

Confidential Investigation Report Lawnton Fire Station

RACIAL, HARRASSMENT, BULLYING, RETALIATION COMPLAINTS

Confidential: Investigative Committee RE: Lawnton Fire Station

Introduction:

On June 5, 2018 a special meeting of all Chiefs and Presidents of the Swatara Township Fire Companies was called by Swatara Fire Chief Mike Ibberson to have an investigation committee appointed about alleged racial slurs, harassment and bullying that had occurred amongst members of the Swatara Township Fire Service that responded out of the Lawnton Fire House located at 52 S. 46th St. Harrisburg PA. Lawnton is one of five volunteer fire stations in Swatara Township.

The Special Investigations Committee was established on June 5, 2018 with the first meeting on June 7, 2018. It consisted of four (4) members - (1) Wayne Scott, Esquire a retired prosecuting attorney for the Commonwealth of Pennsylvania and now in private practice, (2) Jim Lang, former sworn and retired member of the PA State Police, (3) Robert L. Morrison, owner and principal of Creative Technology and Management Services, LLC, Chairperson of the Swatara Township Fire and Rescue Services, and former Commonwealth of Pennsylvania Department of Justice Criminal Investigator in Charge, and Swatara Township Fire Chief, Director of Fire Services Michael Ibberson.

At the first meeting, Chief Ibberson provided background information and documents he compiled on the situations that were to be investigated. This report is based upon interviews and documents. It is based upon facts from interviews, was made with no partiality toward anyone, and in complete independence in delivering this investigation to the Swatara Township Board of Commissioners and the Swatara Township Fire Advisory Board.

Facts:

1. From multiple sources including interviews, there was an ongoing feud between Volunteer Firefighter victim [REDACTED] and Volunteer Firefighter [REDACTED], who were at one time close friends.

2. Multiple interviewees stated [REDACTED] called firefighter victim, "[REDACTED] nigga" on a regular basis around the station. Most thought it was acceptable because it did not appear that the victim cared.
3. On at least one occasion [REDACTED] called the [REDACTED] a "nigger".
4. At least one other member at the Lawnton Fire Station called [REDACTED] Nigga, but felt it was not an offensive term.
5. On May 7th, 2018 Chief Michael Ibberson was informed that a member of the Lawnton Fire Company called another member a racial epithet on numerous occasions.
6. Chief Ibberson immediately called the member that was called the racial epithet to confirm that it was true. When it was stated that it was true, Chief Ibberson sent Chief Craig Powers of the Lawnton Fire Company an email asking for details on the incident and how it was handled. (appendix 1)
7. It was learned that this incident occurred months prior to it being brought to Chief Ibberson's attention.
8. Through discussion with Chief Powers about the incident it was confirmed he knew about the incident but did not do anything because the person who was called the names said they didn't want anything done at the time.
9. Chief Ibberson informed Chief Powers to review the Harassment Policy located in the Swatara Township Policy and Procedure Manual.
10. Chief Powers then indefinitely suspended the individual, so an investigation could be conducted.
11. On May 14th, 2018 the Lawnton Fire Company met with the Presidents of the 5 Swatara Township Fire Companies. During this time Chief Ibberson was away.
12. With the information that was presented to the presidents, they felt that a 10-day suspension was enough for the language that was used.
13. The Lawnton Fire Company Executive Board then ended Chief Powers' suspension of a member. The victim was asked by the fire company to put in writing he wanted nothing done, which the victim did. (appendix 2)

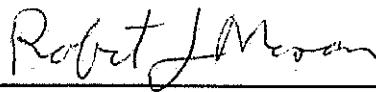
14. The victim then later stated he did want something done but was told by the President of the Fire Company he could not rescind his letter because the investigation was complete.
15. No documentation of the investigation by the fire company could be produced by Lawnton Fire Officials.
16. On May 22, 2018 Chief Ibberson was informed by Chief Powers of another incident where a member was called a "fag" and "drag queen". (appendix 3)
17. On Memorial Day, May 28th, 2018 Chief Ibberson received messages from the initial victim that was called "██████ nigger" with screen shots of messages and conversations between the victim and other members of the Lawnton Fire Company. Chief Ibberson replied stating he was confused and asked if individual felt harassed and he said yes. Ibberson said he would contact him in the morning for more information. (appendix 4)
18. Before Chief Ibberson could contact the victim the next day he received bullying, retaliatory, and threatening messages from another fire fighter. These messages were sent to Chief Ibberson and Chief Craig Powers. (Appendix 5)
19. Chief Ibberson felt the victim was being treated this way because of the investigation into the racial incident.
20. The victim stated he could not handle the harassment and was going to quit (appendix 6)
21. Ibberson called a meeting with all the fire chiefs and legal counsel to discuss the issue. At the meeting held on May 31, 2018, all the Chiefs agreed the incidents of racial comments, harassment and bullying could be easily viewed as connected.
22. Due to the number of individuals that were potentially involved, a recommendation of taking the fire company out of service pending an investigation was agreed upon. The Lawnton Fire Company's Executive Board was notified on the evening of the meeting. This action was approved by the Swatara Township Board of Commissioners President and the entire Board was informed.

23. The Lawnton Fire Company gathered information on the victim and presented it to Chief Ibberson on June 1, 2018. Mostly gathered by two Lawnton officials. It is a clear attempt at retaliating against the victim.
24. The vice president of the Lawnton Fire Company filed a harassment complaint on June 12, 2018 and resigned her position. (Appendix 8)
25. The entire executive board of the Lawnton Fire Company failed to handle this matter appropriately, and those who wanted to correct the problem were removed from the group.
26. ██████████ declined to be interviewed by the committee. (Appendix 9)
27. The committee was informed a member of the Lawnton Fire Company resigned in late 2017 for calling another member a "nigger".
28. The committee learned the Lawnton Fire Company's own membership made a motion to stop providing emergency services to Swatara Township and surrounding areas due to, lack of training, failure to respond to major incidents and overall lack of staffing. Though the motion failed, Chief Powers admitted before this committee those statements were true. Ultimately, fire apparatus was relocated throughout the township.
29. A review of the coverage was performed by Chief Ibberson and will not substantially affect emergency service in the Lawnton area.
30. The Lawnton Fire Company was placed on probation, by the Swatara Township Fire Advisory Board, in February 2017 for personnel issues not being handled correctly. This was a result of the president of the fire company at the time telling the fire advisory board to close Lawnton's doors.
31. Several of the people interviewed questioned the need to have 5 fire stations located within Swatara Township.
32. At least two interviewees stated that volunteer firefighting and volunteer firefighters are a dying breed.
33. At the request of the deputy chief of the Lawnton Fire Company, Chief Ibberson met with him on July 16, 2018. The deputy chief requested the status of the investigation. Chief Ibberson asked him what would happen if the Lawnton Fire Company would be allowed to provide services again, his reply was they would fail.
34. The whole matter could have possibly been avoided by correcting the lack of leadership and prompt action being taken in accordance with Swatara Fire Rescue policy procedures and guidelines.

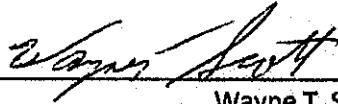
Recommendations:

1. More standard policies and procedures should be written over the next 24 months with formal training.
2. More focus needs to be placed on administrative and leadership training.
3. Administrative and personnel matters need to be addressed immediately and professionally.
4. The current fire service model in Swatara Township needs to continue to be professionalized. The current Swatara Township Assistant Fire Chiefs should be sworn township officials and be paid additional stipends with the expectation of increasing supervision and the general quality of Swatara Fire-Rescue.
5. We immediately recommend an increase in paid staff for the Office of the Fire Chief for the purposes of assisting the current Director of Fire Services in insuring yearly tactical and administrative trainings are completed. This position shall meet NFPA 1021 Standard for Fire Officer Professional Qualifications.
6. More extensive background checks need to be completed by the office of the fire chief. It is understood that criminal and child abuse checks are performed, but reference checks need to be completed on each applicant.
7. A better way is needed to audio and video record Township wide to take statements taken rather than the archaic and outdated way of taking handwritten notes and then transcribing them.
8. Studies should be conducted to determine whether 2 or 3 modern fully equipped stations at the proper locations in Swatara Township is all that is needed. Attention should be made to the rating authorities such as the ISO (Insurance rating) and the NFPA (National Fire Protection Association).
9. Swatara Township needs to continue focusing on how the entire township can function together.
10. Two of the involved members should no longer be considered first responders in Swatara Township.
11. Finally, it is our recommendation based upon all the facts that the Lawnton Fire Company's designation as an official fire company for Swatara Township be revoked, pursuant to the Township's authority under Ordinance 2015-9.

