



To: Frank L. Walsh, Township Manager
From: *Michael R Hamel*
Michael R. Hamel, Fire Chief
Joyce A Marx
Joyce A. Marx, Human Resources Director
Date: July 7, 2020
Re: Investigation Report

This report details the investigation (and conclusions) regarding Facebook comments allegedly made by Lt. Dennis Schrier of the Meridian Township Fire Department.

On June 23, 2020, shortly after 10 p.m., an out-of-state source from Virginia reported comments allegedly made by Lt. Dennis Schrier, Meridian Township Firefighter/Paramedic. She:

- Publicly commented on a June 22, 2020 Meridian Township Fire Department Facebook page post in which Lt. Schrier was acknowledged for completing 22 years of service, stating “Meridian Township Fire Department Please answer for the actions of Lieutenant Schrier. Is this the standard to which you fire department holds itself?” (Appendix A)
- Privately messaged the Meridian Township Fire Department Facebook page, indicating:

“I just wanted to let you know that I was just trying to read updates and commentary on a local school name change here in Virginia and I saw one of your Lieutenants post “Black Lives Don’t Matter” repeatedly and proudly across the comments on the story. It breaks my heart to see that he is a trusted public servant celebrated by your department.” Screenshots of the comments were also attached to the private message. (Appendix B)
- Posted on her personal Facebook profile, “Facebook friends! Found this celebrated member of the Meridian Township Fire Department on the ABC 7 News – WJLA Facebook page. Dennis Schrier of Lansing. You know what to do.” The Meridian Township Fire Department Facebook page was publicly tagged in this post. Screenshots of the comments were also attached to this post. (Appendix C).



At approximately 10:04 p.m., Fire Chief Michael Hamel was alerted by Administrative Employee 1 to a Facebook complaint privately messaged on Meridian Township Fire Department Facebook page (Appendix B). Chief Hamel called Communications Manager Brandie Yates requesting her to confirm and copy screenshots being reported by Administrative Employee 1. Chief Hamel requested Manager Yates respond to the complainant for additional contact information so that Management could make contact with her on June 24, 2020 to discuss the complaint. Chief Hamel then notified Township Manager Frank Walsh and Human Resources Director Joyce A. Marx of the postings. On the afternoon of June 24, 2020, Township Manager Walsh emailed the complainant, acknowledging receipt of the complaint and advising that an investigation into the matter was initiated.

Lt. Schrier was not on-duty at the time of his alleged postings. The posts in question are included as Appendix D.

The Township issued a Pre-Disciplinary Notice to Lt. Schrier, MTFFA Union President Lt. A, and Union Grievance Officer Captain B, setting the pre-disciplinary meeting for June 25, 2020 at 1:30 p.m. Lt. A acknowledged receipt and confirmed that Lt. Schrier was notified. Due to Lt. Schrier's unavailability, the pre-disciplinary meeting was rescheduled for and held on July 1, 2020, at 4:45 p.m.

On June 25, an outside witness provided the Township with a copy of a 2011 Facebook exchange involving Lt. Schrier, which included commentary about affirmative action and other matters. (Appendix E)

RELEVANT TOWNSHIP AND DEPARTMENT POLICIES

The alleged social media activity potentially implicates numerous Meridian Township and Fire Department Policies.

MERIDIAN TOWNSHIP FIRE DEPARTMENT POLICIES - RULES & REGULATIONS SOP:2018-103

GENERAL STANDARDS OF CONDUCT

#3 Employees must always act to maintain the highest standards of integrity and reputation of the Department. They shall conduct themselves both on and off duty in a manner, which will not bring the Department into public disrepute, reflect discredit upon the employees as members of the Department, or impair the operation or efficiency of the Department. Written or verbal statements that serve to undermine the authority or position of an officer of this Department shall be considered inappropriate conduct.



MERIDIAN TOWNSHIP FIRE DEPARTMENT OPERATING PROCEDURES CODE OF ETHICS:
I shall conduct myself at all times in such a manner as to create respect for the Fire Department, Meridian Charter Township, and myself.

CHARTER TOWNSHIP OF MERIDIAN PERSONNEL POLICY MANUAL
XII. SOCIAL MEDIA POLICY; (C) Personal Social Media Use

Meridian Township respects employees' rights to express themselves through social media and additionally adheres to all provisions in Michigan's Internet Privacy Protection Act. However, all content shared by Meridian Township employees on their personal social media accounts should be considered public and permanent, and may be monitored by the Township.

Personal social media use is considered as employees using social media on their own personal accounts, not representing the Township in an official capacity. Although not all-encompassing, the following is a list of guidelines for an employee to consider when using personal social media.

- Be Respectful - Always be fair and courteous to fellow employees, the public, vendors or people who work on behalf of the Township. Also, keep in mind that you are more likely to resolve work-related complaints by speaking directly with your co-workers or by utilizing our Open Door Policy than by posting complaints to a social media outlet. Nevertheless, if you decide to post complaints or criticism, avoid using statements, photographs, video or audio that reasonably could be viewed as malicious, obscene, threatening or intimidating, that disparage co-workers, customers, associates or suppliers, or that might constitute harassment or bullying.

