LAKE COUNTY MAJOR CRIME TASK FORCE

Investigative Report

Case Number: 15-7 | Type of Case: Homicide | Agency: Fox Lake | Lead #: 238

Incident Date: Sep 1, 2015 | Time: 07:52:00 | Lead Reference: Initial Interview FL-238

Officer: Shaun Knight #2616 | Report Date: Sep 23, 2015 | Subject of Lead: Lt. Mark Schindler

Narrative

On 09/22/2015 at 1239 hours, I, Investigator Shaun Knight, accompanied by Investigator Adam Boyd #2616, interviewed Fox Lake Police Lt. Mark Schindler (DOB TX:). We spoke to Schindler in an interview room at the Fox Lake Police Department. Schindler has been employed at the Fox Lake Police Department for 20 years. He has been a Lieutenant since 2012 and is currently assigned to operations and oversees the patrol and investigations division. On 09/01/2015, Schindler was the lieutenant in charge of the police department. Prior to working at the Fox Lake Police Department, Schindler was in the United States Air Force for 16.5 years.

Schindler typically works Monday through Friday from 0745 hours to 1615 hours. Each day before his shift starts, he drives a lap around the village of Fox Lake. He typically leaves his house at 0700 hours and drives by Dog N Suds, located at 517 Washington Street, Ingleside, IL 60041. His typical route takes in from Washington Street, to Grand Avenue, to Route 12. Schindler drives through the parking lots for Jewel and Menards where he makes himself visible and waves at people. Schindler then travels north on Route 12, exits on the frontage road, passes Honing Road, to Rollins Road. Schindler then travels down Rollins Road, back to Washington Street, where he ends at the Fox Lake Police Department. Schindler said he does not get paid overtime for the lap around town, but felt like it was part of his job.

The morning of 09/01/2015, Schindler said roll call ended a little early and he went to his office at the Fox Lake Police Department. Schindler remembered hearing on the radio in his office Lt. Gliniewicz call out three suspicious people. Schindler said he knew exactly where Lt. Gliniewicz reported the suspicious people because he bow hunts in the area at the end of Honing Road and the vacant cement plant. Schindler said he thought Lt. Gliniewicz knew better than to go towards the swamp alone. When FoxComm was unable to get a hold of Lt. Gliniewicz, and he heard there was an officer down, he left his office. Schindler responded to the the vacant cement plant behind Sergeant Dawn Deservi. They parked their squad cars on Rollins Road and headed toward the dirt road at the end of Honing Road on foot. Deservi arrived approximately 15 seconds before Schindler. Fox Lake Police Officers Rick Howell, Shane Campion, and Russell Ebbing were already on scene when Deservi and Schindler arrived. Schindler showed Deservi the way towards the swamp area. They located Campion on the dirt road before going to the swamp. Campion escorted Deservi and Schindler to where they located Lt. Gliniewicz's body.

Schindler said when he first saw Lt. Gliniewicz, he saw signs of a struggle, including his microphone down by his feet, and a bullet hole through his phone. He noticed Lt. Gliniewicz's handgun and pepper spray missing. Schindler said Lt. Gliniewicz's holster had a retention hood that was in the forward position. He noticed a "defect" just above Lt. Gliniewicz's bulletproof vest that he imagined was a bullet hole. He saw blood around Lt. Gliniewicz's face and neck. Schindler said when he arrived on scene, Lt. Gliniewicz was laying on his back and the other officers previously turned Lt. Gliniewicz's body over. Schindler said he tapped Lt. Gliniewicz's hand with his and said, "Why Joe, why." Deservi then told Schindler to wait near the dirt road. When Schindler returned to the dirt road, Fox Lake Rescue arrived on scene. Schindler ordered that only two rescue personnel go to the area

around Lt. Gliniewicz's body. Schindler said he thought at the time that the suspects had Lt. Gliniewicz's pepper spray and handgun. Schindler said he retrieved his "Critial Incident Checklist" from his pocket and started following the checklist. Schindler said he was in charge of the incident until the Lake County Sheriff's Office command arrived on scene. Soon after, Schindler learned that Lt. Gliniewicz wife, Melanie Gliniewicz, called the Fox Lake Police Department and she requested to respond to the scene. Schindler declined her request and directed her to the Fox Lake Police Department. Schindler said recently retired Chief Behan was at the Fox Lake Police Department soon after the incident. Behan notified Melanie about her husband's death.

Due to Schindler's knowledge of the area from bow hunting, I asked him about the area. The area is about 19 acres in size. Schindler said when the weather is calm, it is easy to hear vehicle traffic from Route 12. He has previously heard gunshots from duck hunters on Pistakee Bay. Schindler told me it was opening day for Goose and Teal hunting on 09/01/2015. Schindler told me that if someone was standing on the dirt road at the end of Honing Road, it would be difficult to hear things near the swamp because of the vegetation and decline in elevation. Schindler said he was very familiar with the swamp area, and it would be very possible that an offender could have escaped without returning to the dirt road.

Schindler did not find it surprising that Lt. Gliniewicz was checking the area at the end of Honing Road because he has an interest in the property. Lt. Gliniewicz used the area for police explorer training. Schindler speculated that Lt. Gliniewicz was checking for people in the area. Over the last 15 years, Schindler said he has located two or three people in that area.