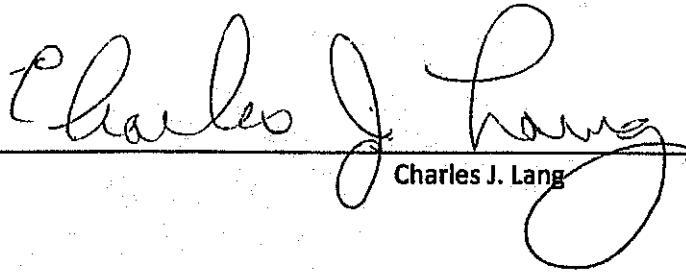
Respectfully submitted on July 31,2018:



Robert L. Morrison



Wayne T. Scott, Esq.



Charles J. Lang



Michael Ibberson

Appendix 1

Mike Ibberson

From: Mike Ibberson
Sent: Monday, May 7, 2018 9:29 PM
To: Craig Powers
Subject: Racial Slur

Importance: High
Sensitivity: Confidential

Chief Powers,

I've been made aware of a situation where [REDACTED] was called a racial slur, by [REDACTED] on multiple occasions. I was made aware of this today and immediately began an investigation. I first reached out to [REDACTED] to confirm it was true which he did. He told me the situation was handled and I asked him how, he stated he told him to stop. He told me that the officers of the Lawnton Fire Company were made aware of the situation but as far as he knew no action was taken. He specifically stated you were aware of the situation, but he told you he handled it on his own. As a Chief Officer it is your responsibility to refer to our policies and procedures in incidences such as this.

Reporting Any Type of Prohibited Discrimination or Harassment

(5) (a) Any member who believes that he or she has been harassed or discriminated against in a manner that is a violation of this Policy has the responsibility to report it to any fire company officer. The fire company officer that the incident was reported to, will report the incident to the executive committee & Chief 91 immediately for investigation.

As you are aware this is not the first incident involving racial slurs within your station. You have potentially allowed for litigation to be taken against your fire department and Swatara Township by handling this situation differently. It is unacceptable for this language to be used within our fire stations. I've attached a section of our Harassment Policy below.

Other Types of Unlawful Harassment

(4) Harassing an individual because of the individual's race, color, religion, national origin, age or disability, or any of the other factors listed in paragraph (1) above, is prohibited by this Policy. Harassing conduct includes the following:

a. Epithets and Slurs – A disparaging or abusive word or phrase or an insulting or degrading remark directed to or about another person having the effect of embarrassing or degrading that other person. Racial, religious, and ethnic epithets and slurs are unkind and unwelcome at Swatara Township Fire-Rescue or any fire company events.

Please advise me how and when this was handled by you and or your department.

SWATARA TOWNSHIP

Michael A. Ibberson

DIRECTOR OF FIRE SERVICES

599 Eisenhower Blvd.

Harrisburg, Pa. 17111

Office: 717-564-2551 Cell: 717-648-5403 Fax: 717-564-5895

Email: mibberson@swataratwp.com



Appendix 2



Chief powers
Director of emergency
management services
Mike ibberson

I [REDACTED] don't want this issue to be taken any farther towards any punishments. Yes the incident has occurred, however, I do not think its necessary for punishment. I have made it seem like I didn't care. However after being called it I cared. I have talked to [REDACTED] that same day right after he called me the n word and asked him to stop and since then it has stopped. I had also told chief powers that I had talked to [REDACTED] and that I took care of it and chief had left it alone judging off of what i had told him. Like I've stated I do not think a punishment is needed due to the fact that i've talked to him and since then it has stopped. Thank you for your time and attention towards this issue.

[REDACTED]
5/14/2018



Appendix 3

Mike Ibberson

From: Craig Powers
Sent: Tuesday, May 22, 2018 5:13 PM
To: Mike Ibberson; Craig Powers
Subject: Another Situation [REDACTED] - Came to Light this weekend that was handled last year

Chief Ibberson,

It has come to my attention that another situation that was handled last year at Station 44 was brought up and surfaced this past weekend reference to [REDACTED] and name calling. This situation was handled immediately and I even spoke with [REDACTED] parents in reference to this. [REDACTED] and his parents wanted nothing done about it from the beginning because [REDACTED] mom was not really sure all what was going on and knew that I would speak to her regarding this when I was made aware of it. This had to do with people in the fire house and reference to "drag queen" comments that [REDACTED] said he dresses up in drag and goes places in drag and then possibly the word "FAG," was mentioned, at least that was told to me (by [REDACTED] that this was said to her over the weekend. This is also during the same time I believe with the [REDACTED] incidents (where she wanted to file a report with the police department back in September and October 2017 for harassment or something else with [REDACTED] and her, but [REDACTED] wanted nothing done). I am in the process of trying to find my documentations I have for this incident as well so we can discuss this when you return next week.

Again, this was not brought to your attention because we handled it internally as you instructed us to in the past, but per the last incident, should have been brought to your attention as soon as it happened for investigation as per that same section of the Code of Conduct.

If you have not been told, then I am telling you this now, but this was brought to me by [REDACTED] after her and [REDACTED] took fire police classes this past weekend and [REDACTED] advised that he spoke to Chief Steele because of possibly joining Station 49, and somehow during the conversation it was brought up so I wanted to make sure you were made aware of this by me and I am in the process of looking for all the documentation.

I am still working on compiling the information for the last incident as well for you.

Sorry to bother you on vacation, but I wanted you to be aware about this from me and not anyone else.

Craig E. Powers

Director/Chief 91-4
599 Eisenhower Blvd
Harrisburg, PA 17111
717-564-2551 - phone
717-724-4550- fax
KB3YDL

Appendix 4

Mon 12:40am



Hey chief i have to talk to you

I cant come around one night he purposely said this in front of me knowing i would tell the person the rumors are about and he decided to say i told everyone and he was the one that told everyone at the firehouse I cant come out for one night and have a good time with out him or someone starting something he was talking about one of my friends and expects me not to say anything

im confused. Do you feel you are being harassed?



Yes chief the fact that i cant come out to a public event and over hear a conversation that was said to everybody out side in public and get talked to like this isnt right Personally i think [REDACTED] is being bias to [REDACTED] Sorry it is out of order

Ok I will talk to you in the morning about what you need to do when you are being harassed. Did you inform chief Powers that you feel this way.



Chief knows about the problem however i have gotten anything back and im sure ill be able to explain it better for you to understand because its all but mixed together. Havent*

Do you think your being treated like this because of the investgation started on the name you were called?




No not really but i feel like they are trying to make me look like im the cause of the drama but at the same time im not gunna let them sit there and spread rumors about my friends and not do or say anything And [REDACTED] saying that im gunna get in trouble for this like im around ever i dont come around because of this stuff so this doesnt happen because ik how [REDACTED] is

 SNAPCHAT


now

 is typing...

we have another
problem with So i
came out tonight for the
festivities and while i was there
chief powers asked how
and were doing
and said they broke up
and he said no then
when on and said was
bragging about how this girl
gave him heart in front of
everyone there so i asked the
person if it was true and she
went to him and he then went
to chief and but i dont
know what he said to them but
he texted her and tried to say i
told everyone but i didnt i have
the screenshot im so fucking
pissed i come around for one
day and he starts shit

 Of course anytime you need me
im here



 No problem





[REDACTED] we have a issue

[REDACTED] said how [REDACTED] gave head to [REDACTED] and i asked her if its true then she went and told him about it and he tried to say it was me i cant come around for one fucking night without bullshit he starts



Of course anytime you need me im here

I am here for you



No problem

11:40 PM

going around telling everyone shit and you know what i m talking about. I hope your happy with yourself cause not only am i disgusted and upset but so is your best friend. guess you have nothing better to do than going around talking about other girls shit.

Wrong ask for the real story cause i wasnt telling everyone i was talking to someone and [REDACTED] over heard it and told everyone





Of course anytime you need me
im here

I appreciate it



No problem

11:45 PM

going around telling everyone
shit and you know what I'm
talking about I hope your happy
with yourself cause not only am i
disgusted and upset but so is
your 'best friend' guess you have
nothing better to do than going
around talking about other ppls
shit

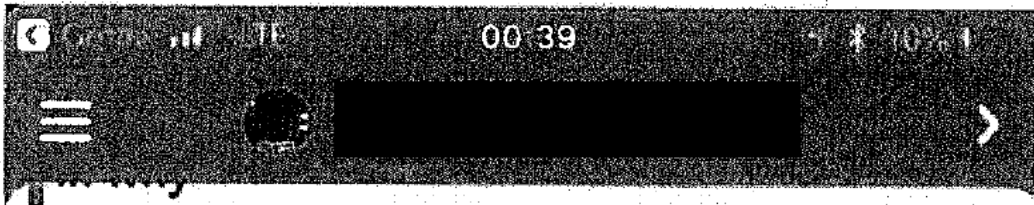
Wrong ask for the real story
cause i wasnt telling everyone i
was talking to someone and

[REDACTED] over heard it and
told everyone



Aa





Because you were starting drama
What did you say when i left
Dont act stupid [REDACTED]



Why do you feel guilty?!

