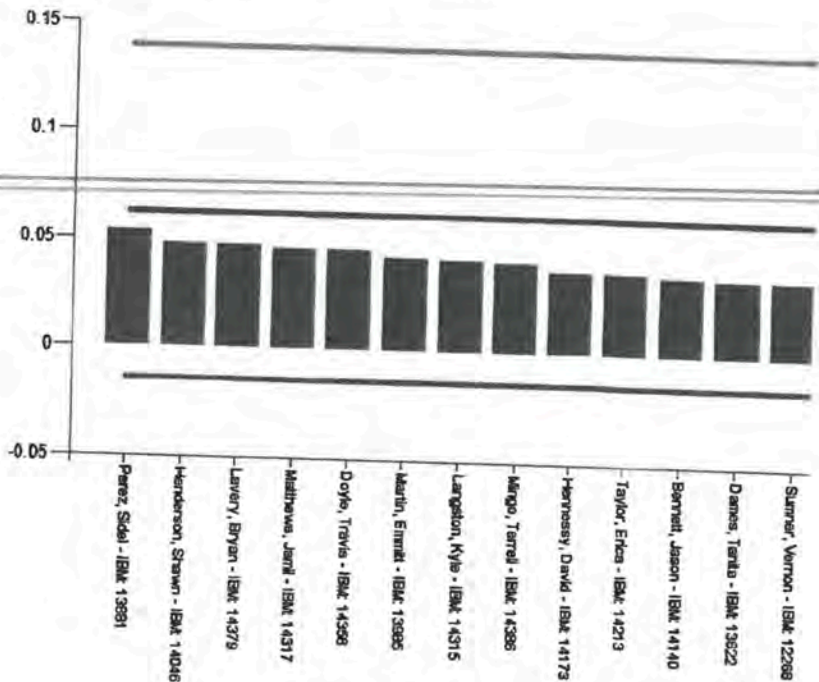
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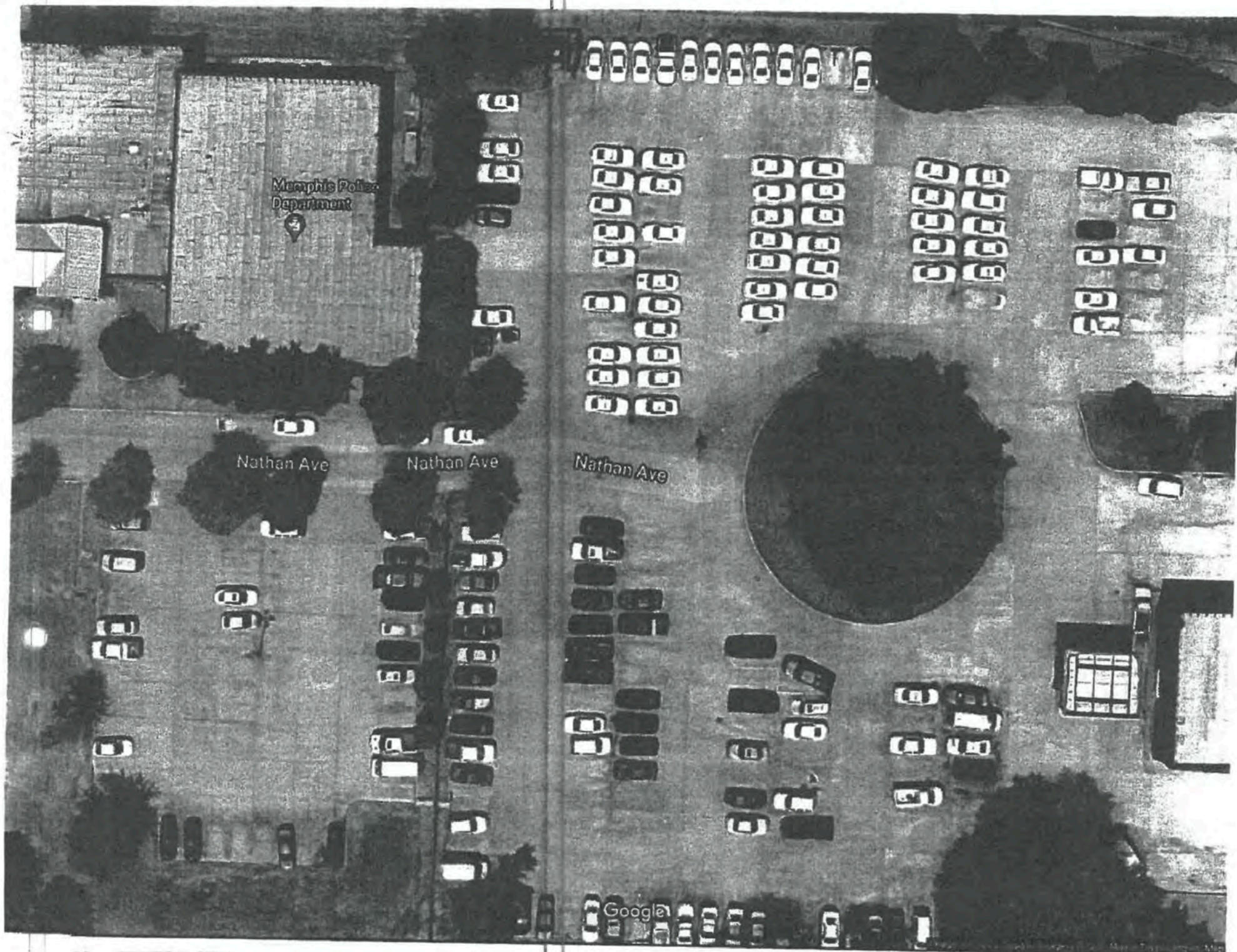
Mean + SD= 0.1393