I asked Schindler about Lt. Gliniewicz starting work so early on 09/01/2015. Schindler said he did not find it unusual at all. Schindler explained that Lt. Gliniewicz typically started his shift sometime after the morning roll call, but about two weeks prior to his death, Lt. Gliniewicz was required to attend morning roll call. Schindler told me he and Chief Behan were on paid administrative leave due to an internal investigation for 10 days. While Chief Behan and Schindler were away, Lt. Gliniewicz was in charge of the police department. Lt. Gliniewicz realized how much work there was to do before morning roll call. After Schindler returned from his administrative leave, Lt. Gliniewicz would come in early to help Schindler.

I asked Schindler about Lt. Gliniewicz and his relationship with the Village Administrator, Anne Marrin. Schindler said Chief Behan helped in the hiring process for Marrin and thought Marrin would be someone he could control. Chief Behan "butted heads" after she was hired and Chief Behan would not be flexible. Lt. Gliniewicz was friends with Chief Behan, and he tried to protect Lt. Gliniewicz. Schindler said Marrin did not really like Lt. Gliniewicz for a few reasons. Other Fox Lake police officers told Marrin that Lt. Gliniewicz only worked with the explorers and did not do much else at the police department. Lt. Gliniewicz had an injury to his right shoulder which caused him to be on light duty for about four to five months. While Lt. Gliniewicz was on light duty, he purchased about $1,200 USC worth of polo shirts to wear that the department paid for. Schindler explained that Lt. Gliniewicz would rather ask for forgiveness than permission. Lt. Gliniewicz also got permission and qualified with a handgun, shooting left handed, so he could carry a gun while on light duty. Schindler said Lt. Gliniewicz would go to work in BDU pants, a polo shirt, while carrying his gun. Schindler said Lt. Gliniewicz got too comfortable while on light duty. Schindler told me it made Marrin angry that Lt. Gliniewicz wore polo shirts while on light duty and did not wear a uniform. Other Fox Lake police officers also told Marrin about Lt. Gliniewicz's past discipline issues, including some of a sexual nature. Lt. Gliniewicz had to work an extra seven

LAKE COUNTY MAJOR CRIME TASK FORCE

Investigative Report

Case Number: 15-7 Type of Case: Homicide Agency: Fox Lake Lead #: 238

weeks to make-up for discipline time before he retired. Marrin knew that Lt. Gliniewicz was close to working for 30 years at Fox Lake and inquired when he was going to retire. Schindler knew that Lt. Gliniewicz was seeking employment at other police departments, but he was unable to retire from Fox Lake without insurance. Lt. Gliniewicz had medical issues and he needed to work for insurance.

Schindler said he was not very close with Lt. Gliniewicz and was not aware of his personal issues. Schindler was not aware of issues with Lt. Gliniewicz and his wife. Schindler said he knew Lt. Gliniewicz had some financial concerns because he spoke about his retirement money not being enough to pay his student loans and health insurance.

I asked Schindler about the explorer post. About ten years ago, Schindler was an advisor with the explorer post. He did not like the time commitment on the weekends, so he separated from the post Schindler has no current knowledge of the finances in the explorer post or current issues. Schindler remember about 17 years ago, the explorers would get donations for state competitions.

I asked Schindler if Lt. Gliniewicz's actions on 09/01/2015 fit his character. Schindler felt that Lt. Gliniewicz would pursue three suspects in to a wooded area. Lt. Gliniewicz would get in front of other officers during a chase and would not wait for backup. Schindler felt Lt. Gliniewicz would use his pepper spray and expandable baton against a suspect. Schindler did not believe Lt. Gliniewicz used his pepper spray or expandable baton recently.

I asked Schindler what he felt happened to Lt. Gliniewicz. Schindler thought Lt. Gliniewicz recently posted suspected drug related information about and two other white male suspects in roll call. Schindler felt that was involved in Lt. Gliniewicz's death. Schindler spontaneously said, "This is not a suicide. Joe would not kill himself."

Schindler said he could not think of anything else relevant to the investigation. At 1345 hours, I thanked Schindler and ended the interview.

A lead for was previously created, FL-212. I have nothing further for this lead.

Prepared By: Shaun Knight #2616 Approved By: P. Grace #2587

LAKE COUNTY MAJOR CRIME TASK FORCE

Investigative Report

Case Number: 15-7 Type of Case: Death Investigation Agency: Fox Lake Lead #: 238

Incident Date: Sep 1, 2015 Time: 07:52:00 Lead Reference: Initial Interview

Officer: Pugliese #2599 Report Date: Sep 1, 2015 Subject of Lead: Officer Shane Campion #261

Narrative

On 09/01/15, Investigator Conley #2590 and I (T. Pugliese #2599) were assigned Lead #FL-C238. The purpose of this lead was to speak with Officer Shane D Campion #261 (DOB:) regarding his involvement in this incident. The following is a summary of our conversation, but is not verbatim:

Officer Campion works the midnight shift, 11:45 PM to 8:15 AM, this particular day was in the middle of his normal rotation, which is a 5/2/5/3. Officer Campion was pumping gas when he first heard the radio traffic from Lt. Gliniewicz, stating he was out with two M/W's and one M/B. Lt. Gliniewicz, called off cover when asked, but Officer Campion started driving that way just in case. The next radio traffic Officer Campion recalled was Lt. Gliniewicz stating the subjects were running towards the swamp.

Officer Campion drove up Rollins Rd. N/B and parked his squad car on the west side of the roadway near the "path" across from Honing Rd. He said he was driving a marked "ghost" squad with no overhead lights. He did not have his video recording at the time of the incident or just prior to. When he arrived, he got out on foot and began walking down the path, he did not see Lt. Gliniewicz or anyone else around. He eventually met up with Officer Howell on that same path. He stated Officer Howell was walking up the path from the area of Honing Rd. Shortly after that, he heard a "pop", or what he believed was a single gun shot. He did not hear anything before or after that, "not even people running." He did not call out shots fired, but did start "status checking." When they got no response on the radio they started heading towards the brush/wooded area.