CHARTER TOWNSHIP OF MERIDIAN PERSONNEL POLICY MANUAL
II. EQUAL EMPLOYMENT OPPORTUNITY (EEO) STATEMENT AND NON-DISCRIMINATION POLICY

Meridian Township is firmly committed to non-discriminatory employment practices, including with respect to disabilities, for all employees and applicants for employment. The Township will comply with all federal, state, and local laws with respect to the employment relationship. The goal of the Township is to provide a positive work environment that demonstrates respect for human differences and guarantees that all employees are treated with dignity, respect, and professionalism.



Every employee has an obligation to promote an inclusive workplace free from discrimination in all employment activities. Management is responsible and accountable to identify and correct any discriminatory actions and to ensure that non-discrimination policies are followed. The Township is responsible to take prompt and immediate remedial action to maintain a work environment that is free of unlawful discrimination, harassment, intimidation, or retaliation.

CHARTER TOWNSHIP OF MERIDIAN PERSONNEL POLICY MANUAL V. WORKPLACE EXPECTATIONS

A. Code of Conduct/ Workplace Etiquette and Work Rules

The Township has a strong commitment to providing an inclusive, non-discriminatory, and professional workplace. Employees of different backgrounds and perspectives add unique insights to the workplace and help foster innovation while providing great value to the Township.

The Township serves its residents best when functioning as a strong team. As such, the Township expects that staff from all departments, at every level of the Township, treat each other as respected and valuable colleagues. To promote an inclusive and well-functioning workplace, the Township requires employees to act in a professional and courteous manner to each other and the public. Although it is impossible to create an all-encompassing list of prohibited behaviors, below is a list of examples of unacceptable workplace behaviors that may result in discipline up to and including termination.

- Any discourteous treatment of the public, other Township employees or officials, or residents.

- Sexual or other unlawful harassment or discrimination.

- Violation of personnel policies, Township ordinances, department rules, or federal, state, or local laws.

In general, the Township expects that common sense, professionalism, and general decency will govern personal conduct.



CHARTER TOWNSHIP OF MERIDIAN PERSONNEL POLICY MANUAL

IX. UNLAWFUL HARASSMENT POLICY, Subsection C: Workplace Harassment

The Township expects employees to respect the dignity and rights of others. Consistent with our policy of equal employment opportunity, harassment or discrimination in the workplace based on a race, color, ancestry, religion, sex, sexual orientation, national origin, age, physical or mental disability, citizenship status, veteran status, gender identity or expression or any other characteristic protected by applicable law (workplace harassment, including cyber harassment and cyber sexual harassment) will not be tolerated. It is the Township's policy that all employees are responsible for assuring that the workplace is free from discrimination and unlawful harassment against any employee, including sexual harassment and harassment on the basis of their protected characteristics. Actions, words, jokes, or comments based on or ridiculing an individual's protected characteristic will not be tolerated. Any employee found in violation of this policy will be subject to disciplinary action, up to and including termination.

INVESTIGATORY INTERVIEWS

Director Marx and Chief Hamel conducted interviews with Fire Department personnel identified as having relevant information on June 25, June 26, June 29, and June 30, 2020, in addition to the interview of Lt. Schrier on July 1, 2020. Interviews sought personal knowledge about the social media posts giving rise to the investigation and additional information from witnesses regarding any potential discriminatory, inappropriate, offensive or derogatory comments based on race or other factors. The following summarizes the content of these interviews, using, where possible, the witness's own words and phrasing.

Witness #1. Has not heard racial discussion or comments by Lt. Schrier in the station or heard about any on Facebook or other social media, other than the reported incident of June 23, 2020. He had no knowledge of this incident until another firefighter notified him on June 24, after which he saw the report with the postings on WLNS. He is aware of past Facebook posts by Schrier that created problems, but did not indicate these included racial slurs.



In a written follow-up to the interview, Witness #1 explained that he called Lt. Schrier approximately 20 minutes after receiving the text on June 24. During this conversation, Lt. Schrier relayed that he was upset that his picture was posted and that he (according to the



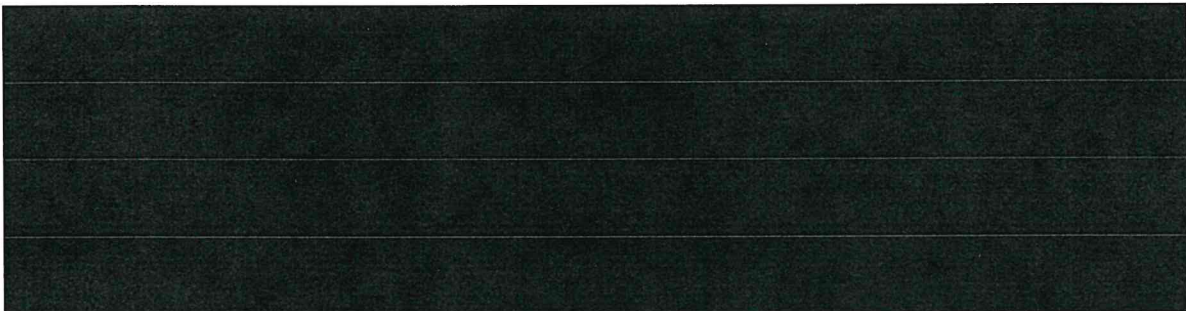
witness) “wanted this thing to be over and that he would even take a demotion if that was an option.”

