

**From:** DiBiase, Thomas A. [REDACTED]  
**Sent:** Wednesday, July 21, 2021 11:18 AM  
**To:** Pittman, Yogananda D. [REDACTED]; Braddock, Richard L. [REDACTED]  
**Cc:** Storelli, Dominic A. [REDACTED]; Wood, Salley M. [REDACTED]; Gallagher, Sean P. [REDACTED]  
**Subject:** Meeting with Jamie Fleet

The COP, General Walker and I met with Jamie Fleet this morning to discuss the possible options for Lt. Byrd. We proposed the following and now have the following "To Dos":

**Proposal**

1. Car: We can provide Mike with a government car.
2. Per diem: As long as his duty station is more than 50 miles away (and the ACF is almost exactly 50 miles from Cheltenham) we can provide a per diem. There would be no per diem if he was on admin leave or if we eventually moved him to a permanent location in Manassas.
3. We will look into whether we could pay closing costs on sale/purchase of a new house.
4. As noted we could put Mike on admin leave but then we could not do a per diem.
5. We will look to the Memorial Fund to get Mike reimbursed for his lost expenses and salary such as OT and his wife's business losses.
6. In order to promote him to Captain since he is #2 on the list and we have only vacancy, we will have to submit to the Board and committees a request for an additional captain's slot which we are willing to do.
7. We would assign Mike to oversee security at the ACF where we currently have Sgt. Shawn Huycke and some OIS folks.
8. We would push to get him some mental health assistance but not move forward on a FFDE evaluation since a negative one could mean we should not allow him to carry our USCP-issued firearm if he is not fit to be a police officer. We believe it is

more important for him to have his weapon and the ability to defend himself. We have no indication that Mike intends to harm himself and he has access to personal weapons so even if we were to remove his weapon, there would still be some danger.

9. We have explored whether we could place Mike at one of our continuity sites but he does not currently have a T/S clearance, and we believe it would be very difficult for him to obtain one given that he has had significant financial issues in the past and is currently on the USCP *Lewis* list.
10. We agreed to explore if we could give him a Quality Step increase.

**To Do**

1. Tell Jamie what Mike's OT was running before January 6<sup>th</sup>. (Tad)
2. Get Mike a car. (Richard)
3. Arrange a meeting with COP, Mike, his wife, his attorney and Tad to go over these options. (Tad)
4. Find out from GAO if closing costs are possible. (Tad)
5. Prepare Memorial Fund submission (Dominic once Mike has provided us with basis and background documents.)
6. Promotional package to add a Captain to Department roster (Richard)
7. Determine if QSI possible (Richard)
8. Restore his annual leave from July (Richard)
9. Explore greater witness security with USAO and USMS (Lisa Walters from OGC)
10. Explore getting use of force experts to opine on the legality of the shooting (Tad/New COP)

Thanks, Tad  
Thomas A. (Tad) DiBiase  
General Counsel