Officer Ebbing was with Officer Howell checking the area, while Officer Campion walked alone. Officer Ebbing was the first to locate Lt. Gliniewicz down by the swamp. When he located Lt. Gliniewicz he called out officer down. They did not see Lt. Gliniewicz's gun, so Officer Campion began checking the area. There was what appeared to be a path to the N/W of Lt. Gliniewicz's body. While walking the path, he observed a baton on the ground, that appeared to be closed. Officer Campion also observed a can of pepper spray on the ground. He said the pin had been pulled and you could smell it had been sprayed. However, he said you could only smell it if you got close to it.

While the other officers stayed with Lt.Gliniewicz, Officer Campion went and moved Lt. Gliniewicz's squad car, so the EMT's could get in. He said the car was locked and he used his key to unlock it and move it. He then secured the vehicle and spoke to a M/W who pulled up in an orange Jeep Wrangler. He stated the M/W came from the business down the road and just drove up to see what was going on. He told him to go back to his place of employment.

During our conversation, we asked Officer Campion how long he thought it was before he arrived on scene and he said approximately 2 to 3 minutes. He also believed he had been on location for a good 2 minutes before he heard the single gun shot. We asked him what he recalled about Lt. Gliniewicz when he saw him and he remembered his uniform looking intact and that his radio mic appeared to be down by his feet. He could not remember anything else specific at that time.

Officer Campion provided a buccal sampler, which was packaged accordingly and turned over to a LCMCTF Evidence Technician to be sent to the crime lab for elimination purposes.

End of Report

LEAD Complete

Prepared By: Pugliese #2599 Approved By: S. Neuman #2595

LAKE COUNTY MAJOR CRIME TASK FORCE

Investigative Report

Case Number: 15-07 Type of Case: Homicide Agency: Fox Lake Lead #: 238

Incident Date: Sep 1, 2015 Time: 07:52:00 Lead Reference: Initial Interview

Officer: Conley #2590 Report Date: Sep 23, 2015 Subject of Lead: Russell T Ebbing

Narrative

On 09-01-15 at 1446 hours, I (Investigator Conley #2590) and Inv. Pugliese #2599 spoke to Officer Russell Ebbing regarding what he observed while responding to this incident.

This interview was the first interview given by Officer Ebbing.

Officer Ebbing stated in summary and not verbatim that he heard the call at about 0752 hours over the radio. At that time, he was in roll call. Officer Ebbing said he heard Lt. Gliniewicz call out three subjects off Honing. Then after roll call ended, Lt. Gliniewicz called out that they were running into the swamp.

Officer Ebbing said he got into his squad car and was not sure at the time if he turned on his lights and siren and proceeded to the area that was called out on the radio.

Russell said he drove down Route 59 to Develin. Russell said he turned right onto Rollins road and parked behind Officer Campions vehicle.

At that time, Officer Ebbing said he scanned the area by Rollins Rd looking for Officer Campion. Officer Ebbing said that Officer Campion was already on the path into the wooded area.

Officer Ebbing said he crossed the tracks and started searching the area. Officer Ebbing said he was headed South Bound and they were headed North Bound. Officer Ebbing said he started walking down the path to where the path bends and could not see any of the officers. Officer Ebbing said that they were out of his line of sight.

Officer Ebbing said he was looking around and then heard (1) pop and nothing else. I asked Officer Ebbing if he thought it was a gun shot. Officer Ebbing said he was sure it was a gun shot.

Officer Ebbing said he saw nothing in the woods and the swamp was not agitated. Officer Ebbing said the bushes didn't appear to have been disturbed. Officer Ebbing said, 10 yards south from where he heard the gun shot, Officer Ebbing, Officer Howell and officer Campion met up.

Officer Ebbing then said 15 yards off the trail into the woods they looked and spotted Lt. Gliniewicz body lying face down in the grass to the right of the swamp.

His feet were facing toward the swamp.

Officer Ebbing said he couldn't see anything wrong with him at that time.

Officer Ebbing said he remembers Officer Howell approaching the body and turning Lt. Gliniewicz over onto his back. Officer Ebbing said he remembers seeing his cell phone clipped to the outside of his vest. Officer Ebbing

LAKE COUNTY MAJOR CRIME TASK FORCE

Investigative Report

Case Number: 15-07 Type of Case: Homicide Agency: Fox Lake Lead #: 238

said he remembered that he noticed his gun was not in it's holster and his pepper spray was missing.

Officer Ebbing said he saw that the leaves where Lt. Gliniewicz was laying was bloody and could see blood coming out of his mouth and nose. Officer Ebbing said his right hand looked like it was holding a gun.

I asked Officer Ebbing if he looked for the gun. Officer Ebbing said he didn't look for the gun. Officer Ebbing said he took cover and started perimeter security.

Officer Ebbing said there was no movement, nothing to call out and no one leaving at that time.

I asked Officer Ebbing if he could estimate how long after the pop did it take for them to find Lt. Gliniewicz' body. Officer Ebbing said he estimates it to be two minutes. Officer Ebbing said from the time of the shot to the time he called out officer down.

Officer Ebbing said that Lt. Gliniewicz' mic on his radio was at his feet. Officer Ebbing said he thinks that Lt. Gliniewicz' radio was on his hip.

At this time, the interview was concluded. I asked Officer Ebbing if we could talk to him later to get a more detailed description of what he observed. Officer Ebbing said that would be fine. We then left his location.

See follow up report for detailed account.