Witness #2. Has not heard anything personally. Has heard through a third party that a few years back, from a person who was a firefighter at the time, that some racial comments were made. This witness knew about the issue with Sparrow, a young lady and her family had been “threatened” by Dennis. He remembers the PPOs issued. This witness volunteered three names of other firefighters to interview, one of whom is retired.

Witness #3. Has never heard Lt. Schrier say anything racial: “Nothing jumps out – he has joked around but nothing racially said.” Reported awareness Lt. Schrier has had Facebook problems before; mostly family/relative issues played out on Facebook, particularly some years back. He heard about the current incident from another employee who reached out to him asking “what is going on?” This witness received the notice of the scheduled pre-disciplinary meeting as part of his Union role and discussed it with Lt. Schrier at about 2pm on June 24. He stated the Lt. Schrier was surprised to hear from him. Lt. Schrier did not admit to the posts, but did ask, in the context of the posts, if he could get a demotion.

Witness #4. Lt. Schrier has not said anything to this witness. She maintains distance from him. She does not talk to him other than professionally; she does not discuss anything personal. She does not work much with him and does not want to work much with him. Witness learned about the current social media posts from an online article. No one talked to this witness about it.

Witness #5. Does not recall any incidents prior to the events yesterday (June 24 at 8am), but did recall “inappropriate comments” made to a female firefighter trainee through text messages: “something about her eyes being nice.” Heard third-hand about racial comments made regarding Mohamed Ali in Facebook postings and an incident with a Sparrow Hospital nurse back in 2015. The witness did not provide documentation of this incident. Overall, Witness #5 reports Lt. Schrier’s conversations are business as usual, with nothing derogatory said.





Witness #6. Was not aware of racial postings other than those posted over the last 24 hours. Witness was alerted to the Facebook posts/pictures on the Fire Department Facebook page at noon or around 1pm-2pm on June 24. Witness reviewed the ABC Virginia posts at 6 p.m. and discovered two other posts by Lt. Schrier on the same story feed: a comment reading “burn it,” followed immediately by a photograph of President Obama. He sent a screenshot of that post/picture (Appendix F) to the Township Manager. This witness does not work with Lt. Schrier except perhaps 10 shifts a year. The witness and Lt. Schrier were Facebook friends years ago, but the witness deleted Lt. Schrier due to the Sparrow incident/Facebook postings with the nurse.

Witness #7. Has not heard any racial comments toward himself or anyone else. He did not know what to think about the postings; they took him off guard. He has not heard Lt. Schrier talk about Black Lives Matter, but did hear Lt. Schrier use the term “riots” in reference to protests in Lansing. The word “riots” was a word Lt. Schrier used and this witness relayed to the interviewers. As an African-American male, witness has not experienced any racial comments since he was hired in the Department 2 ½ years ago. He has felt like everybody else, knowing that the Township is seeking to be more diverse. The “first spark” was [June 24], upon hearing and seeing the posts.

Witness #8: Has not heard of any racial comments. He heard about the current incident on newsfeed on June 24. He has very limited conversations with Lt. Schrier and few shifts together.

Witness #9. This witness has access to review the Fire Department Facebook page and is the individual who received the Virginia resident’s complaint on the page just after 10 p.m. on Tuesday night (June 23). Witness called the Fire Chief and notified the Township Communications Manager. This witness has not been on shift with Lt. Schrier since 2014. He recalled comments Lt. Schrier made about his own wife: “how stupid she is.” The two were Facebook friends until 2013 when Lt. Schrier made some personal comments to this witness about a post/picture of his 12-year-old son while on an international school trip, holding hands with a girl. According to the witness, Lt. Schrier said “is that a slight baby



bump?" This witness was aware of a PPO incident with a Sparrow nurse in 2015. The witness did not provide documentation of this incident.

Witness #10. This witness has limited working time with Schrier. The witness denied hearing Lt. Schrier make any kind of discriminatory comments in the witness's career, with the caveat that the two have been on opposite shifts. He expressed that he has not heard anything derogatory toward himself or anyone else. This witness states that if he had seen anything inappropriate on social media, he would have reported it up the chain to the Fire Chief.

Witness #11. This witness worked with Lt. Schrier 1-2 days within the last month. The witness recalls Lt. Schrier's commenting about "riots" (understood by interviews to be a reference to recent Black Lives Matter and similar protests): Lt. Schrier discussed how "stupid" they are and may have used some bad words describing "the riots" but the witness could not recall them exactly. The witness does not recall any racial comments: it was just his opinion about the riots. The word "riots" was a word Lt. Schrier used and this witness relayed to the interviewers.

