

AGENDA
POLICE MERIT COMMISSION
Monday, March 10, 2025 9:00 a.m.
Council Chambers

Municipal Building, 229 S. Second Street, Elkhart, IN 46516

<https://signin.webex.com/join>

1-415-655-0001 Meeting Number 2310 038 5872

Password Police25

1. **Call to Order**
2. **Roll Call**
3. **Approve Agenda**
4. **Approve Minutes- Regular Meeting February 24, 2025**
5. **Police Department**
 - **Disciplinary Action- Sgt. Jeremy Snow,
Det. Greg Harder**
6. **Public Participation**
7. **Adjournment**

POLICE MERIT COMMISSION Monday, February 24, 2025

President Jim Rieckhoff called a regular meeting of the Police Merit Commission (PMC) to order at 9:00 a.m., Monday, February 24, 2025. Clerk Nancy Wilson called the role. Commissioners Jim Rieckhoff, Brad Billings, Clifton Hildreth and Thomas Barber attended in person. Jean Mayes attended on Webex.

1. APPROVE AGENDA

On motion Thomas Barber, seconded by Clifton Hildreth and carried 5-0, the agenda was approved as presented.

2. APPROVE MINUTES: Regular Meeting February 10, 2025

On motion by Brad Billings, seconded by Clifton Hildreth and carried 5-0, the minutes from February 10, 2025 were approved.

3. POLICE

Chief Dan Milanese presented a Change of Status for Cpl. Lauren Adams. She was assigned as Acting Sergeant effective February 11, 2025. Jim Rieckhoff accepted the communication.

Chief Dan Milanese presented a Change of Status for Ptl. Aric Chevalier from 3rd Class to 2nd Class Patrolman effective February 26, 2025. Jim Rieckhoff accepted the communication.

Chief Dan Milanese presented a Change of Status for Ptl. Dane Frieden from 3rd Class to 2nd Class Patrolman effective February 26, 2025. Jim Rieckhoff accepted the communication.

Chief Dan Milanese presented a Change of Status for Ptl. Matthew Gimson from 3rd Class to 2nd Class Patrolman effective February 26, 2025. Jim Rieckhoff accepted the communication.

4. Accept Communication

Jim Rieckhoff noted for the record the Elkhart Circuit Court, Michael A. Christofeno, Judge ruled the decision of the Elkhart Police Merit Commission is affirmed in all respects and the relief sought by the Petitioner Joy Phillips in her Verified Petition for Judicial Review was denied on February 17, 2025.

5. ADJOURNMENT

On motion by Clifton Hildreth, seconded by Thomas Barber and carried 5-0, the City of Elkhart, Indiana Police Merit Commission was adjourned at 9:08 a.m.

_____ Jim Rieckhoff, President

Attest: _____ Clifton Hildreth, Secretary

Rod Roberson
Mayor
Dan Milanese
Chief



Police Department
175 Waterfall Dr.
Elkhart, IN 46516
574.295.7070
Fax: 574.293.0679

February 25, 2025

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

RE: Sgt. Jeremy Snow
Disciplinary Action

Dear Commissioners:

Due to the violation of the policies listed below Sgt. Jeremy Snow has received 3 days suspension without pay for violating policy 802.5.1. The original complaint revolved around violating policy 802.5.1 "Processing and Packaging" of evidence. The complaint stated that you seized property from an individual you arrested. You did not submit this property before going off-duty as described in policy 802.5.1. This is the second time you have done this. Complaint IAC23-2-17 generated on 2/22/2023 documented a very similar incident where you did not submit property you seized prior to going off-duty. The incident in 2023 was documented as verbal counseling. Remedial training was documented by Sgt. Brian LaBelle explaining policy 802.5.1 (ART23-6-15). It was documented that you stated you understood the policy and you will not do this in the future.

SUSTAINED: Policy 802.5.1

**ACTION: 3 days suspension without pay
Corrective Training**

Respectfully,

A handwritten signature in blue ink, appearing to be "D. Milanese", with the number "384" written below it.

Daniel Milanese
Chief of Police

cc Personnel File
Captain Hamlin (email copy)
Professional Standards (email copy)
Payroll (email copy)

Rod Roberson
Mayor
Dan Milanese
Chief



Police Department
175 Waterfall Dr.
Elkhart, IN 46516
574.295.7070
Fax: 574.293.0679

March 3, 2025

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

RE: Det. Greg Harder
Disciplinary Action – IAC25-1-39

Dear Commissioners:

Due to the violation of the policies listed below Detective Greg Harder has received 3 days suspension without pay for violating policies 703.3.2(e), 320.5.8(i), and 320.5.9(l). The complaint stated that Detective Harder had consuming alcoholic beverages in his department issued vehicle while off duty. Det. Harder has shown remorse for his actions and recognized his need to address the issues listed in the complaint. Det. Harder has cooperated with a management referral to New Avenues.

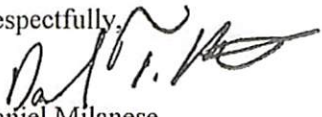
SUSTAINED: Policy 703.3.2(e) Operating Requirements in the Vehicle Policy
Policy 320.5.8(i) Performance in the Standards of Conduct Policy
Policy 320.5.9(l) Conduct in the Standards of Conduct Policy

ACTION: - 3 days suspension without pay

- Removal from take-home car program until advised by City HR to reinstate upon HR's review of management referral (on-duty driving is authorized)

- Re-assignment from Elkhart County Homicide Unit back to E.P.D. Criminal Investigation Division.

Respectfully,


Daniel Milanese
Chief of Police

cc: Personnel File
Captain Houser
Professional Standards (email copy)
Payroll (email copy)