On 09-08-15, Officer Ebbing's consented to a D.N.A. swab. Officer Ebbing signed the consent form and was swabbed at 2140 hours. The evidence was turned over to the Evidence Technicians.

Prepared By: Conley #2590 Approved By: S. Neuman #2595

LAKE COUNTY MAJOR CRIME TASK FORCE

Investigative Report

Case Number: 15-07 Type of Case: Homicide Agency: Fox Lake Lead #: 238

Incident Date: Sep 1, 2015 Time: 07:52:00 Lead Reference: Follow Up Interview

Officer: Conley #2590 Report Date: Sep 23, 2015 Subject of Lead: Russell T Ebbing

Narrative

On 09-09-15 at 1621 hours, I (Investigator Conley #2590) continued my interview with Officer Ebbing.

The following interview is in summary and not verbatim unless indicated in quotation marks.

I asked Officer Ebbing to start from the beginning before the call came in over the radio.

Officer Ebbing said that his call sign number is 6732. The squad car that he used was squad 257. Officer ebbing described the squad as a Taurus, SUV, marked with the emergency lights on top.

Officer Ebbing said he was in Roll Call at 0745 hours. Officer Ebbing said the (1st) radio call indicated that Lt. Gliniewicz was out with two white males and one black male. Officer Ebbing believed that the call came out at 0752 hours.

Officer Ebbing heard dispatch ask Lt. Gliniewicz if he needed a cover unit. Officer Ebbing said that he heard Lt. Gliniewicz waive them off.

Officer Ebbing said they finished Roll call and was sitting down when he heard on the radio, Lt. Gliniewicz say, "they took off in the woods toward the swamp".

Officer Ebbing said he got up, got the keys for the squad from Officer Louis who worked the midnight shift. At that time, Officer Ebbing said he was dispatched to cover Lt. Gliniewicz who was unit 6740.

Officer Ebbing said he was unfamiliar with the location. Officer Ebbing said 6731(Howell) got on the radio and said he was en route. At that time, unit 6711(Campion) said "same traffic".

Officer Ebbing said he got into his squad car, logged into the computer system by the time he exited the parking lot.

Officer Ebbing said he activated his emergency lights and siren as he pulled out of the station. Officer Ebbing said he went South on Route 59 toward Develin. He went West on Develin and then right on Rollins road heading North bound.

Officer Ebbing said as he turned onto Rollins Rd, he was not sure at what point, he physically turned off the video recorder.

I asked Officer Ebbing to tell me why he turned off the video. Officer Ebbing said he turned it off because he remembered that the memory card could fill up fast.

Prepared By: Conley #2590 Approved By: S. Neuman #2595

Case Number: 15-07 Type of Case: Homicide Agency: Fox Lake Lead #: 238

Officer Ebbing continued and said he heard on the radio that Officer Howell was location on Honing parked behind Lt. Gliniewicz squad car.

Officer Ebbing said that Officer Campion said on the radio that he was on the opposite end of the cement plant. Officer Ebbing said he pulled off on the shoulder of the road on Rollins rd. behind Campion's squad car. This was at the gate where the cement factory was located between the bike path and the road.

Officer Ebbing said he got out of the squad car and did not see Officer Campion. Officer Ebbing said he crossed the rail road tracks, scanned the immediate area and didn't see anyone.

Officer Ebbing said that he got on the radio and called out to Officer Campion. Officer Campion responded and said " I'm down the path by the cement plant'. Officer Ebbing then stated he was not sure of Officer Campion's exact transmission.

Officer Ebbing said he headed down the gravel path and began to run from the cement plant to the gate. At that time, he was listening and could hear the trees and the leaves rustling.

Officer Ebbing said, half way through the gravel bend, he heard a gun shot. I asked Officer Ebbing from what direction could he estimate the sound came from. Officer Ebbing said the South West direction.

At that time, Officer Ebbing remembers hearing Officer Campion call out to Lt. Gliniewicz (6740, what's your location). Then he hears on the radio, 6740 (6740 =Lt. Gliniewicz), status check).

Officer Ebbing said he did not find Campion at that time. Officer Ebbing said he drew his gun, started listening for anything. Officer Ebbing said he started walking slowly in the direction asking for status on all the officers.

I asked Officer Ebbing, why didn't he call out shots fired? Officer Ebbing said, he didn't know why, he said he just started looking for the other officers.

Officer Ebbing then said, at that time, Officer Howell and Campion came around the corner. Officer Ebbing believes, Officer Howell and Officer Campion where close by, he said he just didn't see them.

Officer Ebbing said, when they met up, Officer Howell said, "did you hear that? You would no more than anyone if that was a gun shot". Officer Ebbing said that he told them "yes, that was a gun shot".

I asked Officer Ebbing, how would he know the sound that he heard was a gun shot. Officer Ebbing said he knows because of his military experience.

At that time, Officer Ebbing said Lt. Schindler and Sgt. Deservi arrived and asked where they were. Officer Ebbing said they told them that they were 500 feet from the cars down the gravel road.

At that time, Officer Ebbing said, Officer Howell, Campion and himself started moving as a group heading West on the gravel road toward the gate. Officer Ebbing said they were looking for a path to get to the woods. Officer

Ebbing stated that he decided that they were going into the woods.

Officer Ebbing said they walked through a thick tree brush and branches. Officer Ebbing said he saw a fallen tree. Officer Ebbing said they made it to the high grass between the tree line and swamp.

Officer Ebbing said, Howell is behind him and Campion is East to the tree area.