Witness #12. The witness could not recall any specific incidents relating to racist or derogatory language, although he believes people have a less-than positive perception of Lt. Schrier: he described it as something to do with Lt. Schrier's body language that is noticeable.

Witness #13. Witness worked with Schrier quite a bit in the witness's first three (3) years, but not much recently. Witness is not aware of any discriminatory comments other than downplaying issues with the Confederate flag. If the conversation is overly political, this witness will walk away and disengage.

Witness #14. Witness # 2 indicated this witness may have had a personal incident with Lt. Schrier in 2015 or 2016 (after this Witness #14's retirement), in which Lt. Schrier posted about Mohammed Ali (after his death), describing him as a draft dodger. This witness recalled that he may have used the N-word in this Facebook post. Witness #14, who held a leadership role in the Department before her retirement, privately texted Lt. Schrier to tell him his post was inappropriate. He responded with a phone call, but this witness ignored him. He then made some comments on Facebook about the witness being a coward and being gay. The witness did not respond to him. The witness does not know why she did not report this interaction. She subsequently unfriended him on Facebook. She does not have any documentation available on this matter.

Witness #15. Recalls family-related Facebook posts in 2015 led to discussion. The witness recalls it as including racial slurs about Hispanic people. The witness also recalls the



incident with the Sparrow nurse with a son who had a disability, where Lt. Schrier used offensive language and used a name inappropriately about the son with a disability.

PRE-DISCIPLINARY MEETING

On June 30, 2020, Fire Chief Hamel was notified that Lt. Schrier was available for the pre-disciplinary meeting. The meeting was set for July 1, 2020, at 4:45 p.m. The Township provided advance written notice of the meeting to Lt. Schrier, with a copy to his union leadership, Lt. A and Captain B.

Fire Chief Hamel and Director Marx conducted the meeting from 4:45 p.m. to 6:20 p.m. Lt. Dennis Schrier attended, accompanied by Lt. A and Captain B. Lt. Schrier was provided the opportunity to address the allegations contained in the pre-disciplinary notice. Chief Hamel provided Lt. Schrier with a copy of the Appendices to this Report (A-F) with an opportunity to review his alleged comments and respond to them, one by one.

Lt. Schrier's initial response was that he "[did not] remember making any of the comments." Lt. Schrier then responded that when he sees the posts now, it is "obviously him" because it is his profile picture and his name above the comments posted. He does recall making a comment on the subject of the school being renamed, but it was not the posts depicted in Appendix D and F. Rather, he recalled this other post as something to the effect of "who cares." That comment is not reflected in the materials obtained by the Township. He did not provide documentation to support this memory of an additional post.

Lt. Schrier denied knowing what his posts of "bldm" mean and did not recall writing "bldm" more than once, or making any of the comments, like "do I need to clear my throat," "I didn't stutter," and "they don't." (Appendix D). He did not deny posting them; rather, he relied upon inability to recall. He does recall posting the apparently photoshopped photograph of President Obama at Appendix F: he has that photo and "uses it all the time." He states that he "could have posted the 'burn it' comment," but he does not know what the picture and "burn it" reference pertained to. (Appendix F) He stated he has posted that picture of former President Obama before because "it is funny" and "just take it for what it's worth." He states he still has the picture on his cell phone.

Lt. Schrier expressed that he was surprised when he received the call from Lt. A regarding the Pre-Disciplinary Meeting for June 25. He thought it (the notice) was about a recent post he made about Michelle Obama, which said she was ugly; he said he had been blocked by Facebook due to that comment. He successfully protested the Facebook block. This occurred about a week before June 23, 2020.



Lt. Schrier denied any knowledge of family members posting through his Facebook profile. He states that family members have access to his laptop and that it is on all the time. When asked how his Facebook account became shut down on or after June 24, he expressed belief his wife may have done it, as she had his phone at that time.

He denies racial bias, indicating “some of my best friends are African-Americans; I even dated African-Americans in high school.”

Chief Hamel provided a copy of the 2011 Facebook exchange (Appendix E) received by the Township when the June 23 Facebook postings became public on June 24. Lt. Schrier remembered the exchange. He does not remember the subject or specific comment that started the whole barrage of comments and posts. He states that if it was from 2011, he was sure that he “was drunk; not to say that as an excuse, it’s just a fact.”