ME

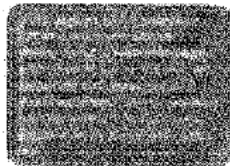
Haah



Of course anytime you need me
in here



No problem



Why ask for the real story
Cause I started talking everyone I
was talking to everyone and
then someone over heard it and
told everyone

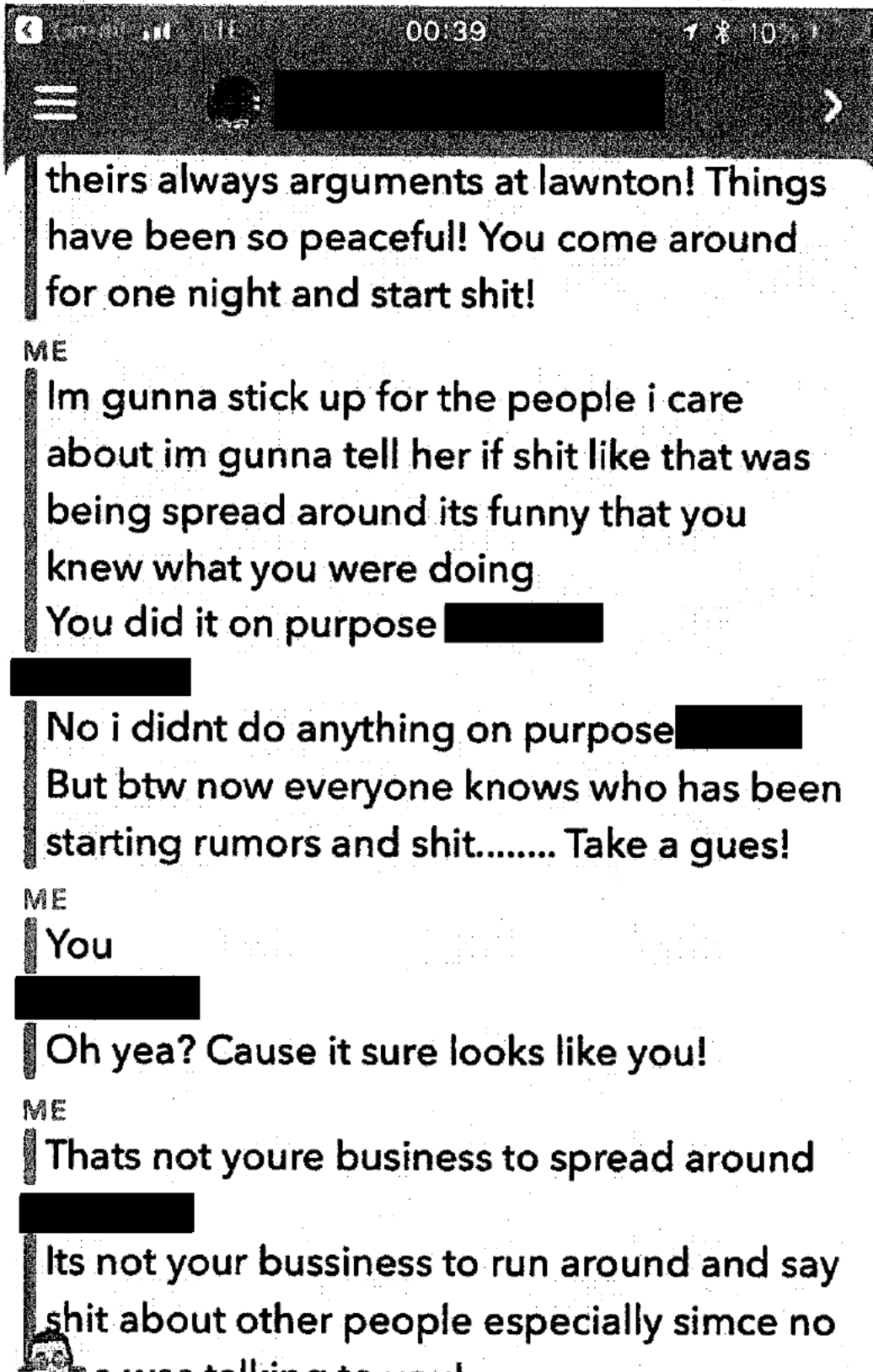


So i said that to everyone or you switched
up and lied to make youre self look good

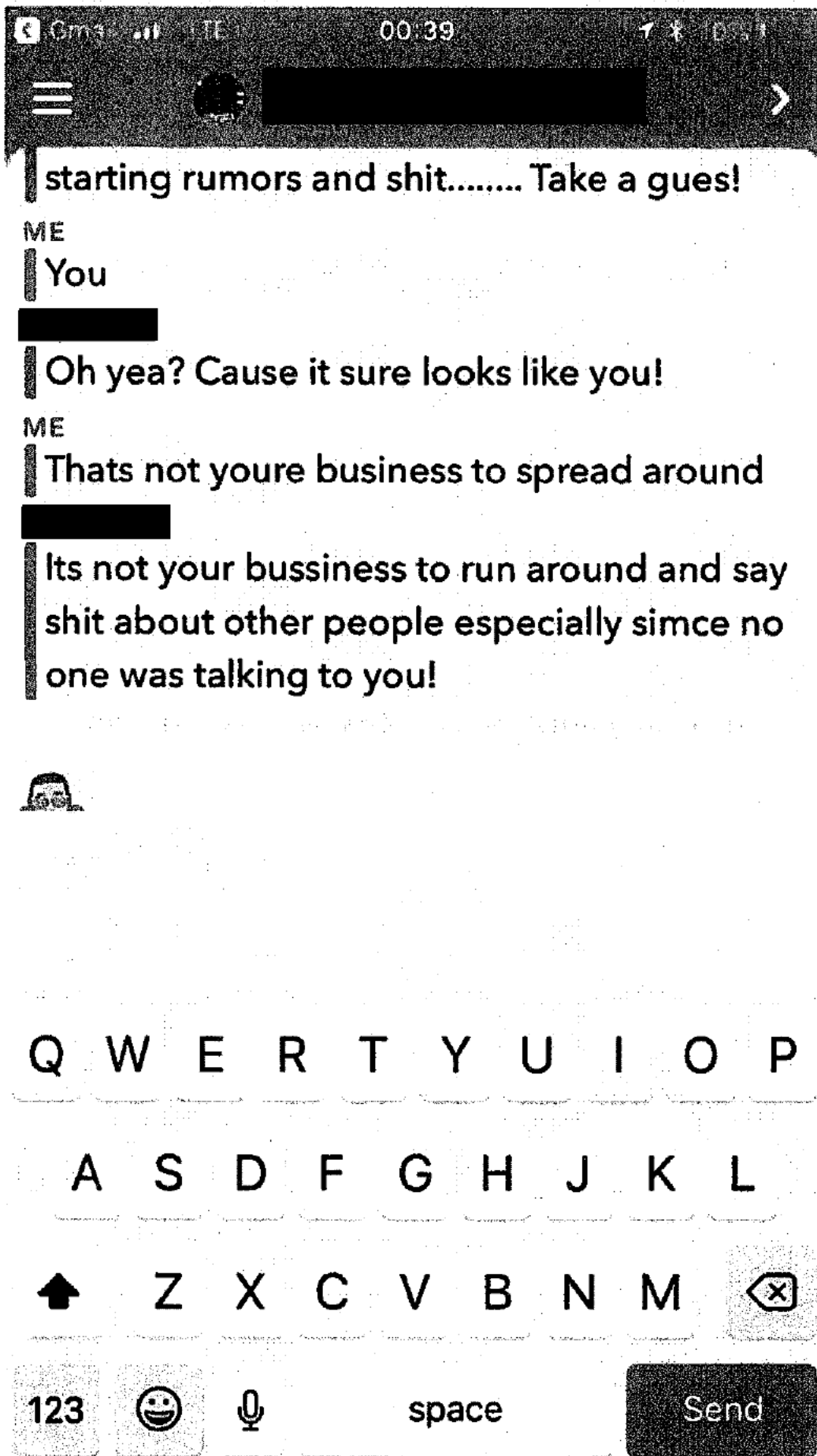


But you went running your mouth for what?
Cause you cant help but do it! This is why
theirs always arguments at lawnton! Things





Appendix 4





ME

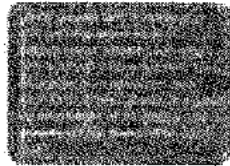
im sure you already heard but this is bullshit im tired of the drama i cant come around for one day with out starting something



Of course anyone you read the

has here

No problems



Why ask for the real story
cause I was telling everyone I
was telling to someone and
then someone was heard to and
told everyone

He said that i told every one about and when i never said a word

This right here is why i dont come around

Then tell me how found out that anything was said! The chief knows about this don't worry