Mean = 0.0625

Officer Product

Alt adjust Prct Mean + 1SD Mean Mean - 1SD







MEMPHIS POLICE DEPARTMENT MEMORANDUM



(TILLMAN PRECINCT)

To: Whom It May Concern

Subject: Accident on Precinct Lot

From: K. Langston 14315 *KL 14315*

Date: 10/23/20

To Whom it May Concern,

On August 2nd 2020 at approximately 1500 hours, an accident occurred on the back lot involving (P#5081) driven by J. Matthews (14317), and a personal vehicle driven by Officer Fulghum. I was Officer J. Matthews' partner on this day and was assigned to the same vehicle (P# 5081). Officer Matthews and I retrieved the keys to the vehicle so we could begin loading our equipment. Officer J. Matthews went to the squad car parking lot area to get the vehicle, and I began walking to my personal vehicle, parked in the southwest corner of the parking lot. As I was walking to my vehicle, I heard an engine crank and observed Officer Fulghum in his personal vehicle. Officer Fulghum then backed out of his spot at such a fast pace that it caused his tires to screech. Once Officer Fulghum backed out, I then observed him once again screech his tires to take off from a stopped position. Officer Fulghum then proceeded northbound; to make a slight left turn to go westbound out of the parking lot. As Officer Fulghum was making that (slight left turn) to go westbound, he once again heavily accelerated, squealing his tires leaving a tire drag mark on the pavement. I then proceeded towards my vehicle, when I heard a loud crash of vehicles colliding. Although I did not witness the impact, I do believe that Officer Fulghum was traveling at such a high rate of speed, that there would have been no way for Officer Matthews to see or avoid the collision from his angle in the parking lot. There was also a parked squad car impeding Officer Matthews' view of the oncoming speeding vehicle. We advised the Traffic Investigator several times of the tire drag marks from behind Officer Fulghum's parking spot and the slight left turn, were disregarded in the report. Officer Fulghum was obviously leaving the parking lot in a reckless manner, leaving Officer Matthews no time to react.



MEMPHIS POLICE DEPARTMENT MEMORANDUM



Tillman Station - Charlie Shift

To: Major M. Javer, 502A
Subject: Squad Car Crash on Precinct Lot
From: Sgt. R. Rouse #1913 Date: 10-24-20

On August 2, 2020 around 1500 Hrs. I was in the Charlie shift Lt. office and heard the squeal of tires outside in the parking lot. About a minute later I heard shouting. Then after about another minute Delta shift Officer J. Matthews #14317 came into the building through the side door (by the gate). I could see he was flustered and he advised there was a situation outside and asked for my help. I went out the side door and saw Bravo shift ~~Officer Fulghum standing by his POV stopped at the gate. I immediately surmised what~~ had happened. I observed the minimal damage to both cars. Both Officers advised they were unhurt. I was on duty so I notified STIS.

I asked Fulghum if it was his tires I had heard squealing moments before. He explained it was probably when he was braking trying to avoid the police car driven by Matthews. However, he contradicted himself soon later when he described seeing the other car and saying he swerved and tried to speed up to get out of the way. The collision was the left front of the siren bar on the police car and the right rear side of Fulghum's car.

I saw Officer Langston in the parking lot and asked if he had witnessed the collision. He advised he also had heard Fulghum screech his tires as he was leaving and added, "He was driving like a bat out of hell." I recognized I had surmised the circumstance correctly. I later heard rumor that Fulghum habitually screeches off the lot when leaving work. I profess Fulghum's action/routine was the instigating factor for this collision. I tried to explain to STIS, but apparently was dismissed. I think the fault for the accident deserves reassessment.

Sincerely,

Sgt. Rouse #1913

Sgt. R. Rouse #1913