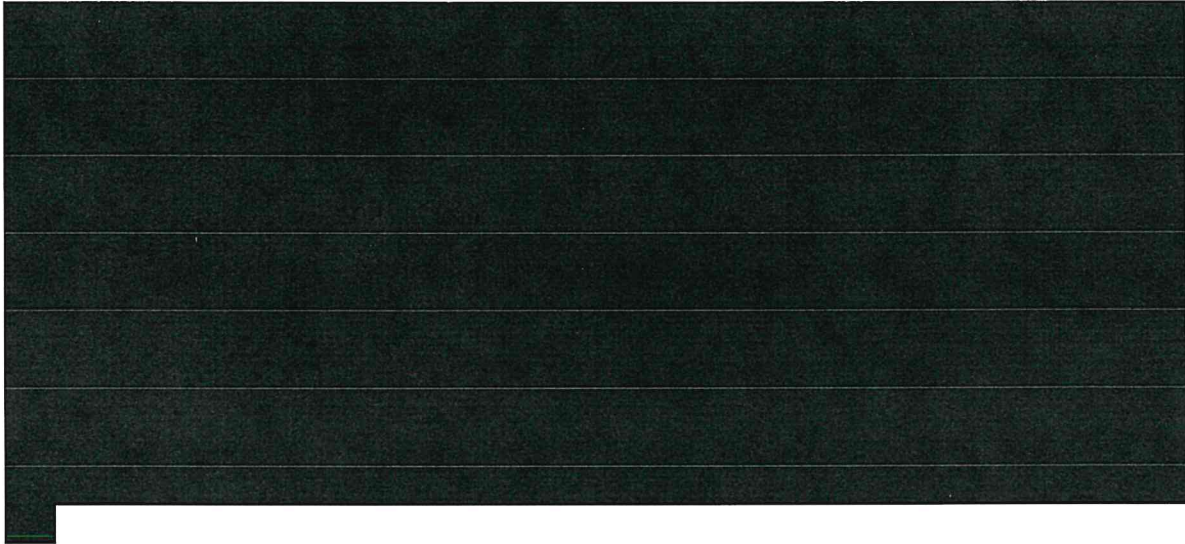
Chief Hamel provided a copy of the following policies, cited in the pre-disciplinary meeting notice. Lt. Schrier reviewed them in the meeting.

- (1) Meridian Township Fire Department Policies - Rules and Regulations Standard Operating Procedures 208-103
- (2) Meridian Township Fire Department Operating Procedure Code of Ethics
- (3) Charter Township of Meridian Personnel Policy Manual excerpts:
 - a. Social Media Policy; Personal Social Media use
 - b. Equal Employment Opportunity (EEO) Statement and Non-Discriminatory Policy
 - c. Workplace Expectations – Code of Conduct/Workplace Etiquette and Rules
 - d. Unlawful Harassment Policy

Lt. Schrier stated that he recognized all of them and understood them. When asked if the comments he is alleged to have made on the Facebook news posting reflect the highest standard of integrity and reputation of this Fire Department (referenced in SOP:2018-103, GENERAL STANDARDS OF CONDUCT #3), his response was no. When asked if this behavior creates respect for this Department and himself (referenced in the Department Code of Ethics), his response was no. When asked if the messages are fair and courteous communication (referenced in the Social Media policy), his response was no. When asked, in his opinion, whether these posts have an impact on the Fire Department and the Township, his response was that it is a “negative impact, on both; it makes it look kind of bad.”



OTHER FACTS



Public response to Lt. Schrier’s posts have been significant, reflecting sadness, anger, frustration, and outrage: Township officials and management members have received contact from numerous individuals via phone and email, as well as social media. The responses reflect lack of trust in the Fire Department and Township and anger.

ANALYSIS

Lt. Schrier has not denied that he made these social media posts. He, in fact, remembers additional related posts. He contends that he does not remember posting comments reflected in Appendix D on June 23, 2020 and denies knowing what “bldm” meant, though he uses it more than once, in a declaratory fashion. He claims to not remember a number of facts and actual events that occurred before and after the posts made on June 23, but he remembers significant other details during this very same time frame and made comments about how long it may have taken him to post those comments.

The deflative nature of his responses are telling, particularly when combined with his clear memory of certain posts, and contemporaneous discussions with others. For instance, he recalls conversations with the Union President and Grievance Officer, including when he asked (twice) about demotion when on June 24. In addition, when he discussed the results of a work-related injury check with Human Resources Director Marx just hours before these posts appeared on social media, he appeared lucid, was very communicative, and appeared to be in a good state of mind. His claim of memory lapse or difficulties with recall is simply not credible. His Facebook account was closed by June 25, although there is question of



whether this was done unilaterally by his spouse or at his direction. He confirmed and retold without difficulty the history of the 2011 Facebook exchange brought forward by a member of the public, which includes significant and inappropriate commentary about race, gender, and affirmative action.

As indicated by the witnesses, this is not the first time Lt. Schrier's social media activity has been brought to the Township's attention or otherwise presented concerns. He was previously counseled about off-duty social media use, which is the very activity at issue here. Witness #6 sought, on his own accord, to share further examples of inappropriate social media activity, which he could have easily ignored or kept to himself. The decision to come forward would not have been an easy one, unless the underlying conduct is as egregious as the reasonable person would understand it to be. The witness statements and the presentation of the 2011 Facebook exchange, combined with the 2015 Facebook exchange incident previously addressed by the Township, are certainly not determinative or instructive as to whether there is a current violation of Department or Township policy in June 2020. The existence of these other posts, including one brought to the attention of the Township by a member of the public during this investigation, arguably reveal a pattern of commentary about various protected classes and an apparent difficulty with filtering comments in social media or traditional interpersonal communication. Lt. Schrier's activity now, and in the past, has brought the Department and Township into a negative light, undermining himself and his colleagues in the process.