I went right to [REDACTED] i asked her if it was true and she went to her Him*

[REDACTED]
Exactly! You texted someone as soon as your heads something.
Heard


ME

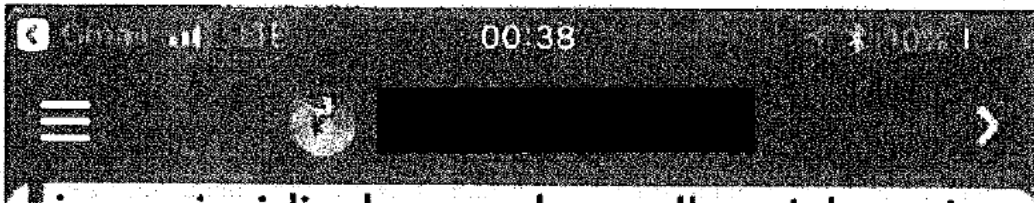
What why is this being switched up
I went to the person the rumor was about
And asked

[REDACTED]
Excuse me! Nothing is being switched up
[REDACTED] You heard [REDACTED] say something and ran to her

ME

Yes i did because im not gunna let someone talk bad about my friends especially that bad

[REDACTED]
[REDACTED] went right to the chief with it. To
ove nothing stays at Lawnton! Your 2



issues is ridiculous and you all can't keep it out of the fire house

ME

It was true but he tried to say that i told everyone i never said anything to anyone but her



Then man up to him there don't run and text

ME

Lol ok



Don't lol ok me!

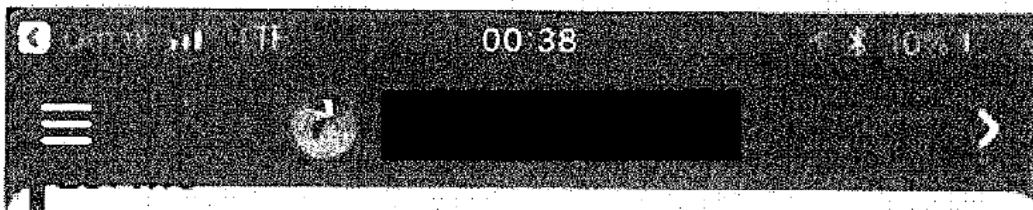
ME

what do you want me to say [REDACTED] this is why i dont come around anymore i dont have time for petty drama all this for nothing he shouldnt be spreading rumors around the firehouse about someone sucking someones dick



[REDACTED] you cause drama too. So don't even try and play victim





Again and this is done

ME

Whatever im done you dont get it ill just talk to [REDACTED] and chief

[REDACTED]

Go ahead the chief already knows [REDACTED] showed him right away!

[REDACTED] face it, [REDACTED] was involved in something and you had to run and tell someone right away with it. Besides it's not firehouse related! Again it's PERSONAL

ME

Welp he said it at the firehouse now its firehouse relates

It will be handled

[REDACTED]

Your right! It will be both of you

ME

Ok

[REDACTED]

Conversation is done

Appendix 5

This just happened



Yes sir

Again do you feel harassed



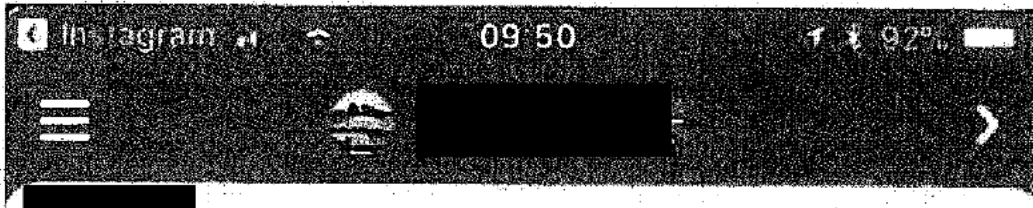
Yes

Chief powers told me to send them to you as well since you're already aware of the situation

ok so chief powers is aware



Yes

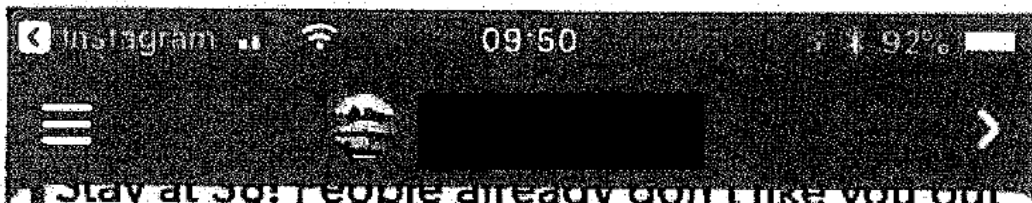


Didn't I fucking tell you to leave the bull shit drama at home!!??? What I'm the flying fuck is your problem!?!?

ME

Im sorry who are you
You did but i had to do something i wasnt gunna let it be spread around sorry but not really

You kno who I am! You just need to quit the fire department! Get out of the township. Stay at 8! People already don't like you out there from what I hear! You've been nothing but trouble since day one! Stop fuckin coming around! You were gone for 4 months then the one day you come back you wanna get people in trouble because you have a personal vendetta against that person! Do everyone a favor and quit!!! Send that to ibby! I don't care. Again, truth hurts! Get rougher skin if you wanna be a



Stay at 30: people already don't like you but there from what I hear! You've been nothing but trouble since day one! Stop fuckin coming around! You were gone for 4 months then the one day you come back you wanna get people in trouble because you have a personal vendetta against that person! Do everyone a favor and quit!!! Send that to ibby! I don't care. Again, truth hurts! Get rougher skin if you wanna be a firemen! Fire service doesn't need weak people like you! Grow a pair of balls and stop running your mouth!! How do you expect someone to trust you in a fuckin house fire where your suppose to have their back. But then go around and stab people in the back!? Answer that [REDACTED] No one trusts you!!

ME

[REDACTED] lol 



Yay!!! You took a screenshot shot!

ME

Idk who youre talking to but stop

It's not a laughing matter [REDACTED] Grow the fuck up!!!

You! The fucking cry baby of Swatara township! That's who!

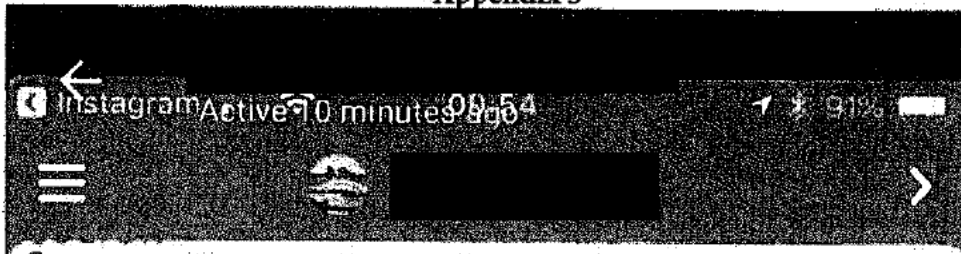
ME

Ok [REDACTED] wanna continue?

You gonna try to get me supposed!?
Dude I've givin you so many chances to grow up and open your eyes but apparently you're blind!

ME

Maybe depends dude i dont care about [REDACTED] anyone else i have so much respect for everyone else i dont have a vendetta at all on him but why is he spreading shit about one of my friends



You gonna try to get me supposed!?
Dude I've givin you so many chances to
grow up and open your eyes but apparently
you're blind!

ME

Maybe depends dude i dont care about
[redacted] anyone else i have so much respect
for everyone else i dont have a vendetta at
all on him but why is he spreading shit
about one of my friends

[redacted]
You wanna start drama well you started it
and I'm telling you right now it was a door
you didn't wanna open. !

ME

Whys that bud

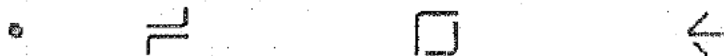
[redacted]
Just wait.

ME

Oh ok lol

More

Remix



< Craig Powers, ... [REDACTED] (2) 🔍 ⋮

Appendix 6

Tuesday, May 29, 2018

Ⓢ [REDACTED]

Chiefs i cant take it anymore with the constant harassment I've gotten all day at this time i would like to resign my position from swatara township fire department i cant take it i don't have time for it i will bring my key in as soon as i can

MMS 5:13 PM

Ⓢ [REDACTED]

I will also pay back lawnton fire company for mod b class ive never passed

MMS 5:19 PM

Ⓢ Craig Powers

[REDACTED] I can give you a call if you like between jobs..