Officer Ebbing said he could see in the high grass a path that looked as if it was created by foot traffic. officer Ebbing said at this point, they were past where they heard the gun shot. Officer Ebbing said they back tracked toward where they think they heard the gun shot. Officer Ebbing said, back through the brush.

Officer Ebbing said the swamp was in front of them and the tree line is behind them. Officer Ebbing said the area is possibly 10 yards wide.

Officer Ebbing described the area as having small little shrubs that had been chopped down. Officer Ebbing said he remembers stepping on them.

Officer Ebbing stated that they traveled around the pond East bound to where the path dead ends. Officer Ebbing said there's a tree line with 7'-8' tall shrubs.

Officer Ebbing then said, that's when he saw the body. Officer ebbing said that he could see that the body was face down. Officer Ebbing said he was not 100% sure where his arms were. Officer Ebbing said he could see the lieutenants elbows but not his arms.

Officer Ebbing said he could see that his legs were straight and could see he had on white socks. Officer Ebbing said he could see a patch was on his leg. Officer Ebbing said it was a white patch but was not sure what leg.

At that time, Officer Ebbing said that he called out on the radio, "officer down possible shots fired".

Officer Ebbing interjected and said, he remembered that Sgt. Deservi prior to them finding the body said on the radio, try calling his phone. Officer Ebbing said, he didn't hear the phone ring or hear anything from his radio while he was standing next to his body.

Officer Ebbing said Officer Howell went to the body and flipped Lt. Gliniewicz over rolling him over starting from his right side rolling Lt. Gliniewicz toward Officer Howell. Officer Ebbing was not sure what part of the body Officer Howell was touching.

Officer Ebbing said he saw bright red blood and dark blood coming from Lt. Gliniewicz nose. Officer Ebbing said he could also see blood above his collar. Officer Ebbing said he was not sure, but it could have been on his skin.

Officer Ebbing described the blood as having a sheen to it. Officer Ebbing said that the blood wasn't dried out or coagulated. Officer Ebbing said it looked thick.

Officer Ebbing said that the blood was not coming out of his nose or mouth, it was just there.

Officer Ebbing said he noticed his right hand is at an angel across his body and upward. Officer Ebbing said his hand was empty but it was as if he was holding a gun. Officer Ebbing said his eyes were open and he believed that Lt. Gliniewicz body had no life.

Officer Ebbing said, Officer Howell attempted to find a pulse.

Officer Ebbing said he stated to the other officers at that time, "he's gone" get your gun out, Look for any movement and call out anything you see".

At that time, Officer Ebbing said he noticed that Lt. Gliniewicz gun was not in its holster.

While all of this was going on, Sgt. Deservi was calling out on the radio asking where they were located. Officer Ebbing said they told them that they were East to the path of the tree lines. Officer Ebbing was not sure what verbiage that was used.

Sgt. Deservi asked them to send someone out to meet Lt. Schindler and her.

Officer Ebbing said that Officer Campion was closes to the path so he met Sgt. Deservi and Lt. Schindler and brought them to the body.

When both Lt. Schindler and Sgt. Deservi saw the body, Lt. Schindler had a moment and broke down. Officer Ebbing said Lt. Schindler touched Lt. Gliniewicz left hand and says, "Why Joe, Why Joe, no,no,no, no".

According to Officer Ebbing, after seeing this, he (Officer Ebbing) began looking across the tall grass with his gun in a high ready position.

Officer Ebbing said he could see the wind blowing the cattails but no other movement.
At that time, Sgt. Deservi takes over the scene. Officer Ebbing said that Sgt. Deservi had to pull Lt. Schindler away from Lt. Gliniewicz.

At that time, Officer Ebbing said that he stayed on scene and scanned the area from the trees to the pond. Officer Ebbing said that he wasn't sure if Officer Campion had his gun out at that time.

Officer Ebbing said he stayed on scene until they started looking for the possible suspects.

Officer Ebbing believed they started the search around 9:20 am and had left at 11:00 am. Officer Ebbing said he was not sure of the time but remembered going out as a team in a wedge formation. Officer Ebbing said that the dogs were in front.

Officer Ebbing said that they broke up into teams and searched the entire area. Officer Ebbing remembers

LAKE COUNTY MAJOR CRIME TASK FORCE

Investigative Report

Case Number: 15-07 Type of Case: Homicide Agency: Fox Lake Lead #: 238

clearing the woods south and then back to the cement plant to the gravel path.

At that time, Officer Ebbing was released and he left via the path by Rollins rd. Officer Ebbing said he went to the Command post and then went back on the road to take calls.

Officer Ebbing said they sent him to the hospital about 1700 hours to be checked out.

At this time, Officer Ebbing had no other information to provide. I thanked him for his information and he left the office.

Prepared By: Conley #2590 Approved By: S. Neuman #2595

LAKE COUNTY MAJOR CRIME TASK FORCE

Investigative Report

Case Number: 15-7 Type of Case: Homicide Agency: Fox Lake Lead #:

Incident Date: Sep 1, 2015 Time: 08:49:00 Lead Reference: Initial Interview

Officer: Kapusinski, Jason #2592 Report Date: Sep 1, 2015 Subject of Lead: Officer Richard Howell Badge #267

Narrative

LEAD #FL-238

Reference this lead, on 9/1/15 at approximately 1400 hours I spoke with Ofc. Richard A. Howell , badge #267/ radio #6731, about the events of the day. I also met with Howell again on 9/24/15 at approximately 1434 hours with Inv. Conley for a follow-up interview.