CONCLUSION

Based upon the totality of the circumstances, it is concluded that Lt. Schrier did post the social media comments captured at Appendix D and F and that these posts violate numerous applicable policies. His comments at Appendix D are understood to indicate and advocate the position that "Black Lives Don't Matter." Appendix F signals a suggestion to burn something, such as perhaps the photoshopped hair on the head of America's first African American president. His contrived explanation for (or deflection about) the posts, lack of accountability, and lack of remorse are not acceptable. Typing an abbreviation (multiple times) that was immediately understood and reasonably interpreted to mean "Black Lives Don't Matter," and doubling down on that statement, so to speak, by saying "do I need to clear my throat," "I didn't stutter," and "they don't" falls well below even the most minimum expectations for members of the Meridian Township Fire Department. Public service requires equal and fair service to all persons, regardless of race. His posts do not demonstrate the conduct expected of a member of this Department, let alone one holding the position of Lieutenant. Lt. Schrier himself confirmed negative impact to the Fire Department or Township resulting from the posts.



Each potentially implicated policy is analyzed below:

No Violation of Equal Employment Opportunity and Non-Discrimination Policy. The Township is adhering to its self-imposed obligation under this policy to “take prompt and immediate remedial action to maintain a work environment that is free of unlawful discrimination, harassment, intimidation, or retaliation” under this policy by investigating whether Lt. Schrier’s off-duty comments are reflected in his on-duty engagement with his colleagues and patients. Lt. Schrier acknowledged understanding this policy. However, as above, there is no evidence at this time that suggests his working relationships are impacted by racial bias.

No Violation of Workplace Harassment Policy. Based on witness responses, Lt. Schrier does not appear to demonstrate racial bias in performing his duties or engaging with his coworkers, and thus there is no violation of the Township’s Workplace Harassment policy. Although his verbal description of Black Lives Matter-like protests as “riots” may have been understood by a reasonable person to suggest a negative attitude toward the protesters or their purpose, there is no evidence his comments created a hostile work environment.

Violation of Township Code of Conduct/Workplace Etiquette, and Work Rules. This policy establishes reasonable behavioral expectations. While the policy focuses on behavior in the workplace, the policy is nonetheless implicated by Lt. Schrier’s social media activity. His actions cannot be and are not condoned, regardless of whether they occur off duty. His posts ignore basic principles outlined in this policy, particularly the mandate as to treatment of the public and the command regarding personal conduct:

The Township has a strong commitment to providing an inclusive, non-discriminatory, and professional workplace. Employees of different backgrounds and perspectives add unique insights to the workplace and help foster innovation while providing great value to the Township.

The Township serves its residents best when functioning as a strong team. As such, the Township expects that staff from all departments, at every level of the Township, treat each other as respected and valuable colleagues. ***To promote an inclusive and well-functioning workplace, the Township requires employees to act in a professional and courteous manner to each other and the public.*** Although it is impossible to create an all-encompassing list of prohibited behaviors, below is a list of examples of unacceptable workplace behaviors that may result in discipline up to and including termination.



- Any discourteous treatment of the public, other Township employees or officials, or Residents.
- ***Violation of personnel policies***, Township ordinances, ***department rules***, or federal, state, or local laws.

In general, ***the Township expects that common sense, professionalism, and general decency will govern personal conduct.***

Violation of Township Social Media Policy. Lt. Schrier agreed these posts are not “fair and courteous” as required by the Township’s Social Media policy. In addition, this policy reiterates that employees are to “***avoid using statements, photographs, video or audio that reasonably could be viewed as malicious, obscene, threatening or intimidating, that disparage co-workers, customers, associates or suppliers, or that might constitute harassment or bullying.***” Other, contemporaneous, readers of Lt. Schrier’s ABC news posts understood immediately what was intended by the “bldm” and “they don’t” comments, as did his fellow Department member who located and relayed to Township Management the screenshot showing Lt. Schrier’s post of “burn it” and the photograph of President Obama. Lt. Schrier appears to have understood this well, too, given that he asked two people about taking a demotion as soon as he became aware the Township was looking into this matter. These statements and the photograph have been quite reasonably viewed as malicious and maligning the Black Lives Matter movement, African-Americans, and may be interpreted to suggest Lt. Schrier considers it appropriate to burn hair still on an African-American head. This is not acceptable.

Violation of Fire Department Code of Ethics. Lt. Schrier acknowledged that his posts do not “create respect for the Fire Department, Meridian Charter Township, and [himself]” as required by the Department’s Code of Ethics.

Violation of Department SOP 2018-103(#3). Lt. Schrier admits his off-duty social media activity fails to reflect the “highest standards of integrity and reputation of the Department,” which is required by the Department’s SOP:2018-103, GENERAL STANDARDS OF CONDUCT #3. This SOP further requires employees to “conduct themselves both on and off duty in a manner, which will not bring the Department into public disrepute, reflect discredit upon the employees as members of the Department, or impair the operation or efficiency of the Department. Written or verbal statements that serve to undermine the authority or position of an officer of this Department shall be considered inappropriate conduct.” Lt. Schrier has failed to meet this standard.

Report and Appendices A-F submitted on July 7, 2020.