MMS 5:22 PM

Ⓢ [REDACTED]

I have to work tonight at 6 and i dont get breaks

MMS 5:23 PM

Ⓢ Craig Powers

Ok .. we can try later in the week

MMS 5:33 PM

Ⓢ [REDACTED]

Ok

MMS 5:34 PM

+ Enter message 🗨️ 📶



May 31, 2018

Michael Ibberson
Director of Fire Services
599 Eisenhower Boulevard
Harrisburg, PA 17111
Phone (717)564-2551
Cell: (717) 648- 5403
Email:
Mibberson@swatarafire.com

RE: Meeting May 30, 2018 w [REDACTED] [REDACTED]

[REDACTED] requested I meet with him and [REDACTED] regarding the [REDACTED] and [REDACTED] issues. We met at approximately 345PM. They presented me a folder with the information proceeding this document. They attempted to claim [REDACTED] offended people mostly by Facebook post. I asked when this information was compiled, and they said within the last few days. They were informed this is a form of retaliation on [REDACTED] who filed multiple harassment claims. I asked who compiled the information and they informed me it was [REDACTED]

During this meeting lengthy discussions were held on the importance of handling harassment claims promptly and according to policy. [REDACTED] informed me he asked [REDACTED] to write a letter stating he wanted nothing done for the racial slur that was on him. He did state they asked but did not pressure him to write the letter. They wanted to keep pointing this issue at [REDACTED] I believe they failed [REDACTED] they clearly have made him feel unwelcome in their fire department. It appears these issues were created due to small issues not being handled promptly and snowballed into a major racial and harassment claim.

I informed [REDACTED] and [REDACTED] I would be presenting my investigation to the Swatara Township Board of Commissioners during executive session, asking to allow me to take my investigation to the Swatara Township Fire Advisory Board for recommendations.

Sincerely,

Michael A Ibberson





SWATARA FIRE RESCUE

March 15, 2018

Craig E. Powers
Fire Chief
Lawnton Volunteer Fire Company
52 S. 46th Street
Harrisburg, Pa 17111
Phone (717)564-8292
Cell: (717) 648-5404
Email:cpowers@swatararvp.com

RE: [REDACTED] Talk

Today, Chief Powers, [REDACTED] [REDACTED] sat down and talked with FF [REDACTED] in the chief's office from approximately 1805 hours till 1825 hours. Items that were discussed were the following:

1. What occurred at HACC Training over last weekend (March 10th and March 11th) because FF [REDACTED] pulled Chief Powers aside to discuss what FF [REDACTED] shared with him about FF [REDACTED] standing back and not being involved in the one section of training and that the instructor had to ask him to join in. FF [REDACTED] advised that he was a little hesitant on what was going to be expected and then said that he did perform the evaluation. FF [REDACTED] said he wants to be here and wants to do well. FF [REDACTED] was congratulated on passing Mod C - Exterior Firefighting as well and scoring the highest grade in the class.
2. FF [REDACTED] was advised about cleaning up after himself and when he sees trash cans full, change them, and when he sees things sitting around, address it with the person or persons who is doing this type of stuff. If there are any issues when he speaks to someone, then speak to an officer about it.
3. FF [REDACTED] was also advised that until he passes Mod B, he will not be permitted to take any other fire classes at HACC unless he pays for it himself. FF [REDACTED] was advised that a test date will be scheduled, if he chooses not to show up, he will be required to pay the fire company back for the FULL amount of the class and then will have to schedule the class over again. FF [REDACTED] then went on to explain that he and FF [REDACTED] are having issues and he thinks maybe some time away from him might be good. FF [REDACTED] said he understands.
4. [REDACTED] advised that FF [REDACTED] the other night texted Junior FF [REDACTED] to have her come into the kitchen and do the dishes and [REDACTED] said NO, she did not even eat. Then he said about us all being ONE, and said we are, but when you do not eat or make the mess, not her responsibility to clean it up or clean up after them. (this will be discussed with FF [REDACTED] next time we talk)

Sincerely,

Craig E. Powers



Appendix 7

<[REDACTED]@comcast.net>

5/29/2018 12:43 PM

Sunday night

To mibberson@swataratwp.com

On Sunday night we were all sitting around the fire sitting with different people at different areas [REDACTED] posted a Snapchat, someone asked did he move in to 49 and the answer was yes then someone asked if he was still with [REDACTED] and someone answered not sure I stopped listening to the conversation at this point because it had nothing to do with me so I do not know anything that was said after this. And I do believe that at some point [REDACTED] showed the chief his phone, no clue what about. However I can tell you that [REDACTED] was no where near [REDACTED] when the conversation was being had [REDACTED] was sitting on the front of the engine while [REDACTED] was over by the fire which was in front of the utility bay. [REDACTED] then left. He said nothing to the three officers that were there at the time nor did he say anything to [REDACTED] while he was there he waited until 12:30 AM when he got home to message us. Inappropriate time! The conversation that was had was between certain individuals [REDACTED] I believe Chief and [REDACTED] therefore I feel [REDACTED] ease dropped on a conversation and when he heard something coming from [REDACTED] he ran and told, as again there were many people sitting there talking. Again [REDACTED] ran off and told information that was being talked about. Childish! If he had a problem he should've said something there to [REDACTED] or to the three officers sitting there, as he has been previously informed to do so by the chiefs. I feel [REDACTED] actions were malicious and targeting towards [REDACTED] as there were multiple people sitting at the firehouse last night. [REDACTED] stated at first that he never said a word to anybody then says that he did text her and tell her so there is a lie by [REDACTED] [REDACTED] stated he doesn't come around because of the petty drama however Sunday night [REDACTED] caused this drama by ease dropping on to people or several people's conversation that was being had which did not involve him. [REDACTED] also caused an issue previously where he personally blamed [REDACTED] for burning his glasses which he never did, [REDACTED] had a friend there and they were trying to make

False accusations and I informed [REDACTED] that his personal issues with [REDACTED] need to be kept out of the firehouse. And he agreed. I did inform [REDACTED] that he causes drama also. As I have had conversations with [REDACTED] before in re guards to His personal issues towards [REDACTED] and I told him that stuff needs to be left out of the firehouse. and for [REDACTED] tell me it will be handled I'm sorry is that a threat? this is a personal Petty issue. This did not happen on the fire ground. For [REDACTED] to go to chief mibberson is disrespectful to our president as he over stepped him and did not follow the chain of command. This is an in house matter. This was a personal conversation being had by some people. I will not stand for [REDACTED] malicious actions towards our members anymore. His disrespect towards officers and the chiefs. Again I feel this was malicious, and [REDACTED] is still posting discriminatory stuff on Facebook. He posted another white person thing and another African American versus a white cop. He represents the fire department posting these things. I also let [REDACTED] know that he was to no longer contact me via Snapchat if he had a fire ground issue he was to contact me via fire company email. My best friend was present with her two children my time and energy was focused on the children not some petty teenager stuff going on

Appendix 7

██████████ had an issue with the "N" word (rightfully so)

However, ██████████ is contradicting himself when he keeps posting about "white people".

██████████ is representing the fire departments when he makes post about cops.

██████████ had posted a picture with the caption "this dumb broad just pulled me over", that was a female cop from our area pulling him over because his car was illegal and you want to call her a dumb broad.

██████████ made a snap chat the day ██████████ procession was going past Giant on 39 and he took a picture of all the motorcycles lined up and the men saluting and he put on the picture "I just want to go out and knock all of them down". I found this HIGHLY disrespectful to an LODD officer!!!

██████████ is having a baby with ██████████ cousin, these issues he has are family related and personal.

I had a verbal conversation with ██████████ back in February or March, as ██████████ and his friend ██████████ were here and making statements that ██████████ burned his glasses when he did not. The other members from 44 that were in class at the same time stated that he had them at class and in his truck. So I informed ██████████ that whatever personal issues he has with ██████████ need to be kept out of the firehouse as they are on a personal level between the 2 of them. He sated he understood. I also let him know that if by any means these issues become fire ground issues he is to come to us as we will address them then. But we cannot be involved in family matters.

I will tell you that I informed ██████████ that he is to no longer contact me via snap chat. If he has a fire ground related issue he can contact me via fire company email.

Appendix 7

C3317483-CF66-4537-6EAE-9DC69EC269BE.jpeg

Open in browser tab

[No Subject]

To [Redacted]@comcast.net

3 attachments View Download

- 2A770B3D-5B33 81A1F80805CC.png (2 MB)
- C3317483-CF66 9DC69EC269BE.png (453 KB)
- 5F04E9DF-17E5 E4892110D429.png (1.6 MB)

Details

Name C3317483-CF66-4537-6EAE-9DC69EC269BE.jpeg
 Size 453 KB
 Modified [Redacted]

[Redacted]

Whys that bud

Just wait.

Oh ok lol

Yay!! Another screen shot!!

2 actually

4 total

Yea

[Redacted] i have everyones backs there but [Redacted] only because the way he treats chelsea but when im there i dont have a vendetta against him idk why you guys think that i dont i just don think hes a man a real man when it comes to almost being a father i like everyone out there i dont have anything against anyone

this is just funny to me

You act like i care if people like me

hgs [Redacted] 1. You just admitted you have a personal dislike towards mikel 2. You just

admitted it's about so it's personal

glad this is funny to him because no one else is laughing!

