

**AGENDA**  
**POLICE MERIT COMMISSION**  
**Monday, January 10, 2022 9:00 a.m.**  
**Council Chambers**

Municipal Building, 229 S. Second Street, Elkhart, IN 46516  
<https://coel.webex.com/coel/j.php?MTID=mbce4fef3fbb18233a8bad65be469be32>

**Meeting Number 2303 425 1903**  
**Password POLICE22**

- 1. Call to Order**
- 2. Roll Call**
- 3. Approve Agenda**
- 4. Approve Minutes- Regular Meeting December 13, 2021, & Special Meeting January 3, 2022**
- 5. Police Department**
  - Request to Hire- Jared Robert Habermehl
  - Swearing in Ceremony
- 6. Public Participation**
- 7. Adjournment**

POLICE MERIT COMMISSION  
Monday, December 13, 2021

President James Rieckhoff called a meeting of the Police Merit Commission to order at 9:00 a.m., Monday, December 13, 2021. Clerk of the Commission Nancy Wilson called the role. Commissioners James Rieckhoff, Clifton Hildreth, Brad Billings and Thomas Barber attended in person. Jean Mayes attended on WebEx.

1. APPROVE AGENDA

On motion by Brad Billings, seconded by Cliff Hildreth and carried 5-0, the agenda was approved as presented.

2. MINUTES- Regular Meeting November 8, 2021

On motion by Clifton Hildreth, seconded by Brad Billings and carried 5-0, the minutes from November 8, 2021 were approved as presented.

3. POLICE DEPARTMENT

Chief Kris Seymore presented a notice of resignation from Cpl. Nathan Lanzen. His last day was November 29, 2021. On motion by Cliff Hildreth, seconded by Tom Barber and carried 5-0, the resignation of Cpl. Nathan Lanzen was accepted.

Chief Kris Seymore presented a Change of Status promotion for Sgt. Anthony Tweedy to the rank of Criminal Investigation Division Lieutenant effective December 6, 2021. On motion by Brad Billings, seconded by Cliff Hildreth and carried 5-0, Anthony Tweedy was promoted to Probationary Lieutenant.

Chief Seymore presented a disciplinary notice for Cpl. Jeffrey Gorbball. An external complaint was generated on October 4, 2021 and investigated. The investigation recommended the allegation of violating Policy 320.5.9(f) Conduct: discourteous, disrespectful or discriminatory treatment of any member of the public, or any member of this department or the city be sustained. Chief Seymore agreed with the findings. The initial recommendation for this incident was a five-day suspension. It was determined that twenty days would be issued due to the fifteen-day suspension Cpl. Gorbball received in November 2020, in that it was along the same misconduct to the last incident. Progressive discipline, with five days added, would make the total twenty days. Chief Seymore noted Cpl. Gorbball signed the discipline and did not request a hearing. On motion by Cliff Hildreth, seconded by Tom Barber and carried 5-0, the Police Merit Commission approved a twenty-day suspension without pay for Cpl. Jeffrey Gorbball.

Chief Seymore presented a disciplinary notice for Ptl. Adam Northcutt. An external complaint was generated on October 13, 2021 and investigated. The investigation recommended the allegation of violating Policy 300.3 Use of Force, Policy 300.3.5 Alternative tactics- De-Escalation, Policy 320.5.9 Conduct (f), (i), Discourteous, disrespectful of discriminatory treatment of any member of the public, or any member of this department or the city. Violating these policies, in the manner which Ptl. Northcutt did, was inappropriate and offensive to a citizen of our community, as well as the Elkhart General Hospital security personnel. The Captain's Review Board recommended a three-day suspension. Chief Seymore issued a five-day suspension, based on conduct and actions in the incident. Department training was not followed. Ptl. Adam Northcutt signed the discipline and did not request a hearing. President Rieckhoff accepted communication of the discipline from Chief Seymore. He thanked the person who commented on

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Facebook, noting the more information they receive from the public, the better they are able to do their job reflecting the attitudes of the public. He thanked the person who responded as well.

On motion by Brad Billings, seconded by Tom Barber and carried 5-0, the Commissioners approved the 2022 Police Merit Commission Meeting dates.

4. ADJOURNMENT

On motion by Brad Billings, seconded by Jean Mayes and carried 5-0, the City of Elkhart, Indiana Police Merit Commission was adjourned at 9:18 a.m.

