



DEWITT CITY HALL • 414 EAST MAIN STREET • DEWITT, MICHIGAN 48820

May 5, 2021

Mr. Chad Vorce

RE: Notice of Termination Effective May 5, 2021

Dear Mr. Vorce,

The City's comprehensive internal investigation regarding policy violations has been completed and it has been determined that your off-duty conduct violated the following City and Police Department policies: City of DeWitt Personnel Policy Manual Section 19 - Social Media Policy and City of DeWitt Police Department Rules and Regulations 4.2 - General Conduct.

Based on the information collected through the comprehensive internal investigation, and after consideration of the information you presented during the Loudermill Hearing on May 5, 2021, it was determined that just cause exists for termination of your employment as a police officer with the City of DeWitt.

Your employment with the City of DeWitt Police Department is terminated effective May 5, 2021.

Your last paycheck will be processed on May 18, 2021 based on 36 hours of accrued time in the current pay period and any accrued compensatory time. Employees terminated for just-cause forfeit payout of accrued vacation and personal leave time.

A representative from the DeWitt City Police Department will contact you within the next 1-3 days to arrange a time to collect any City owned property in your possession, i.e. uniforms, badge, keys, etc... and return any of your personal property.

The City of DeWitt is obligated to report to MCOLES a notice of deactivation due to termination for just cause.

If you have any questions you may contact me at 669-2441.

Thank you,

Daniel Coss  
City Administrator

Cc: Bruce Ferguson, Chief of Police

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**DEWITT POLICE DEPARTMENT INTEROFFICE MEMORANDUM**

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**TO:** OFFICER CHAD VORCE  
**FROM:** CHIEF BRUCE FERGUSON  
**SUBJECT:** PAID ADMINISTRATIVE LEAVE ASSIGNMENT  
**DATE:** JANUARY 15, 2021  
**CC:** MICHAEL NUNHAM UNION REPRESENTATIVE

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Beginning immediately you are being placed on Paid Administrative Leave due to the receipt of the complaints related to the incident of January 14, 2021, which occurred in Watertown Township and DeWitt Township, County of Clinton, State of Michigan. The following complaints will be investigated:

1. Violation of the City of DeWitt Personnel/Policy Manual Section 19. Social Media Policy page. 34.
2. Violation of Policies and Procedures General Orders Section 4.2 General Conduct and Section 4.18 Confidential Information.

If additional information is received during the internal investigation, additional violations may be added or rescinded.



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April 30, 2021

Mr. Chad Vorce

RE: Notice of Pre-Discipline (Loudermill) Hearing, Wednesday May 5 at 10 am

Dear Mr. Vorce,

This is notice that you are to report to the DeWitt City Hall 414 East Main Street on Wednesday, May 5 at 10 am for a pre-discipline hearing.

Investigation of your conduct on the morning of January 14, 2021, has resulted in a determination that you violated the following City and Police Department policies: City of DeWitt Personnel Policy Manual Section 19 - Social Media Policy and City of DeWitt Police Department Rules and Regulations 4.2 - General Conduct.

The hearing will be your opportunity to state your position and provide any information you feel should be presented prior to determining the appropriate disciplinary action taken. You have the right to have a Union representative or attorney present.

If you have any questions about the schedule of the hearing you may contact me at 669-2441.

Thank you,

Daniel Coss  
City Administrator

Cc: Mike Blum, City Attorney  
Bruce Ferguson, Chief of Police