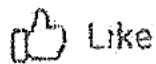


girl's issue is about

posted monday 5/28



1 Comment



Like



Comment



Share



You're beautiful dont let some dickheads ruin your night

Complaining about comments its being a moaner however he turned around & did the same thing by calling them this



Write a comment..



People You May Know



More



Remix

To Craig Powers

Appendix 7

5 attachments View Download

- 548BAF1D-2E47...DA7E95788405.png (1006.6 KB) B44D8FA8-B17B...F4BC03B367D5.png (1 MB)
- 6E598B3C-CF70...A7A1295A57EB.png (1 MB) C76AFA58-9C4C...45F35404598F.png (967.9 KB)
- 26E26F13-8EBF...1370875485B7.png (1000.5 KB)

Details

11:47 AM

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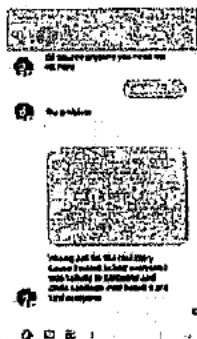
Size 1007 KB

Modified

my conversation
 y
 S-28-18



im sure you already heard but this is bullshit im tired of the drama i cant come around for one day with out starting something



He said that i told every one about and when i never said a word This right here is why i dont come around

ME

Then tell me how found out that anything was said! The chief knows about this don't worry

I went right to i asked her if it was

He never said a word, then his next sentence is I went to

Appendix 7

To: Craig Powers

5 attachments View Download

- 548BAF1D-2E47...DA7E9578B8405.png (1005.6 KB) B44D8FAB-B178...F4BC03B367D5.png (1 MB)
- 6E698B3C-CF7D...A7AT295A57EB.png (1 MB) C76AFA58-9C4C...45F35404598F.png (967.9 KB)
- 26E26F13-BE8F...197087548587.png (1000.5 KB)

Details

11:47 AM

Name B44D8FAB-B178-487B-9896-F4BC03B367D5.png

Size 1 MB

Modified



I went right to [redacted] i asked her if it was true and she went to her Him*

ME

Exactly! You texted someone as soon as your heads something. Heard



What why is this being switched up I went to the person the rumor was about And asked

ME

Excuse me! Nothing is being switched up [redacted] You heard [redacted] say something and ran to her



Yes i did because im not gonna let someone talk bad about my friends especially that bad

ME

[redacted] went right to the chief with it. To [redacted] ve nothing stays at Lawnton! Your 2

Appendix 7

To: Craig Powers

5 attachments View Download

- 548BAFID-2E47...DA7E95788405.png (1006.6 KB) B44D8FA8-B178...F4BC038367D5.png (1 MB)
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- 26E26F13-BE8F...1370875485B7.png (1000.5 KB)

Details

11:47 AM
 Name 6E698B3C-CF70-4FB7-9B62-A7A1295A57EB.png
 Size 1 MB
 Modified

prove nothing stays at Lawnton! Your 2 issues is ridiculous and you all can't keep it out of the fire house

It was true but he tried to say that i told everyone i never said anything to anyone but her

ME

Then man up to him there dont run and text

Lol ok

ME

Don't lol ok me!

what do you want me to say this is why i dont come around anymore i dont have time for petty drama all this for nothing he shouldnt be spreading rumors around the firehouse about someone sucking someones dick

ME

you cause drama too. So don't even

glad he thinks this is funny because I dont.

To Craig Powers

Appendix 7

5 attachments View Download

- 548BAFID-2E47...DA7E95788405.png (1006.6 KB) B44DBFA8-8178...F4BC03B367D5.png (1 MB)
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- 26E26F13-8E8F...13708754B5B7.png (1000.5 KB)

Details

11:47 AM

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Size 968 KB

Modified

[REDACTED]

[REDACTED] you cause drama too. So don't even try and play victim

[REDACTED] this wasnt me
lk what i cause

ME
Bs [REDACTED] you ran right to her
Ever think maybe he did it on purpose to prove who runs with drama to someone else ?
You all need to
Grow up

[REDACTED]
Why wouldnt i shelly hes spread rumors so i asked if it was true then he went and said i spread the rumors

ME
[REDACTED] you ran right to her! And tattle taled!

[REDACTED]
Lol

ME
Lol me
[REDACTED] in and this is done

To Craig Powers

Appendix 7

5 attachments View Download

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- C76AFA58-9C4C...45F95404598F.png (967.9 KB)
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Details

11:47 AM
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 Size 1000 KB
 Modified



ME

Lol me

Again and this is done

Whatever im done you dont get it ill just talk to [redacted] and chief

ME

Go ahead the chief already knows [redacted] showed him right away!
 [redacted] face it, [redacted] was involved in something and you had to run and tell someone right away with it. Besides it's not firehouse related! Again it's PERSONAL

Welp he said it at the firehouse now its firehouse relates
 It will be handled

ME

Your right! It will be both of you

Ok

ME

Conversation is done

7x8
10m
[REDACTED]

You know I'm gonna ask cause I ain't playing games with anyone. Is this about anyone I know

Appendix 7

[REDACTED]

Yes

ME

STOP with social media!

Tell us and we will address it

[REDACTED]

I have

ME

You didn't when you just posted that on snap chat. We've asked you to please come to us

Who was the person

[REDACTED]

I talked to [REDACTED]

posted
how to
watch
I change my
mind
[REDACTED]
(about situation)

has been told many times to keep it off of social media

I don't usually get into this. BUT also
maybe you should stop telling people that
your ok with it and you know it don't
mean anything. And stop telling people
you don't have a problem with it.

S-2-18
10:21pm

Appendix 7

██████████
You're completely right ██████████ that was my
first mistake but you live and you learn but
it wasn't about anyone we know

but a week
later its

ME

Understandable. But you can't contradict
yourself and expect people to believe it
when you do have a problem.

██████████
Right no i get it like i said i thought i didnt
have a problem with it and i was wrong

ME

Then speak up. It will take a while to turn it
around

This was a reply to ██████████
post about people using the
"no" word.

██████████
Yea you're right

started a group message on all the young rap on Easter Monday

was not happy that they started holiday.

4-1-18 @ 8:50p

Appendix 7
What is the issue!!!!
This is all bs on a holiday. And WHY are you telling anyone let alone someone NOT a member of our company that is the reason people are leaving! Because that is a complete bull shit lie! And I will not tolerate it



I said that hes the reason i want to i never said i was

You never told he's the reason people wanna leave!



No i said hes the reason i want to

Well someone is lying to me!! And it's not appreciated as the officer of this company

It's him. It's all him. Dude has the
reason. I want to leave. He thinks
hes the boss of everybody.

I'll keep my comments to
myself.

Not fuck that. I'm not
out of the room. I'm not
out of the room. I'm not
out of the room. I'm not
out of the room. I'm not
out of the room. I'm not

Not fuck that. I'm not
out of the room. I'm not
out of the room. I'm not
out of the room. I'm not
out of the room. I'm not
out of the room. I'm not

telling
Company info to a
non member

And that conversation is
complete BS ! Why are you
telling Company info to anyone
that is not a member of this
company. You keep company
business within the company!
What went on today I am



Sorry

Appendix 7

No I'm sick of hearing I'm sorry!
Your shit with him needs to stop!
NOW last warning! People better
get thicker skin. We give you
guys so much lenience and all
you guys do is shit on the
officers of this company! Your
actions get you yelled at! Don't
blame everyone else!

And don't worry chief will know
about this. You don't need to
send it to anyone not a member!
Watch the changes coming!
Then you all will at least have
something to complain

About

And just so you know your not
the only one I'm having
conversation with on today's

Appendix 7

█ thats fine i will talk to chief but other people outside of the station has seen it first hand and said thats not right how he walks all over me and treats me like shit my actions have reasons i dont just wake up and i just feel like disrespecting people ik it looks and sounds like it but im not like that i dont disrepect you to youre face there was a few times but i dont do it on purpose and youre right i didnt need to i forgot who i was talking to and i didnt think about it im sorry for that but that convo is true



Company business stays in

No you didn't forget who you were talking to you knew darn well!
You 2 better find a way to work together! Or how are any of us officers to trust the 2 of you on a call. Your just as bad towards him don't play victim all the time



Ok



Q W E R T Y U I O P

A S D F G H J K L

▲ 7 Y C V B N M

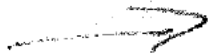
Hey [REDACTED] my grandpa wants me to go with him to the funeral for the firefighters in york a bunch of guys from the city are going so he wanted me to go with would i be able to get a class b uniform before then ?



Its Wednesday even if i barrow one like the last time



I will let you borrow mine again. But attitudes better change or I'm gonna stop bending over for people.



Ok it will thank you



ME

Working fire [REDACTED]

What really

When did that cone through

got him for a reason. no!

Appendix 7

Were we on it?