A

8:45

LTE

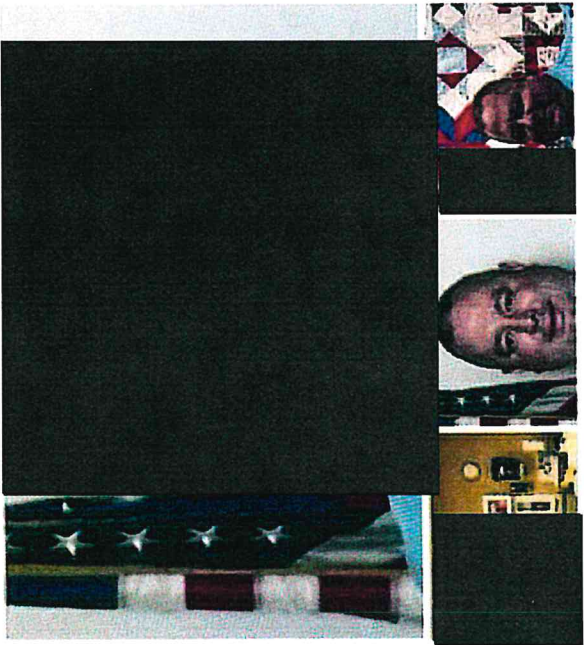
Meridian Township Fire...

Home About Photos Reviews Videos E

Meridian Township Fire Department
Yesterday at 12:01 PM

Congratulations to [redacted] and [redacted] for their dedicated service to our Meridian Township Fire team! Both are celebrating 22 years today, June 22nd.

#MeridianFire #firefighters #frontline #emergencyservice #safetyfirst #haslett #okemos #meridiantownship



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Home icon, Play icon, Bell icon, Menu icon



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1d Like Reply Message

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Congratulations 1

1d Like Reply Message

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Congrats!!!! 🎉 1

1d Like Reply Message

██████████
Lieutenant Schrier was on my local news page proudly sharing his belief that "black lives don't matter"

1h Like Reply Message

██████████
Meridian Township Fire Department
Please answer for the actions of Lieutenant Schrier. Is this the standard to which your fire department holds itself?

1h Like Reply Message

Comment as Meridian

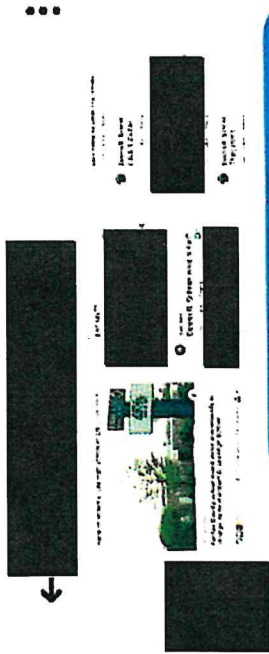
Township Fire Department



B

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Thank you for reaching out to the Meridian Township Fire Department. We try to be as responsive as possible and will get back to you as soon as we can. If this is an emergency, please call 911. For non-emergency immediate assistance, call our department main line at [517-853-4700](tel:517-853-4700). For all the latest Fire Department updates, news and information, please visit our website, www.meridian.mi.us/fire.

I just wanted to let you know that I was just trying to read updates and commentary on a local school name change here in Virginia and I saw one of your Lieutenants post "Black Lives Don't Matter" repeatedly and proudly across the comments on the story. It breaks my heart to see that he is a trusted public servant celebrated by your department



Aa



8:40



+ Add details and labels

TUE AT 10:24 PM

📶 96%



Thank you for bringing this to our attention. The Meridian Township Fire Chief has been notified of the situation and a meeting has been scheduled with the Township's Human Resources Director for tomorrow morning. Please know we are disappointed and do not condone these actions. The Fire Chief wishes to contact you directly after the meeting tomorrow if you are able to provide a phone number. Thank you. -Meridian Township Social Media Team

Thank you so much for your quick response! I appreciate the follow up and the promise of additional action. Unfortunately due to my work schedule I would only be available to talk around 12:00 PM EST or 5:00 PM EST tomorrow. However, I would be happy to receive any response through my email at [redacted] if that would be any easier on the Chief's schedule. Thank you again for the timely follow up!



Aa



C

[Redacted] 42 mins · 🌐

Facebook friends! Found this celebrated member of the [Meridian Township Fire Department](#) on the [ABC 7 News - WJLA](#) Facebook page. Dennis Schrier of Lansing Michigan. You know what to do!

👍👎🗨️ 10 5 Comments


👍 Like 💬 Comment ➦ Share

8:39 [Signal] LTE [Battery]

<  ABC 7 News - WJLA ✓ 1 hr · 🌐 ...

 Dennis R. Schrier Bldm 44m Like Reply

[Redacted] **Dennis R. Schrier what did you just say??** 41m Like Reply 1

 Top Fan [Redacted] **Oh you mean budget cuts? Yeah we're use to that.** 39m Like Reply

D

ABC 7 News - WJLA 1 hr

The school board for Fairfax County Public Schools voted unanimously Tuesday evening to change the name of Robert E. Lee High School in Spr...



