P NONSUPVOFC

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OCT 09 15

From: Koval, Michael
Sent: Friday, October 09, 2015 1:47 PM
To: Kenny, Matthew
Cc: Snyder, Thomas; Fiore, Anthony; Frei, Daniel; Fuhremann, Erik; P NONSUPVOFC
Davenport, John; Gaber, Randall; Koval, Michael; Williams, Susan
Subject: 2016

Good afternoon, Matt~

This email will serve to formally establish an understanding of your plans for 2016.

As you will recall from our recent phone conversation, I am interested in finding the right fit in keeping with your needs and desires while simultaneously balancing the safety of our co-workers and what's in the best interests of our relationship(s) with the community. In weighing those various priorities, I believe we have crafted a decision that serves all of these. You are interested in pursuing your passions of training and mounted patrol (at least for the time being), the Department has a desire to supplement the vitally important job of supporting our training initiatives as well as strengthening and growing our commitment with the Mounted Horse Patrol, and by creating a little more time and space, I am confident that even more members of our community will be better prepared to accept your eventual transition to Patrol (if that is ultimately what you desire to do).

To that end, then, I am going to extend your temporary assignment into and including 2016. Your time will be proportioned, as needed, between Training and Mounted Patrol and your immediate supervisor will be Sgt. Fiore. Please know that all reports from your current teams (Training and Mounted) advise me that your work is exceptional and critical to the respective missions of both units. I am grateful for your valuable contributions and appreciate your willingness to consider the difficult dynamics of reconciling your interests with what is in the best interests of MPD. Please know that my administration will continue to support and defend your rights and will continue to evaluate and assess a strategy for transitioning to other assignments in the future.

As a matter of clarity, your continuing assignment is "temporary" and should not be viewed as the creation of a new "pilot" program or establishing another "closed" position. Should you have any additional questions or concerns about your assignment in 2016, please feel free to contact me at any time.

Once again, allow me to again convey my personal thanks to you for your selfless service to MPD and this community!

Respectfully~

Michael C. Koval, Chief of Police
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Redaction Date: 5/1/2026 3:17:21 PM

Redaction Log

Total Number of Redactions in Document: 2

Redaction Reasons by Page

Page	Reason	Description	Occurrences
1	P NONSUPVOFC	I have redacted the name of other officers, including volunteer union representatives that appear in these records unless they are in leadership positions in MPD as exceptions in Wis. Stat. 103.13 (6) (e).	2

Redaction Date: 5/1/2026 3:17:21 PM

Redaction Log

Redaction Reasons by Exemption

Reason	Description	Pages (Count)
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