Oh ok cool thats [REDACTED] its great you still
answer my fucking questions

ME

Show up and you'll know simple as that ok
I'm tired of getting asked question just show
up

OK flip youre car and have no way of
getting around and tell me how easy it is
when the furehouse isnt youre first priority
man that right there is the reason i dont
come around because you guys cant answer
a damn question

ME

Thank for the attitude if your so worried
about what we are doing then be more

February 4

Appendix 7

I have single white friends who are mothers + none of them look like this after cart!



NFL Memes

February 4

Brady looks like a single white mother walking out of the courthouse after winning custody of her kids





*presenting
ice to not
discriminate*



Intelligentredneck

Saturday at 3:46 PM · 🌐

Appendix 7

**IN A NORMAL WORLD, BOYS
WOULD BE IN BOY SCOUTS**



**AND GIRLS WOULD BE
IN GIRL SCOUTS**





[Redacted]

shared a post.



March 14



Appendix 7



[Redacted]

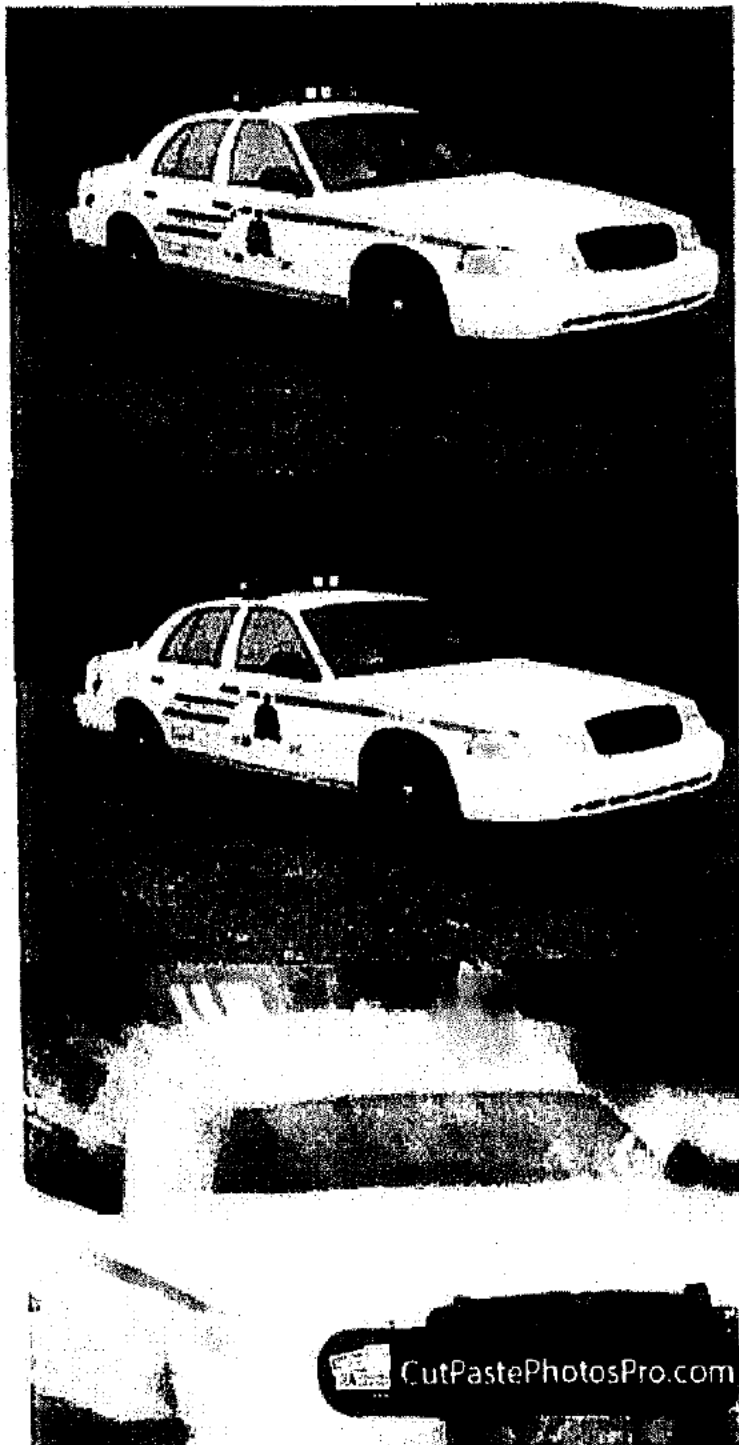
March 12



Bank robbery

Home invasion

20% window tint





[Redacted Name]

shared a video.



March 26 · 🌐

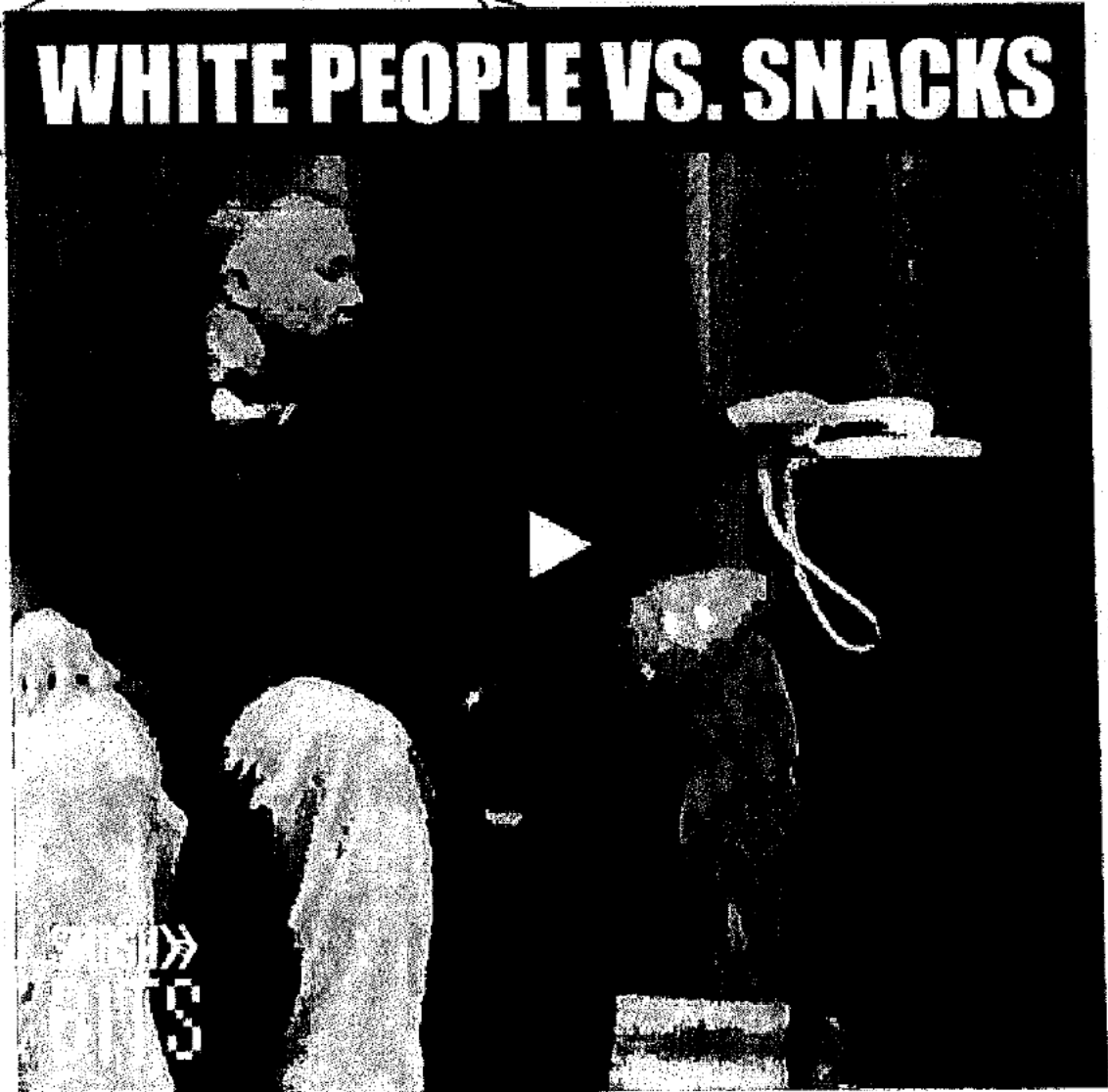
I hate these but i love them because they are so extra lol



Smosh posted an episode of Smosh Bits.

March 17 · 🌐

RIP to the snacks.