Howell related the following to me in summary: Howell worked the midnight shift from approximately 1200 hours until 0800 hours. On 9/1/15 Howell was working the shift with Ofc. Shane Campion, Ofc. Rob Lewis, and Ofc. Matt Malczewski. During the early morning hours, Howell recalled there were only two incidents of relevance. The first was when Ofc. Campion located a group of minors out after curfew and two of the subjects were juveniles who needed to be taken home and were cited for the curfew violations. The second incident occurred around 0243 hours at the Thornton's Gas Station. A subject made an obscene gesture toward the clerk at the gas station and left in a car. The vehicle was stopped and the male white driver and female white passenger were uncooperative and refused to provide their information to the officers. The rear seat passengers were identified as , DOB and , DOB

Howell recalled he was parked in the parking lot of Pug Mahone's bar, 282 E. Grand Ave., Fox Lake, IL, in his marked squad car, squad #259, toward the end of his shift performing traffic enforcement near Grant High School. Howell heard Lt. Gliniewicz advise via radio at 0752 hours that he was checking on two male white subjects and a male black subject near the old concrete factory. Howell knew Lt. Gliniewicz mentioned they were near the equipment at the old factory and from his understanding of where the equipment was located, he knew they were closer to the Honing Rd. side of the property. Howell recalled wondering what Lt. Gliniewicz was doing in that area at that time and that it seemed strange to him. Howell also recalled that the description Lt. Gliniewicz provided was unusual because Lt. Gliniewicz normally gives a lot more information, however this time his radio traffic was short and it seemed strange to Howell. Howell went en route to the Honing Rd. side of the property when Lt. Gliniewicz first called out the incident. Howell drove south on Devlin Rd. to Rollins Rd. and turned west onto Rollins Rd. Howell took Rollins Rd. to Sayton Rd. west to Honing Rd. As Howell was turning onto Honing Rd. Lt. Gliniewicz advised the subjects were running toward the swamp. When Howell arrived on scene, he parked directly behind Lt. Gliniewicz's squad car which was parked outside of the fence gate. Howell jumped over the fence gate to gain entry into the property (he did not know at the time there was a way to gain entry into the property without jumping the fence as Howell had not previously entered into the property). Howell did not hear anything or see anyone while he began checking the area surrounding the equipment and down the gravel road eastbound.

Campion and Ebbing had parked on the Rollins Rd. side and walked into the property from that area. While walking on the gravel road and upon meeting up with Campion and Ebbing, Howell heard what he described as a muffled gunshot. Howell wasn't initially certain it was a gun shot, however, the noise clearly came from the south of their location and from the wooded area toward the swamp. Ebbing and Campion both indicated they heard the noise and Ebbing told them it was a gunshot. The area in which Howell, Campion and Ebbing met up was approximately 100 to 150 feet east of the small trail opening which runs off of the south side of the gravel road

toward the swamp. Campion asked for Lt. Gliniewicz's status over the radio but received no answer. Dispatch then began checking Lt. Gliniewicz's status and also received no answer. While waiting to hear back from Lt. Gliniewicz regarding the status checks, Howell did not hear any noises coming from the wooded area or the area of the swamp. Howell also did not see any movement in the area.

Howell, Campion and Ebbing then entered the wooded area from their location on the gravel road and began checking for Lt. Gliniewicz toward the direction they heard the gunshot. After about three minutes of searching they found Lt. Gliniewicz's body near the swamp/watery area. He was face down on the ground. Lt. Gliniewicz's feet were pointing west toward the swamp and his head was pointing east away from the swamp. Lt. Gliniewicz's head was facing straight down into the brush. His right arm was underneath his body while his left arm was down at his side. Howell noted that Lt. Gliniewicz's lapel radio was hanging down along the right side of his body.

Howell, while wearing tactical style gloves, grabbed Lt. Gliniewicz by the upper left shoulder area of his ballistic vest and rolled him over onto his back. Howell couldn't see Lt. Gliniewicz's holster so he reached down and grabbed the holster and pulled it out from under Lt. Gliniewicz and saw that his firearm was missing. Howell also noticed Lt. Gliniewicz's radio volume was turned down. Howell pulled off his right glove and checked for a pulse on Lt. Gliniewicz. There was no pulse and it was apparent to Howell that Lt. Gliniewicz was deceased. They advised "Officer down," via radio and called for additional units. They also formed a small perimeter around Lt. Gliniewicz's body to watch for the offenders. The three officers never broke that small perimeter or ventured away from Lt. Gliniewicz's body until after back-up arrived and they were relieved of their positions.

Sgt. Deservi and Lt. Schindler arrived on scene and Campion walked out to the gravel road to direct them to Lt. Gliniewicz's body. Howell remained at his position until he was advised to move to a position on the gravel road near the small trail entrance leading toward the swamp. That was around the time the first search dogs arrived on scene.

Howell advised he has worked for Fox Lake Police Department for three years and when he was hired, Lt. Gliniewicz assisted him with all of his new-hire/police orientation paperwork. Howell grew up in Fox Lake and he recalled seeing Lt. Gliniewicz around town, in passing and at various events and parades, etc. Howell didn't really know much about Lt. Gliniewicz until he began working for the police department. Howell wasn't aware of any problems Lt. Gliniewicz may have been dealing with.

Howell advised when the new Village Administrator was hired she tried to take control of the police department, however she didn't have the authority to do so. Toward the end of 2014-2015, the village passed an ordinance giving the Village Administrator authority/power over the police department and she came in and started to shake things up.

Howell believed Lt. Gliniewicz was close with Lt. Schindler, former Chief Behan and Sgt. Deservi within the department. Outside of the department Howell was uncertain who Lt. Gliniewicz was close with.