\_\_\_\_\_ James Rieckhoff, President

Attest: \_\_\_\_\_ Clifton Hildreth, Secretary

POLICE MERIT COMMISSION  
Monday, January 3, 2022

President James Rieckhoff called a special meeting of the Police Merit Commission to order at 9:00 a.m., Monday, January 3, 2022. Clerk of the Commission Nancy Wilson called the role. Commissioners James Rieckhoff, Clifton Hildreth, Brad Billings and Thomas Barber attended in person. Jean Mayes attended on WebEx.

1. APPROVE AGENDA

On motion by Brad Billings, seconded by Cliff Hildreth and carried 5-0, the agenda was approved as presented.

2. ELECTION OF 2022 OFFICERS

On motion by Jean Mayes, seconded by Brad Billings and carried 5-0, the Commissioners retained the current officers in 2022, James Rieckhoff President, Brad Billings Vice-President, and Clifton Hildreth Secretary.

3. POLICE DEPARTMENT

Assistant Chief Dan Milanese presented prospective officer Tyler Koepfel for hire. He passed all of the required medical and psychological screenings, as well as the appropriate background searches necessary to become employed with the Elkhart Police Department as a police officer. Asst. Chief Milanese requested that the Commissioners approve the hiring of Tyler Nathaniel Koepfel and swear him in. On motion by Brad Billings, seconded by Clifton Hildreth and carried 5-0, the Commissioners approved the hiring of Tyler Nathaniel Koepfel.

Assistant Chief Dan Milanese presented prospective officer Cody Vicary for hire. He passed all of the required medical and psychological screenings, as well as the appropriate background searches necessary to become employed with the Elkhart Police Department as a police officer. Asst. Chief Milanese requested that the Commissioners approve the hiring of Cody Lee Vicary and swear him in. On motion by Brad Billings, seconded by Thomas Barber and carried 5-0, the Commissioners approved the hiring of Cody Lee Vicary.

Assistant Chief Dan Milanese presented prospective officer Cody Simon for hire. He passed all of the required medical and psychological screenings, as well as the appropriate background searches necessary to become employed with the Elkhart Police Department as a police officer. Asst. Chief Milanese requested that the Commissioners approve the hiring of Cody Joseph Simon and swear him in. On motion by Jean Mayes, seconded by Thomas Barber and carried 5-0, the Commissioners approved the hiring of Cody Joseph Simon.

Mayor Rod Roberson spoke to the families about the team of Police Officers and the Elkhart Community. He talked about the level of service, and the way we all serve is what makes us all the same. He thanked the parents and grandparents and told them they are a part of this oath. He thanked the children and told them they are a part of this family. He asked the officers to raise their right hand and repeat the oath as follows: "I, swear that I will diligently, honestly, faithfully and impartially, perform all of my duties as a Police Officer of the City of Elkhart, according to the law. I will support and defend the Constitution of the United States; and the Constitution of the State of Indiana. I will observe the rules and regulations established by the Police Merit Commission, and the Chief of Police of the Elkhart Police Department." The Mayor told them they are duly sworn, and thanked them for their service.

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4. ADJOURNMENT

On motion by Brad Billings, seconded by Cliff Hildreth and carried 5-0, the City of Elkhart, Indiana Police Merit Commission was adjourned at 9:35 a.m.

\_\_\_\_\_ James Rieckhoff, President

Attest: \_\_\_\_\_ Clifton Hildreth, Secretary



Rod Roberson  
*Mayor*

Kris Seymore  
*Chief*

*Police Department*  
175 Waterfall Dr.  
Elkhart, IN 46516

574.295.7070  
Fax: 574.293.0679

January 4th, 2021

Police Merit Commission  
Municipal Building  
229 S. Second St.  
Elkhart, IN 46516

Dear Commissioners:

Prospective Officer, Jared Robert Habermehl, has passed all of the required medical and psychological screenings, as well as the appropriate background searches, necessary to become employed with the Elkhart Police Department as a police officer. I am requesting that you will approve the hiring of this candidate and that he be sworn in on January 10, 2022.

If you have any questions, or would like further information, please do not hesitate to contact me.

Respectfully,

Kris Seymore  
Chief of Police