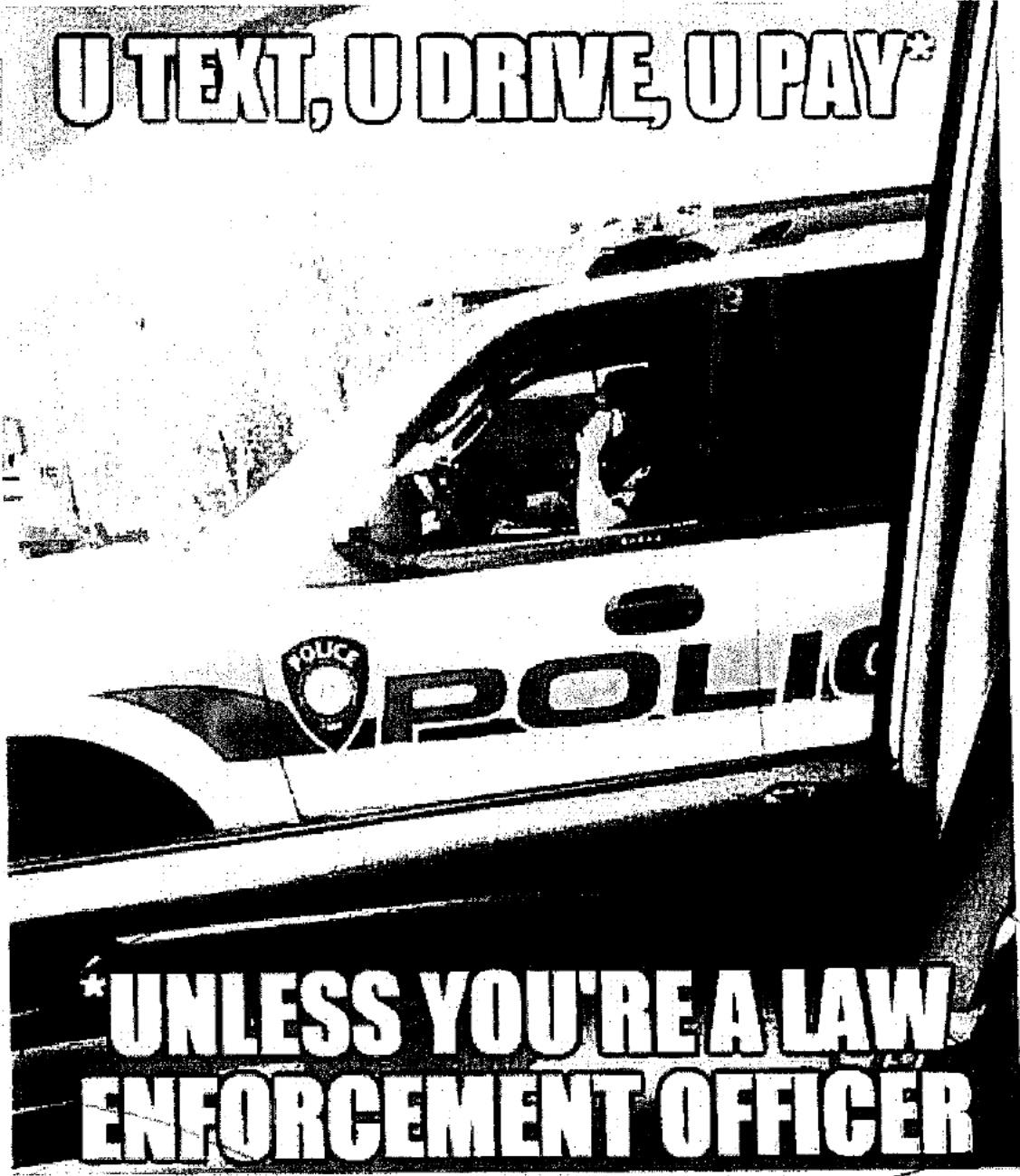


shared a photo. ...
April 30 at 8:06 PM ·



Cop Block is with David Hammer and 2 others.

April 21, 2017 ·



Appendix 7



shared a video. Yesterday at 7:10 PM 5-25-18 @ 7:10pm



Smosh March 17

RIP to the snacks.



WHITE PEOPLE VS SNACKS Smosh Bits

Follow





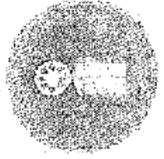
[Redacted Name]

shared a post.

...

52 mins · 🌐 5-27-18 @ 9:24a

Appendix 7



Alltime Videos

May 12 at 11:00 PM · ⚙️

Man goes off at cop for drawing on him! 🤔🤔🤔

African American & white cop

Via: ViralHog



Appendix 7

5F04E9DF-17E5-410A-A67B-E4892110D429.png

Open in browser tabs

[No Subject]

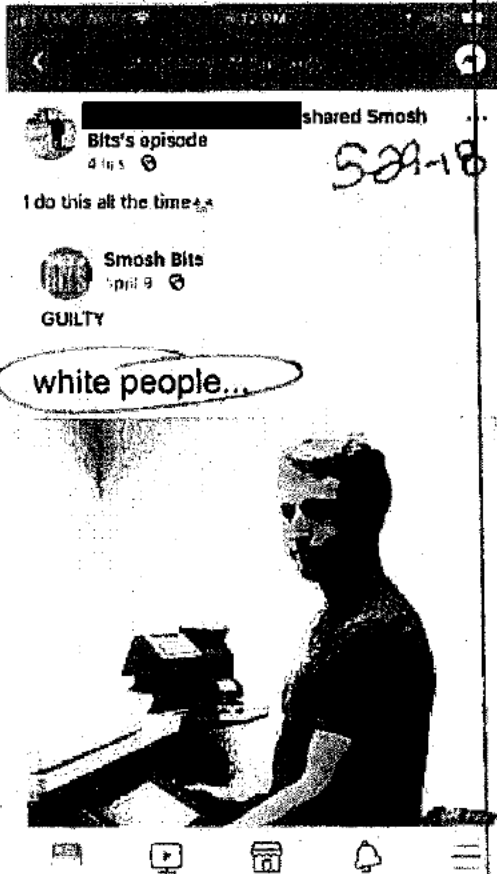
To [Redacted]@comcast.net

3 attachments View Download

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- 5F04E9DF-17E5 E4892110D429.png (1.6 MB)

Details

Name 5F04E9DF-17E5-410A-A67B-E4892110D429.png
 Size 2 MB
 Modified [Redacted]



Appendix 8

Mike Ibberson

From: [REDACTED] <[REDACTED]@lawntonfire.com>
Sent: Tuesday, June 12, 2018 1:30 PM
To: [REDACTED]@lawntonfire.com; Mike Ibberson
Subject: Resignation

This is my formal written notice of resignation per [REDACTED] request. I wanted Lawnton to succeed and nothing more. I was not your leak to Shane or Ibby. Good luck.

Sincerely,

[REDACTED]
Sent from my iPhone

Appendix 8

Mike Ibberson

From: [REDACTED] <[REDACTED]@lawntonfire.com>
Sent: Tuesday, June 12, 2018 4:39 PM
To: Mike Ibberson
Subject: Harassment complaint

I feel that [REDACTED] and [REDACTED] harassed via text messages stating that I was undermining the Eboard by going to Mike Ibberson and Shane Steele and not following the chain of command. [REDACTED] text said I needed to go, therefore I resigned immediately.

Sent from my iPhone

Appendix 8

- text_0
- I'm pissed boss there is shady shit going on in our Eboard [REDACTED] and [REDACTED] has to go my opinion is they are our leak to ibby and Shane
- You'd be wrong
- Ⓡ Who is txtn me
- Ⓟ I'll be your leak if you want me to be your leak I will call Fp and Shane right now and tell him everything that's going on
- who is this
- I mean I will call Ibbby and tell him everything not FP
- It is [REDACTED]. And I am not the one meeting with Ibbby Varner or Zuneck
- Ⓟ So choose your words better
- Ⓡ we will finish this this evening when we can talk
- Once again [REDACTED]. And now you have pissed me off so I think I will call Ibbby
- Fotl
- Ⓡ For what
- Ⓡ Give ibby what he wants dissension in the troops
- Ⓡ [REDACTED] calling ibby just shows me weekness on your part
- Keep it up [REDACTED]
- Ⓟ I offered powers solutions and resignation was one
- [REDACTED] that is not what I was told
- Ⓟ You were there
- Ⓡ Let this alone and let's discuss this matter this evening
- Ⓟ At the meeting
- It doesn't matter rumor on the street is is that if y'all don't resign we're not opening back up
- who me or [REDACTED]
- [REDACTED] I asked you to be chief
- Ⓟ But no worries you want me out you can have my resignation
- I'm done until this evening
- Ⓟ That's fine I already told [REDACTED] I'm not coming and then I'm resigning so you be done



Appendix 9

Not a good idea right now bud. I don't think you realize how serious the situation is at this point.



10:27 AM



I contacted Chief Brenden and Nate and they said they didn't mind as long as you were okay with it

10:27 AM



I do understand how serious this is. That's why I'm asking you before I do it! I already said I'm not trying to cause anymore issues. All I was trying to do was get some pictures done. I'll let you know if I'm available tomorrow at 1.

10:33 AM



At this time I'm decline the interveiw. I am also done with the township!

11:32 AM

11:33 AM

Ok thank you



Yes sir

11:34 AM



Enter message

