



July 19<sup>th</sup>, 2013

PO Nick Bielowicz:

I reviewed an internal investigation conducted by Lt. Erick Heieck regarding a Burglary at [REDACTED]  
[REDACTED] After a review of your statement, witness testimony and video our findings are as follows:

1. You conducted personal business for a period of time within the building
2. You failed to notify dispatch of your location
3. Failed to be attentive to your duties
4. Failed to carry out the functions and objectives of the department

It is clear from the investigation that you entered the building for the purpose of checking the building as part of your patrol duties. However, you spent approximately one hour and twenty eight minutes in the building engaging, in part, in personal business by utilizing your iPhone to watch Netflix. During this period you failed to notify dispatch of your location and were not carrying out your assigned detail as expected. Unbeknownst to you a Burglary had occurred in the building a couple days prior to you entering. A video review was conducted by [REDACTED] personnel who contacted my office after seeing you in the building for a lengthy period of time. Due to your actions and neglect of duty it put yourself and the department under suspicion by the public. This prevents the department from carrying out our responsibilities to the community taxpayers.

Disciplinary action was based on and in accordance with contract language Article 19.

Conclusion of disciplinary action: Two (2) full days without pay and continued or future behavior of this type will however, if necessary, result in termination. Please respond by July 26<sup>th</sup>, 2013 no later than noon to the office of the Chief of Police regarding your decision consistent with contract language Article 19.2.

Jeffrey E. Trickler  
Chief of Police

Cc:  
Jennifer Slywka  
Patrick Nolin



**Geneva Police Department**  
**JEFFREY E. TRICKLER**  
**Chief of Police**  
255 Exchange St. - Geneva, New York 14456  
(315) 789-1111 - Fax (315) 789-1814 - [www.geneva.ny.us](http://www.geneva.ny.us)






July 26, 2013

Chief Trickler,

Having agreed not to challenge a rules violation allegation made against me, I have elected to accept the Summary Discipline imposed -- two (2) full days without pay. I further understand this suspension will be served at the discretion of the Chief of Police.

 820 7/29/13  
Nick Bielowicz Date



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November 19, 2013

PO Bielowicz

As per your understanding and acceptance of summary discipline related to a violation of policy you are hereby placed on administrative leave for the days of 11/22/13 and 12/01/13. During this period of administrative leave you are to refrain from entering the Public Safety Building unless authorized by my office.

Jeffrey E. Trickler

Chief of Police



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# EMPLOYEE WARNING RECORD

Employee Name P.O. Nicholas Bielowiec Clock XX  
 Payroll No. \_\_\_\_\_ Dept. Police Dept.  
 Shift 2:30 PM - 11 PM Time: 9:59 pm Date of Warning November 17, 2011

## WARNING

Nature Of Violation ☐ Substandard Work ☐ Conduct ☐ Tardiness ☐ Uncooperative  
☐ Carelessness ☐ Disobedience ☒ PD MVA involving GV12

## COMPANY REMARKS

On [redacted] at 9:59 PM you were involved in a PD MVA involving GV12 and a parked vehicle. You were not in Emergency Response Mode of driving however you unreasonably jeopardized your safety and that of other motorists, pedestrians or other persons by your actions. Your conduct is in direct violation of Geneva Police Department General Orders #410 Section IV Sub C #1, Emergency Response Driving.

Has Employee Been Warned Previously?	Form of Warning	When Warned and By Whom		
		1 <sup>st</sup> Warning	2 <sup>nd</sup> Warning	3 <sup>rd</sup> Warning
<input type="checkbox"/> Yes <input checked="" type="checkbox"/> No	Oral			
	Written			

## EMPLOYEE'S REMARKS RE: VIOLATION

The absence of any statement on the part of the EMPLOYEE indicates his/her agreement with the report as stated.

## ACTION TO BE TAKEN

\*\*\*Counseling Memo\*\*\*

Approved by [Signature] Name \_\_\_\_\_ Title CHIEF Date 11-18-11

I have read this "warning" and understand it.

Employee Signature <u>[Signature]</u> Date <u>11/17/11</u>	Signature of Person <u>SGT VALLI</u> Title <u>SERGEANT</u> Date <u>11/17/11</u>
DISTRIBUTION OF COPIES	
<input type="checkbox"/> Employee <input type="checkbox"/> Personnel Dept. <input type="checkbox"/> Foreman/Supervisor	Who Prepared Warning
<input type="checkbox"/> Department Head <input type="checkbox"/> Employee's Union Rep	Supervisor's Signature _____ Date _____



## EMPLOYEE COUNSELING MEMO

**TO:** PO Nick Bielowicz

**FROM:** Sgt. M. Valenti

**RE:** PD MVA – GV12



On [REDACTED] at or about 9:59 AM, you attempted to catch up to a vehicle with a Suspended Registration. While doing so you were involved in a Property Damage MVA with marked patrol unit GV12 involving a parked vehicle. You were driving in an Emergency Response Mode without your Emergency Lights activated as well as driving over the posted speed limit. This type of MVA WAS preventable on your part. You did not show due care to yourself, others, nor City property.


You must understand that this counseling memo is being completed so that you may take immediate corrective measures so it does not happen again. You must take precautions as stated in GO 410, EMERGENCY RESPONSE DRIVING, SECTION IV, so that this type of situation does not occur again.

As you may or may not be aware, further violation of this General Order may result in disciplinary action taken against you.

My signature acknowledges that I have read and received a copy of this counseling memorandum. It does not mean I agree or disagree with the contents. I know I have the right to attach a rebuttal.

DATED: 11/17/11

  
Employee's Signature

  
Supervisor's Signature