WJLA.COM Fairfax County school board votes unanimously to change name of Robert E. Lee High School

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ABC 7 News - WJLA 2 hrs

Send Message

8:39

LTE



ABC 7 News - WJLA

1 hr · 🌐

...



Dennis R. Schrier

Bldm

44m Like Reply



Dennis R. Schrier what did you just say??

41m Like Reply 1



Oh you mean budget cuts? Yeah we're use to that.

39m Like Reply



Dennis R. Schrier what is that?

39m Like Reply 1



Emmitt Bean maybe a dictionary lol

33m Like Reply



Dennis R. Schrier

Bldm

30m Like Reply



Write a comment...





ABC 7 News - WJLA

1 hr

33m Like Reply



Dennis R. Schrier
Bldm

30m Like Reply



Dennis R. Schrier
Do I need to clear my throat

29m Like Reply



Dennis R. Schrier
I didn't stutter

2m Like Reply



Dennis R. Schrier Please do. I'd love to know what you mean by that. If you have something to say stop being a coward and say it.

2m Like Reply



Dennis R. Schrier
They don't

2m Like Reply

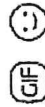
Most Relevant is selected, so some replies may have been filtered out.



Write a reply



Write a comment...



E

< [Redacted]

October 15, 2011

EXHIBIT #5

First and foremost...GO GREEN.
 on a more serious note, normal
 that offend me are just deleted.
 entitled to their opinion and I'm
 like it remove it" girl. HOWEVER
 (fancy word for hate) is not an o
 lifestyle; one that can't be deleted. There is
 no place for it on my FB page. Dennis R.
 Schrier, did you really drop the "N" word on
 my page?! Makes my head shake in disbelief
 and feel a little sick. Makes me feel sad and
 embarrassed that I called you a friend.
 Mostly, it pisses me off and makes me
 thankful for the unfriend/REMOVE
 IGNORANCE ability. Too bad it's not that
 simple outside of FB.

Like

Comment

Share

[Redacted]

[Redacted]

Sorry [Redacted] Unacceptable and



Write a comment...





...



Sorry [redacted] Unacceptable and very sad.

By Like

2



Go spartans. Im so proud to call you my cousin. You go sista!

By Like

1



I have to agree with you [redacted] and [redacted] that is completely UNACCEPTABLE!!! This is a place to chat and share thoughts. But you step over the line with hurtful words!!! I can not believe what I was reading!!! I shake my head and I am going to have to leave it at that!

I love ya [redacted]!!

By Like

2



Write a comment...





VERY simple minded and sad!
Love you [REDACTED] - sorry you had to
deal with an idiot remark like that.
((hugs))

8y Like



Ignorance indeed breeds
hate....got no room for any of dat!
Luv ya lady 😊

8y Like



I agree 100% using hurtful and
offensive words is
UNACCEPTABLE... and as I
always say everyone is entitled to
their opinion but you need to be
mature enough to know when to
express "your" opinion if it is an
appropriate situation. Having said
that I also agree you do not need



Write a comment...





3:32



Good point and well said



By Like



Wow.....so sad!!

By Like



I'm so sorry that happened. It was certainly 'uncalled for, this is why there hasn't been much progress as a Nation. It is so true, "united we stand, divided we fall."

Love ya,



By Like



Write a comment...





You're friends on Facebook
Lives in Hillsboro, Oregon

Message

Hey my old friend, I was sorry to hear about that prick dennis, having known you myself for so many years and the kind of person you are (close to godly) i would like, no love to shake the living shit out of that asshole! you are one of the most kindest persons i know and was always real nice to me through our years of friendship, i know we goet into each other about our taste in sports teams, mine good yours bad 😊 but i know it is all in good fun! and i love that we





Dennis

i may have said some bad things on [redacted] post. But that is how i feel. Afermative action has breded racismism. I couldn't get a job for a fire dept. for 8 years because any black, women, or mexican that applied got the job when white men that are paramedic/firefighters already trained, can even get an interview. now my daughter is trying to get into pre med. she can't because she is white. the blacks and asians and mexicans with 2.5 gpa get excepted and she has a 3.85. i am only responding to you because you are the only person that responded to [redacted] post that even talked to me in high school. I could give a shit what those other people say. when yo [redacted] n't work for 8 years because you are





Dennis

daughter is trying to get into pre med. she can't because she is white. the blacks and asians and mexicans with 2.5 gpa get excepted and she has a 3.85. i am only responding to you because you are the only person that responded to [REDACTED] post that even talked to me in high school. I could give a shit what those other people say. when you can't work for 8 years because you are white, and you can't go to college because your white. that shit breeds racisisim. I am sorry if you are mad at me or sad, but when your smart child is getting turned down for schools when minorities are being accepted, it makes you say bad things some times.. what ever, your not online anymore....



F



ABC 7 News - WJLA's Post



GIPHY



22h Like Reply



Dennis R. Schrier
Burn it

23h Like Reply



Dennis R. Schrier



23h Like Reply



Write a reply...



Write a comment...