Lt. Gliniewicz had a reputation for messing things up around the police department, however Howell advised he never met anyone who really had a bad thing to say about Lt. Gliniewicz.

Howell also doesn't recall any recent official requests/orders for the police department to perform checks on the old cement factory/water treatment facility area.

Howell had previously provided a DNA sample on 9/6/15 (written consent signed) which was submitted into evidence. Howell didn't have any additional information to provide reference this investigation. Inv. Conley and I

LAKE COUNTY MAJOR CRIME TASK FORCE

Investigative Report

Case Number: 15-7 Type of Case: Homicide Agency: Fox Lake Lead #:

thanked Howell for speaking with us and we ended our conversation.

There is nothing additional to report reference this lead at this time.

Prepared By: Kapusinski, Jason #2592 Approved By: P. Grace #2587

LAKE COUNTY MAJOR CRIME TASK FORCE

Investigative Report

Case Number: 15-7 Type of Case: Death Investigation Agency: Fox Lake Lead #: 238

Incident Date: Sep 1, 2015 Time: 08:49:00 Lead Reference: Initial Interview

Officer: Kapusinski, Jason #2592 Report Date: Sep 23, 2015 Subject of Lead: Sgt. Dawn Deservi

Narrative

Sergeant Dawn Deservi was the first sergeant at the scene of Lieutenant Gliniewicz's death, according to dispatch records. She was interviewed as one of the first responders and for background information about Lt. Gliniewicz. There were multiple interviews conducted by several members of the Task Force from September 1st to September 23rd. The following report is a summary of all the formal interviews, but does not include daily conversations with Sgt. Deservi at the Fox Lake Police Department during the month of September.

Sgt. Deservi arrived at work on 9/1/15 at approximately 0740 hours and was in roll call at 0745 hours. Lt. Gliniewicz wasn't at roll call, but Sgt. Deservi didn't think his absence was unusual, because until a few weeks earlier Lt. Gliniewicz wasn't normally at roll call. According to Sgt. Seservi, the Village Administrator demanded Lt. Gliniewicz attend roll call after Chief Behan was put on leave, around 8/12/15. To Deservi's knowledge, Lt. Gliniewicz had been at each roll call while she was on duty, until this date.

When Lt. Gliniewicz reported, via his police radio, he was checking on three subjects, Deservi wasn't paying attention to exactly what he said, because it wasn't unusual for him to call out a traffic stop when he was running late to work. Sgt. Deservi recalled hearing Lt. Gliniewicz state he was checking on two male white subjects and a male black subject and that he was near the old concrete plant. Sgt. Deservi didn't pay attention to exactly where he stated he was at and she continued with roll call.

Dispatch later called for Sgt. Deservi to respond to the scene, which she thought was unusual because they could have sent any other patrol officer to the scene. When Sgt. Deservi was exiting the back door of the police department to get into a squad car, she heard Lt. Gliniewicz state via the radio that the subjects were running from him towards the swamp. Sgt. Deservi recalled saying out loud, but to her self, not to go after them.

Sgt. Deservi and Lt. Schindler arrived on the scene at the same time from the Rollins Rd. side of the cement factory. She recalled seeing Ebbing and Campion's vehicles parked along Rollins Rd. in that area. As she and Schindler walked onto the old cement factory property and past the buildings, she heard the "officer down" call go out on the radio. Sgt. Deservi continued toward the wooded area. Sgt. Deservi asked the officers on the scene via the radio where they were in relation to the buildings on the property. One of the officers said they were east of the buildings, which didn't make sense to Sgt. Deservi based on her location. Sgt. Deservi started to walk toward the wooded area again and stopped because she felt like something wasn't right about walking toward the wooded area. She again asked via radio where the officers on the scene were in relation to the buildings on the property. The officer again told her they were to the east, which still didn't make sense to her. Sgt. Deservi looked back at Schindler, who was standing behind her and he pointed her down the gravel road toward the west. As they continued down the gravel road, Sgt. Deservi asked one of the officers to come to the gravel road to guide her and Lt. Schindler to the scene. Shortly afterward, Ofc. Campion came out of the wooded area and was pale white in color and locked eyes with Sgt. Deservi. Sgt. Deservi knew at that point that Lt. Gliniewicz was likely deceased and Ofc. Campion confirmed it by telling them, "he's gone."

Ofc. Campion escorted Sgt. Deservi and Lt. Schindler down the slight foot path towards the location of Lt. Gliniewicz, Ofc. Ebbing and Ofc. Howell. When they arrived near the swamp shore and Ofc. Campion continued to guide them along the shore line, Sgt. Deservi felt like it was very strange that Lt. Gliniewicz would be so far from

the path and so deep into the dense foliage. When they arrived at Lt. Gliniewicz's body, he was lying on his back. Sgt. Deservi observed that Ofc. Ebbing was standing in a covering position just south of Lt. Gliniewicz's body while Ofc. Howell was crouched down in a covering position just to the north of Lt. Gliniewicz's body. After making sure the other officers were okay and set up on perimeter security, Sgt. Deservi began checking Lt. Gliniewicz for signs of life. While Sgt. Deservi did so, Ofc. Ebbing told her to look at Lt. Gliniewicz's right hand resting position. Sgt. Deservi observed the hand and knew Ofc. Ebbing was referring to a possible suicide due to the positioning of Lt. Gliniewicz's right hand finger positions. Sgt. Deservi believed Ofc. Ebbing's analysis of the hand/finger positions was wrong and she attributed it to the normal way the hand/fingers came to rest upon death.

Sgt. Deservi could not find a pulse on his right wrist or neck (she didn't have any gloves on at that time). She also observed what she considered the "death stare" in Lt. Gliniewicz's open eyes and "death blood" on Lt. Gliniewicz's face. Sgt. Deservi also began checking for a fatal wound but she couldn't find one. Sgt. Deservi had asked another officer for some rubber gloves and obtained some from one of the officers before continuing to check for the fatal wound. Sgt. Deservi observed the shot to Lt. Gliniewicz's cell phone in a pocket on the lower right side of his vest and saw that it did not appear to be a fatal wound. She checked his body twice to see if she could find the fatal wound, but she was unable to locate it. Sgt. Deservi was going to remove Lt. Gliniewicz's body armor, but decided there was nothing she could do for him and didn't want to destroy any possible evidence by continuing, so she stopped her examination of his body.

Two paramedics arrived on the scene and were escorted down to the scene to check Lt. Gliniewicz's. Immediately after verifying there were no signs of life, Sgt. Deservi escorted the paramedics back out to the gravel road. While walking along the swamp toward the gravel road, one of the paramedics pointed out a pair of glasses on the ground. Sgt. Deservi doesn't recall if they used the rubber gloves she had been wearing, however the paramedic placed a used rubber glove to mark the location of the glasses.

At no point did any of the Fox Lake Officers move out farther than the immediate location of Lt. Gliniewicz's body in order to perform any type of search until after the dog teams arrived, were assembled and began to search. Sgt.Deservi and Ofc. Ebbing participated in a search organized by Sgt. McKinney with the Lake County Sheriff's Office. The first search consisted of 11 searchers including canine handlers and five dogs. That first search began approximately one hour and 12 minutes after Lt. Gliniewicz called out the suspicious subjects. All of the dogs and their handlers entered the search area from where Lt. Gliniewicz's body was located and walked directly past his body upon entering the area. Sgt. Deservi didn't believe the K9 search was actively tracking anything. The first canine search lasted approximately one hour and 20 minutes (see attached map with markings made by Deservi regarding the location/direction of the first dog search).

When asked about any previous contacts she has had in the area, Sgt. Deservi didn't recall ever coming across anyone in the old cement factory property who wasn't a local of the Fox Lake area. Sgt. Deservi had previously passed along information to the Lake County Major Crime Task Force that a known local drug dealer named would be capable of performing an execution style murder. Sgt. Deservi believes he was previously wanted for involvement in a shooting case and also recalls Lt. Gliniewicz providing intelligence at some point naming a supplier in the area.

Sgt. Deservi has been with the Fox Lake Police Department for 15 years. She has known Lt. Gliniewicz since 1993 or 1994 when Sgt. Deservi became a Fox Lake Police Explorer at the age of 15. Lt. Gliniewicz was in charge of the Explorer Post at that time. Lt. Gliniewicz's wife, Mel Gliniewicz, was an Explorer Advisor during the same time period. Sgt. Deservi described the Explorer Post at that time as being more traditional in scope, teaching

young people the general responsibilities of an average patrol officer. Sgt. Deservi became a dispatcher at the Fox Lake Police Department from in 1997 and while she was an Explorer Advisor under Lt. Gliniewicz. Sgt. Deservi didn't know when the Explorer program became so seriously involved in the SWAT competitions and constantly being on the shooting range, but it wasn't like that when she was associated with the program.

Sgt. Deservi knew the Gliniewicz's fairly well during the time she was associated with the Explorer program. She recalled being at their residence and carrying their kids around

After the internal investigation involving Lt. Gliniewicz and Sgt. Deservi began distancing herself from Lt. Gliniewicz. Sgt. Deservi also had several issues with Lt. Gliniewicz while she was a patrol officer under his command, including an issue in which he denied her vacation request by putting in his own request after hers and another incident in which he chastised her for failing to document some property damage which he had discovered, but had not asked her to document. Although he was a range officer, Lt. Gliniewicz refused to train Sgt. Deservi on the range because he wasn't allowed to be alone with a woman at the police department.

Sgt. Deservi said Lt. Gliniewicz wasn't well liked by many people at the police department. As a supervisor, Lt. Gliniewicz would call officers out to various public locations, such as Dino's restaurant or the gas station to point out issues with reports or other matters in front of members of the public or people he was familiar with. Lt. Gliniewicz spent a lot of time in his office on Facebook, posting about Explorer activities and commenting on various postings. As the Administrative Lieutenant, Lt. Gliniewicz was supposed to be in charge of records, grants, FOIA requests, special duties and other responsibilities Sgt. Deservi couldn't recall. Sgt. Deservi only saw Lt. Gliniewicz doing things related to the Explorers. Occasionally Chief Behan would come to Sgt. Deservi and ask her to perform tasks which should have been handled by Lt. Gliniewicz. Initially Sgt. Deservi handled some of the request, however it got to a point where she would tell the Chief to have Lt. Gliniewicz handle his own responsibilities. Sgt. Deservi said the police department seemed to be missing various pieces of equipment, such as breaching gear, patrol rifles, etc., which later had been determined to be in use by the Explorer Post, which did

LAKE COUNTY MAJOR CRIME TASK FORCE

Investigative Report

Case Number: 15-7 Type of Case: Death Investigation Agency: Fox Lake Lead #: 238

not seem appropriate to her.

When asked what she thought may have happened to Lt. Gliniewicz, Sgt. Deservi said she didn't think he would do something like this to himself because he was too vein of an individual. If he missed and caused himself to be paralyzed, he wouldn't be able to live with himself in that condition.

Sgt. Deservi provided a DNA sample on 9/6/15 and agreed to continue to provide investigators with information.

Prepared By: Kapusinski, Jason #2592 Approved By: