

FREEDOM OF INFORMATION COMMISSION
OF THE STATE OF CONNECTICUT

In the Matter of a Complaint by

FINAL DECISION

John Chacho,

Complainant

against

Docket # FIC 2025-0312

Chief, Police Department, City of
Waterbury; Police Department, City of
Waterbury; and City of Waterbury,

Respondents

April 22, 2026

The above-captioned matter was heard as a contested case on December 5, 2025, and February 27, 2026, at which times the complainant and respondents appeared and presented testimony, exhibits, and argument on the complaint. The complainant, who is incarcerated, appeared via teleconference, pursuant to the January 2004 memorandum of understanding between the Commission and the Department of Correction. See Anthony Sinchak v. Freedom of Information Commission, Docket No. CV 03-0826293, Superior Court, J.D. of Hartford at Hartford, Corrected Order dated January 27, 2004 (Sheldon, J.).

After consideration of the entire record, the following facts are found and conclusions of law are reached:

1. The respondents are public agencies within the meaning of §1-200(1), G.S.
2. It is found that, by letter dated April 10, 2025, the complainant requested that the respondents provide him with copies of the following:
 - (a) [T]he Waterbury Police Department[']s Operating Procedures and Employee Conduct manuals.
 - (b) The rules and guidelines pertaining to interviewing and statement taking procedures for suspects in custody and prospective witnesses.
 - (c) The entire employee personnel records and files of the following officers and employees[,] to include but not limited to[,] write-ups, disciplinary reports, internal investigations and complaints brought by the public or any other person(s):
 - (i) Officer Anthony P. Ciminera
 - (ii) Officer Vladimir Brito
 - (iii) Officer B. O'Toole

- (iv) S1A Sgt. Desmond
- (v) LIA Lt. Knapp
- (vi) Sgt. Renee F. Harvey
- (vii) Asst. Dep. Chief Edward Apicella
- (viii) Deputy Chief John D. Napiello
- (ix) CST Sergey Babakov
- (x) Lt. Joseph Rainone
- (xi) Sgt. Torres
- (xii) Chief Fernando Spagnolo

3. It is found that, by letter dated April 17, 2025, the respondents acknowledged the complainant's request described in paragraph 2, above.

4. By letter of complaint dated April 25, 2025, and received by and filed with the Commission on May 6, 2025, the complainant appealed to this Commission, alleging that the respondents violated the Freedom of Information ("FOI") Act by failing to provide records responsive to the request described in paragraph 2, above. The complainant also requested the imposition of a civil penalty against the respondents.

5. Section 1-200(5), G.S., provides the following in relevant part:

"Public records or files" means any recorded data or information relating to the conduct of the public's business prepared, owned, used, received or retained by a public agency, [...] whether such data or information be handwritten, typed, tape-recorded, videotaped, printed, photostated, photographed or recorded by any other method.

6. Section 1-210(a), G.S., provides the following in relevant part:

Except as otherwise provided by any federal law or state statute, all records maintained or kept on file by any public agency, whether or not such records are required by any law or by any rule or regulation, shall be public records and every person shall have the right to ...
(3) receive a copy of such records in accordance with section 1-212.

7. Section 1-212(a), G.S., provides in relevant part: "Any person applying in writing shall receive, promptly upon request, a plain, facsimile, electronic or certified copy of any public record."

8. It is concluded that the requested records are public records within the meaning of §§1-200(5) and 1-210(a), G.S.

First Contested Case Hearing – December 5, 2025

9. The complainant alleged at the first contested case hearing in this matter that the respondents failed to promptly provide him with records responsive to his request, described in paragraph 2, above. The complainant testified that, as of the date of the December 5, 2025 hearing in this matter, the respondents had not provided him with any responsive records.

10. The complainant further alleged that the respondents had engaged in a pattern of dilatory behavior and asked that the Commission take administrative notice of three other complaints that he had filed against the respondents. It is found that, for two of such complaints, the Commission declined to schedule them for a hearing due to their failure to meet the FOI Act's jurisdictional threshold; accordingly, the Commission did not issue a final decision against the respondents under such docket numbers.¹ It is further found that, for the third of such complaints, the Commission did hear it and issued a final decision under such docket number; however, the Commission declined to find any violation against the respondents and dismissed the complaint.² It is concluded, therefore, that such allegations against the respondents are unfounded.

11. Based upon the testimony of the sergeant who leads the respondent police department's records division ("sergeant"), it is found that the respondents were processing between 700 and 800 records requests at the time they received the complainant's request. It is further found that, during that time, the sergeant was also completing his monthly compilation of large volumes of crime statistics from the respondent city that are required to be sent to federal and state agencies.

12. It is found, based upon the sergeant's testimony, that the respondent chief of police's office received and processed the complainant's request, described in paragraph 2, above. It is further found that the sergeant then reviewed the request and began the search for responsive records in early May 2025.

13. It is found that the sergeant instructed several offices, divisions, and bureaus within the respondent police department to search for responsive records: the office of the chief of police, the internal affairs division, the detective bureau, the training division, and the office of professional standards. It is found that such offices, divisions, and bureaus gathered records and provided them to the respondent chief of police's office, which then provided the records to the sergeant for review.

14. It is found that, around the last week of November 2025, the sergeant received approximately 1,800 pages of personnel records from the office of the chief of police that

¹ See Docket #FIC 2023-0562, John Chacho, Jr. v. Sergeant Kenneth Keroack, Police Department, City of Waterbury, et al.; and Docket #FIC 2023-0575, John Chacho, Jr. v. Sergeant Kenneth Keroack, Police Department, City of Waterbury, et al.

² See Docket #FIC 2025-0024, John Chacho, Jr. v. Fernando C. Spagnolo, Chief, Police Department, City of Waterbury, et al. (October 8, 2025).

purportedly were responsive to the portion of the complainant's request described in paragraph 2(c), above.

15. Regarding the respondents' search for records responsive to the complainant's request described in paragraphs 2(a) and 2(b), above, it is found that the sergeant requested that the police department's professional standards division search for procedures and manuals. It is found, however, that the respondents did not provide any evidence at the December 5, 2025 hearing in this matter as to whether any responsive records were found and why they were unable to provide any responsive records to the complainant as of the date of such hearing.

16. It is found that, as of the date of the December 5, 2025, hearing in this matter, the sergeant and his records division staff had not yet begun their review of the 1,800 pages of personnel records responsive to the request described in paragraph 2(c), above. It is found that this delay was due in part to the Thanksgiving holiday and staff time out of the office during such holiday.

17. The sergeant represented that, although he had not yet begun his review of the records provided to him by the chief of police's office, he anticipated that the respondents would be redacting personally identifiable information in such records prior to disclosing them to the complainant. The sergeant estimated that he would need an additional 60 to 90 days to complete the review and redaction process.

18. The complainant then represented that he would waive any challenge to redactions of personally identifiable information in the responsive records, including redactions to home addresses, social security numbers, and drivers' license numbers.

19. Following the close of the December 5, 2025 hearing in this matter, the undersigned hearing officer issued two orders instructing the respondents to submit unredacted copies of all responsive records that they claimed to be partially or completely exempt from disclosure for an in camera inspection.³

20. On February 24, 2026, the respondents submitted 1,690 pages of unredacted records for in camera inspection. Along with such records, the respondents submitted twelve separate, detailed Indices to Records Submitted for In Camera Inspection ("Indices" or "Index"), one for each employee file requested, as described in paragraph 2(c)(i) to (xii), above. Such in camera records are identified herein as follows, beginning with the first three letters of the respective employees' last names:

(a) RAI-IC-2025-0312-001 through RAI-IC-2025-0312-174

³ The undersigned Hearing Officer, in an initial December 18, 2025 order, instructed the respondents to submit, for in camera inspection, records claimed to be partially or completely exempt from disclosure in response to the complainant's request at issue. On February 3, 2026, the respondents attempted to deliver such records to the Commission for in camera inspection, but the Hearing Officer returned them for failure to comply with the instructions in paragraphs 2, 3, and 4 of the initial order. Therefore, on February 3, 2026, the Hearing Officer issued a second order to submit records for in camera inspection, reiterating the instructions in the initial order. On February 24, 2026, the respondents returned to deliver such records to the Commission for in camera inspection, which the Hearing Officer accepted.

- (b) BAB-IC-2025-0312-001 through BAB-IC-2025-0312-056
- (c) DES-IC-2025-0312-001 through DES-IC-2025-0312-119
- (d) TOR-IC-2025-0312-001 through TOR-IC-2025-0312-127
- (e) API-IC-2025-0312-001 through API-IC-2025-0312-143
- (f) HAR-IC-2025-0312-001 through HAR-IC-2025-0312-148
- (g) NAP-IC-2025-0312-001 through NAP-IC-2025-0312-149
- (h) BRI-IC-2025-0312-001 through BRI-IC-2025-0312-067
- (i) SPA-IC-2025-0312-001 through SPA-IC-2025-0312-191
- (j) OTO-IC-2025-0312-001 through OTO-IC-2025-0312-147
- (k) KNA-IC-2025-0312-001 through KNA-IC-2025-0312-200
- (l) CIM-IC-2025-0312-001 through CIM-IC-2025-0312-169

21. On the Indices, the respondents contended that the redacted information in the camera records is exempt from disclosure under §§1-217 and 1-210(b)(2), G.S.

Second Contested Case Hearing – February 27, 2026

22. The contested case hearing in this matter was continued to February 27, 2026, to allow the respondents to put on testimony regarding the exemptions claimed on the Indices, described in paragraph 21, above.

§1-217, G.S.

23. Regarding the exemptions claimed pursuant to §1-217, G.S., the respondents alleged that the residential addresses of police officers were exempt from disclosure.

24. Section 1-217(a)(2), G.S., provides as follows, in relevant part:

(a) No public agency may disclose, under the Freedom of Information Act, from its personnel, medical or similar files, the residential address of any of [...] (2) [a] sworn member of a municipal police department [...].

(c) (1) Except as provided in subsections (a) and (e) of this section, no public agency may disclose the residential address of any person listed in subsection (a) of this section [...] that is requested in accordance with the provisions of said subdivision, regardless of whether such person is an employee of the public agency, provided such person has (A) submitted a written request for the nondisclosure of the person's residential address to the public agency, and (B) furnished his or her business address to the public agency.⁴

⁴ The Commission notes that the respondents did not specify on their Indices that they were claiming the subsection (a)(2) exemption under §1-217, G.S., but, presumably, that is what they intended.

25. Regarding the respondents' claim that those portions of the in camera records described on the indices as "Police officer residence" are exempt from disclosure, pursuant to §1-217, G.S., it is found that the complainant is not contesting the redactions of police officer residential addresses, as described in paragraph 18, above.

26. Based upon careful in camera inspection of the records, it is found that the portions of the in camera records listed in Appendix A contain residential addresses of sworn members of the respondent municipal police department.

27. Given the aforementioned findings, it is concluded that the portions of the records listed in Appendix A need not be disclosed to the complainant. Accordingly, the Commission need not analyze the applicability of §1-217, G.S., to such records.

§1-210(b)(2), G.S.

28. Section 1-210(b)(2), G.S., exempts from disclosure "personnel or medical files and similar files the disclosure of which would constitute an invasion of personal privacy."

29. It is found that the responsive records for which the respondents are claiming the §1-210(b)(2), G.S., exemption are personnel files of sworn officers and civilian employees of the respondent police department.

30. Section 1-214, G.S., states the following, in relevant part:

(b)(1) Whenever a public agency receives a request to inspect or copy records contained in any of its employees' personnel or medical files and similar files and the agency reasonably believes that the disclosure of such records would legally constitute an invasion of privacy, the agency shall immediately notify in writing (A) each employee concerned [...] and (B) the collective bargaining representative, if any, of each employee concerned.

(2) Whenever a public agency receives a request to inspect or copy records contained in any of its employees' personnel or medical files and similar files, and the agency reasonably believes that the disclosure of such records would not legally constitute an invasion of privacy, the agency shall first disclose the requested records to the person making the request to inspect or copy such records and subsequently, within a reasonable time after such disclosure, make a reasonable attempt to send a written or electronic copy of the request to inspect or copy such records, if applicable, or a brief description of such request, to each employee concerned and the collective bargaining representative, if any, of each employee concerned.

(3) Nothing in this section shall require an agency to withhold from disclosure the contents of personnel or medical files when it does not reasonably believe that such disclosure would legally constitute an invasion of personal privacy.

(c) A public agency which has provided notice under subdivision (1) of subsection (b) of this section shall disclose the records requested unless it receives a written objection from the employee concerned or the employee's collective bargaining representative, if any, within seven business days from the receipt by the employee or such collective bargaining representative of the notice or, if there is no evidence of receipt of written notice, not later than nine business days from the date the notice is actually mailed, sent, posted or otherwise given. Each objection filed under this subsection shall be on a form prescribed by the public agency, which shall consist of a statement to be signed by the employee or the employee's collective bargaining representative, under the penalties of false statement, that to the best of his knowledge, information and belief there is good ground to support it and that the objection is not interposed for delay. Upon the filing of an objection as provided in this subsection, the agency shall not disclose the requested records unless ordered to do so by the Freedom of Information Commission pursuant to section 1-206. [...]

31. It is clear that §§1-214(b)(1), (2), and (3), G.S., together, require that, upon receipt of a request to inspect or copy a personnel, medical, or similar file, a public agency must first review such file in order to determine whether it is reasonable to believe that disclosure of any of the records contained therein would legally constitute an invasion of the subject's privacy. It is also clear that if, after review of the file, the agency does not reasonably believe that disclosure of the file or any portion thereof would legally constitute an invasion of privacy, then the agency is required to disclose such records to the requester.

32. It is found that the respondents' sergeant reviewed the records in the twelve responsive personnel files to determine whether disclosure of such files or any portion thereof would legally constitute an invasion of his privacy, prior to notifying the twelve employees of the complainant's request and offering them the opportunity to object. It is further found that the sergeant determined that disclosure of portions of such files would constitute an invasion of privacy within the meaning of §1-210(b)(2), G.S.

33. Based upon the foregoing, it is concluded that the respondents did not violate §1-214(b)(2), G.S.

34. It is found that the respondents' sergeant then notified each employee listed in paragraph 2(c), above, and their collective bargaining units, that the complainant requested a copy of his or her personnel file. It is further found, however, that he failed to notify them in

writing, as required pursuant to §1-214(b)(1), G.S.; rather, he notified them orally, either in person or via telephone conversation.

35. Accordingly, it is concluded that the respondents technically violated §1-214(b)(1), G.S., by failing to notify in writing the employees listed in paragraph 2(c), above, and their respective collective bargaining units regarding the complainant's request for copies of their personnel files.

36. It is further found that the respondents failed to prove that the employees whose personnel files were requested by the complainant provided any written objections to disclosure pursuant to §1-214(c), G.S.

37. It is found that the respondents' sergeant received oral permission from each of the twelve employees and their collective bargaining unit to disclose their personnel files, with the exception of certain personally identifiable information.

38. Accordingly, it is concluded that the respondents violated the provisions of §1-214(c), G.S., by failing to obtain written permission for disclosure of personnel files.

39. Given that the complainant preemptively waived his challenge to the respondents' redaction of personally identifiable information from the files, as described in paragraph 18, above, it is concluded that, to the extent that portions of such records contain such information, the Commission need not order disclosure, nor analyze such redactions pursuant to §1-210(b)(2), G.S.

40. Upon careful in camera inspection, it is found that the portions of the responsive records listed in Appendix B consist of the following personally identifiable information that the respondents claim would be an invasion of privacy for the civilian and sworn members of the respondent department involved if disclosed: residential address of civilian members of the respondent municipal police department; social security numbers; home and cellular phone numbers; personal email addresses; emergency contact information; spouses, dependents, and next of kin information; physician information; operator's license numbers; user IDs, external credentials, and employee numbers; insurance account information; and financial account information.

41. Accordingly, it is concluded that the respondents did not violate §§1-210(a) and 1-212(a), G.S., by denying the complainant a copy of the in camera records, or portions thereof, listed in Appendix B.

42. Regarding the remaining records submitted by the respondents for in camera inspection, it is found that the complainant did not waive his right to challenge such redactions. Therefore, the Commission must analyze such redactions pursuant to §1-210(b)(2), G.S.

43. To prove the applicability of the invasion of privacy exemption under §1-210(b)(2), G.S., the claimant must first establish that the files in question are personnel or medical or similar files. Second, the claimant must show that disclosure of the records would constitute an

invasion of personal privacy, by establishing both of two elements: (1) the information sought does not pertain to a legitimate matter of public concern; and (2) disclosure of such information would be highly offensive to a reasonable person. See Perkins v. Freedom of Information Commission, 228 Conn. 158, 175 (1993).

44. In Perkins the court noted that “disclosures relating to the employees of public agencies are presumptively legitimate matters of public concern.” Perkins at 174. In addition, the court stated “that when a person accepts public employment, he or she becomes a servant of and accountable to the public. As a result, that person's reasonable expectation of privacy is diminished The public has a right to know not only who their public employees are, but also when their public employees are and are not performing their duties.” Id. at 177.

45. Upon careful in camera inspection, it is found that the portions of the responsive records listed in Appendix C consist of the respondent department’s employee work email addresses. It is found that the respondents failed to prove that the disclosure of such information does not pertain to a legitimate matter of public concern and would be highly offensive to a reasonable person.

46. Therefore, it is concluded that the respondents violated §§1-210(a) and 1-212(a), G.S., by failing to disclose the records listed in Appendix C to the complainant.

47. Upon careful in camera inspection, it is found that the portions of the responsive records listed in Appendix D contain information about medical treatment provided to certain employees who were injured in the line of duty as well as known allergies of certain employees. It is found that the respondents failed to prove that the disclosure of such information does not pertain to a legitimate matter of public concern and would be highly offensive to a reasonable person.

48. Therefore, it is concluded that the respondents violated §§1-210(a) and 1-212(a), G.S., by failing to disclose the records listed in Appendix D to the complainant.

49. Upon careful in camera inspection, it is found that the portions of the responsive records listed in Appendix E were not properly claimed as exempt from disclosure pursuant to the undersigned hearing officer’s February 3, 2026 in camera inspection order. Specifically, such portions of records were either claimed on the Indices but not highlighted in the record or were highlighted in the record but not claimed on the Indices.

50. Therefore, it is concluded that the respondents violated §§1-210(a) and 1-212(a), G.S., by failing to disclose the records listed in Appendix E to the complainant.

Promptness

51. Regarding the promptness allegations raised by the complainant, described in paragraph 9, above, the Commission has held that the meaning of the word “promptly” is a particularly fact-based question. In Advisory Opinion #51, In the Matter of a Request for Declaratory Ruling, Third Taxing District of the City of Norwalk, Applicant (January 11, 1982),

the Commission advised that the word “promptly,” as used in §1-210(a), G.S., means “quickly and without undue delay,” taking into account all factors presented by a particular request.

52. The advisory opinion goes on to describe some of the factors that should be considered in weighing a request for records against other priorities: the volume of records requested; the time and personnel required to comply with a request; the time by which the person requesting records needs them; the time constraints under which the agency must complete its other work; the importance of the records to the requestor, if ascertainable; and the importance to the public of completing other agency business without the loss of personnel time involved in complying with the request. In addition, common sense and goodwill ought to be the guiding principles.

53. It is found that, at the time of the continued February 27, 2026 hearing in this matter, the respondents did not offer any additional documentary evidence or testimony to indicate that they had ever located or provided records responsive to the complainant’s requests described in paragraphs 2(a) and 2(b), above.

54. It is found that, based on the testimony of the respondents’ sergeant at the February 27, 2026 hearing, the respondents dedicated 100 hours of manpower to review and redact the records responsive to the complainant’s request described in paragraph 2(c), above.

55. It is found that, as of the February 27, 2026 hearing, the respondents had not provided such redacted records to the complainant. The respondents’ counsel represented that the respondents were waiting for the Commission’s order to provide them to the complainant. The undersigned hearing officer encouraged the respondents to provide the redacted records to the complainant forthwith, and the respondents’ counsel represented that they would.

56. Based upon the foregoing, it is found that the respondents failed to prove that their search for, and provision of, records responsive to the complainant’s requests described in paragraphs 2(a) and 2(b), above, was performed quickly and without undue delay.

57. It is found, based upon the volume and various locations of the records responsive to the complainant’s request, that the respondents’ search and ongoing review process of records responsive to the complainant’s request described in paragraph 2(c), above, was reasonably prompt. It is further found, however, that the respondents’ failure to release the redacted responsive records to the complainant immediately upon their completion constituted undue delay and, therefore, was not prompt.

58. Accordingly, it is concluded that the respondents violated the promptness provisions of §§1-210(a) and 1-212(a), G.S., regarding the complainant’s requests described in paragraphs 2(a), 2(b), and 2(c), above.

59. Notwithstanding the violation(s) set forth in paragraphs 35, 38, 46, 48, 50, and 58, above, the Commission, in its discretion, declines to consider the imposition of a civil penalty against the respondents.

The following order is hereby recommended on the basis of the record concerning the above-captioned complaint:

1. Within one week of the date of the Notice of Final Decision in this matter, the respondents shall perform a diligent and thorough search for all records responsive to the requests described in paragraphs 2(a) and 2(b) of the findings, above, and provide an affidavit to the complainant and the Commission detailing the nature and scope of the search. If no responsive records are located, the respondents shall so state in the affidavit. If responsive records are located, the respondents shall so state in the affidavit and immediately provide a copy of such records to the complainant, free of charge.

2. Within one week of the date of the Notice of Final Decision in this matter, the respondents shall provide to the complainant a copy of all records in the personnel files, described in paragraph 2(c) of the findings, above, free of charge. In complying with this order, the respondents may redact from such records only the portions identified in Appendices A and B, and may not redact the portions described in Appendices C, D, and E.

3. Henceforth, the respondents shall strictly comply with the requirements of §§1-210(a), 1-212(a), and 1-214(c), G.S.

Approved by Order of the Freedom of Information Commission at its regular meeting of April 22, 2026.

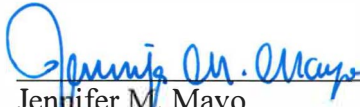

Jennifer M. Mayo
Acting Clerk of the Commission

PURSUANT TO SECTION 4-180(c), G.S., THE FOLLOWING ARE THE NAMES OF EACH PARTY AND THE MOST RECENT MAILING ADDRESS, PROVIDED TO THE FREEDOM OF INFORMATION COMMISSION, OF THE PARTIES OR THEIR AUTHORIZED REPRESENTATIVE.

THE PARTIES TO THIS CONTESTED CASE ARE:

JOHN CHACHO, #392797, Cheshire Correctional Institution, 900 Highland Avenue, Cheshire, CT 06410

CHIEF, POLICE DEPARTMENT, CITY OF WATERBURY; POLICE DEPARTMENT, CITY OF WATERBURY; AND CITY OF WATERBURY, c/o Attorney Richard J. Scappini, City of Waterbury, Office of Corporation Counsel, 235 Grand Street, 3rd Floor, Waterbury, CT 06702


Jennifer M. Mayo
Acting Clerk of the Commission

APPENDIX A

As indicated in paragraph 27 of the findings in Docket #FIC 2025-0312, the following in camera records, or portions thereof, may be withheld from the complainant, as they contain the residential addresses of sworn members of the respondent municipal police department to which the complainant has waived a challenge:

RAI-IC-2025-0312-005 (lines 10-13)	DES-IC-2025-0312-101 (lines 7, 8)
RAI-IC-2025-0312-006 (lines 12-15)	DES-IC-2025-0312-106 (lines 10-13)
RAI-IC-2025-0312-007 (lines 10-13)	DES-IC-2025-0312-107 (line 5)
RAI-IC-2025-0312-012 (line 47)	DES-IC-2025-0312-108 (lines 10, 12)
RAI-IC-2025-0312-013 (line 47)	DES-IC-2025-0312-109 (lines 10, 12)
RAI-IC-2025-0312-019 (lines 11, 12)	DES-IC-2025-0312-110 (lines 12, 14)
RAI-IC-2025-0312-020 (lines 22-25)	DES-IC-2025-0312-113 (lines 25-29)
RAI-IC-2025-0312-029 (line 5)	DES-IC-2025-0312-114 (lines 27-30)
RAI-IC-2025-0312-036 (line 3)	DES-IC-2025-0312-115 (lines 5, 6)
RAI-IC-2025-0312-037 (lines 6-7)	DES-IC-2025-0312-116 (line 3)
RAI-IC-2025-0312-038 (lines 7, 8)	DES-IC-2025-0312-117 (line 4)
RAI-IC-2025-0312-145 (lines 3, 4)	DES-IC-2025-0312-118 (lines 11, 12)
RAI-IC-2025-0312-151 (lines 11,12)	DES-IC-2025-0312-119 (lines 23-26)
RAI-IC-2025-0312-173 (lines 8, 9)	TOR-IC-2025-0312-002 (lines 10, 11)
DES-IC-2025-0312-001 (lines 12-13)	TOR-IC-2025-0312-003 (lines 12, 14)
DES-IC-2025-0312-086 (lines 11, 12)	TOR-IC-2025-0312-004 (lines 10, 11)
DES-IC-2025-0312-087 (lines 10, 11)	TOR-IC-2025-0312-005 (lines 25-29)
DES-IC-2025-0312-088 (lines 8, 9)	TOR-IC-2025-0312-006 (line 5)
DES-IC-2025-0312-089 (lines 8, 9)	TOR-IC-2025-0312-007 (lines 10, 11)
DES-IC-2025-0312-099 (lines 8, 9)	TOR-IC-2025-0312-102 (lines 10, 11)

API-IC-2025-0312-005 (lines 11, 13)	HAR-IC-2025-0312-048 (lines 7-8)
API-IC-2025-0312-006 (lines 11, 13)	HAR-IC-2025-0312-147 (lines 10, 11)
API-IC-2025-0312-007 (lines 11, 13)	NAP-IC-2025-0312-002 (lines 10, 11)
API-IC-2025-0312-008 (lines 12, 14)	NAP-IC-2025-0312-003 (lines 9, 10)
API-IC-2025-0312-010 (lines 9, 10)	NAP-IC-2025-0312-004 (lines 25-29)
API-IC-2025-0312-011 (lines 10-11)	NAP-IC-2025-0312-011 (lines 26-30)
API-IC-2025-0312-012 (lines 7, 8)	NAP-IC-2025-0312-012 (lines 22-26)
API-IC-2025-0312-013 (lines 6, 7)	NAP-IC-2025-0312-013 (line 6)
API-IC-2025-0312-014 (lines 25-30)	NAP-IC-2025-0312-014 (line 7)
API-IC-2025-0312-021 (lines 6, 7)	NAP-IC-2025-0312-015 (lines 4, 5)
API-IC-2025-0312-023 (line 41)	NAP-IC-2025-0312-016 (lines 7, 8)
API-IC-2025-0312-138 (line 39)	NAP-IC-2025-0312-017 (line 3)
API-IC-2025-0312-141 (lines 7, 8)	NAP-IC-2025-0312-018 (lines 5, 6)
HAR-IC-2025-0312-005 (lines 10, 12)	NAP-IC-2025-0312-019 (line 4)
HAR-IC-2025-0312-006 (lines 10, 12)	NAP-IC-2025-0312-020 (lines 7, 8)
HAR-IC-2025-0312-007 (lines 10, 12)	NAP-IC-2025-0312-021 (lines 11, 12)
HAR-IC-2025-0312-008 (lines 24-28)	NAP-IC-2025-0312-046 (line 10)
HAR-IC-2025-0312-009 (lines 12, 14)	BRI-IC-2025-0312-006 (lines 25-30)
HAR-IC-2025-0312-016 (lines 7, 8)	BRI-IC-2025-0312-009 (line 28)
HAR-IC-2025-0312-017 (line 5)	BRI-IC-2025-0312-012 (line 28)
HAR-IC-2025-0312-018 (lines 22-26)	BRI-IC-2025-0312-040 (lines 10, 11)
HAR-IC-2025-0312-020 (lines 25-30)	BRI-IC-2025-0312-041 (lines 10, 11)
HAR-IC-2025-0312-047 (lines 7-8)	BRI-IC-2025-0312-042 (lines 9, 10)

BRI-IC-2025-0312-067 (lines 3, 4)	OTO-IC-2025-0312-120 (line 34)
SPA-IC-2025-0312-022 (lines 6, 7)	OTO-IC-2025-0312-122 (line 46)
SPA-IC-2025-0312-132 (line 6)	OTO-IC-2025-0312-125 (line 27)
SPA-IC-2025-0312-171 (line 19)	OTO-IC-2025-0312-138 (line 28)
OTO-IC-2025-0312-034 (lines 10, 11)	OTO-IC-2025-0312-145 (lines 12, 13)
OTO-IC-2025-0312-035 (lines 13, 15)	KNA-IC-2025-0312-010 (lines 10, 11)
OTO-IC-2025-0312-036 (lines 10, 11)	KNA-IC-2025-0312-011 (lines 10, 11)
OTO-IC-2025-0312-039 (lines 11, 12)	KNA-IC-2025-0312-012 (lines 8, 9)
OTO-IC-2025-0312-040 (lines 25-30)	KNA-IC-2025-0312-013 (lines 8, 9)
OTO-IC-2025-0312-041 (lines 22-26)	KNA-IC-2025-0312-024 (lines 11, 12)
OTO-IC-2025-0312-042 (lines 22-26)	KNA-IC-2025-0312-032 (lines 11, 12)
OTO-IC-2025-0312-043 (line 4)	KNA-IC-2025-0312-093 (lines 10, 11)
OTO-IC-2025-0312-047 (lines 9, 10)	KNA-IC-2025-0312-094 (lines 10, 11)
OTO-IC-2025-0312-064 (lines 11, 12)	KNA-IC-2025-0312-124 (lines 10, 11)
OTO-IC-2025-0312-067 (lines 12, 13)	KNA-IC-2025-0312-125 (lines 10, 11)
OTO-IC-2025-0312-109 (lines 10, 11)	KNA-IC-2025-0312-194 (lines 11, 12)
OTO-IC-2025-0312-111 (lines 10, 11)	CIM-IC-2025-0312-003 (lines 10, 12)
OTO-IC-2025-0312-112 (lines 10, 11)	CIM-IC-2025-0312-006 (lines 12, 14)
OTO-IC-2025-0312-113 (lines 10, 11)	CIM-IC-2025-0312-013 (lines 8, 9)
OTO-IC-2025-0312-114 (lines 10, 11)	CIM-IC-2025-0312-014 (lines 10, 11)
OTO-IC-2025-0312-115 (lines 10, 11)	CIM-IC-2025-0312-016 (lines 24-28)
OTO-IC-2025-0312-116 (line 25)	CIM-IC-2025-0312-017 (lines 25-29)
OTO-IC-2025-0312-117 (line 31)	CIM-IC-2025-0312-018 (lines 22-25)

CIM-IC-2025-0312-019 (line 5)

CIM-IC-2025-0312-158 (lines 10, 11)

CIM-IC-2025-0312-159 (lines 10, 11)

CIM-IC-2025-0312-160 (lines 9, 10)

CIM-IC-2025-0312-165 (lines 13, 14)

CIM-IC-2025-0312-168 (line 3)

CIM-IC-2025-0312-169 (lines 6, 7)

APPENDIX B

As indicated in paragraph 41 of the findings in Docket #FIC 2025-0312, the following in camera records, or portions thereof, may be withheld from the complainant, as they contain various categories of personally identifiable information to which the complainant has waived a challenge:

Residential Address of Civilian Member of Respondent Department

BAB-IC-2025-0312-001 (lines 13-16)	BAB-IC-2025-0312-010 (lines 21-25)
BAB-IC-2025-0312-002 (lines 28-31)	BAB-IC-2025-0312-011 (line 5)
BAB-IC-2025-0312-003 (lines 12-15)	BAB-IC-2025-0312-012 (lines 10, 11)
BAB-IC-2025-0312-006 (lines 10, 11)	BAB-IC-2025-0312-013 (line 6)
BAB-IC-2025-0312-007 (lines 25-30)	BAB-IC-2025-0312-030 (lines 10, 11)
BAB-IC-2025-0312-008 (lines 21-27)	BAB-IC-2025-0312-050 (lines 10, 11)

Social Security Numbers

RAI-IC-2025-0312-005 (line 14)	DES-IC-2025-0312-106 (line 14)
RAI-IC-2025-0312-006 (line 17)	DES-IC-2025-0312-109 (line 14)
RAI-IC-2025-0312-007 (line 14)	DES-IC-2025-0312-110 (line 17)
RAI-IC-2025-0312-009 (line 11)	DES-IC-2025-0312-113 (line 9)
RAI-IC-2025-0312-012 (line 46)	DES-IC-2025-0312-115 (line 4)
RAI-IC-2025-0312-013 (line 46)	DES-IC-2025-0312-116 (line 2)
RAI-IC-2025-0312-029 (line 4)	DES-IC-2025-0312-116 (line 14)
RAI-IC-2025-0312-037 (line 5)	DES-IC-2025-0312-117 (line 3)
BAB-IC-2025-0312-003 (line 17)	TOR-IC-2025-0312-003 (line 17)
BAB-IC-2025-0312-007 (line 9)	TOR-IC-2025-0312-006 (line 4)
BAB-IC-2025-0312-010 (line 8)	TOR-IC-2025-0312-006 (lines 15, 17, 18)
BAB-IC-2025-0312-011 (line 4)	API-IC-2025-0312-007 (line 15)
BAB-IC-2025-0312-013 (line 5)	API-IC-2025-0312-008 (line 17)

API-IC-2025-0312-020 (line 4)	BRI-IC-2025-0312-006 (line 9)
API-IC-2025-0312-021 (line 5)	BRI-IC-2025-0312-009 (line 27)
API-IC-2025-0312-021 (line 18)	BRI-IC-2025-0312-012 (line 27)
API-IC-2025-0312-023 (line 42)	BRI-IC-2025-0312-067 (line 4)
API-IC-2025-0312-138 (line 38)	OTO-IC-2025-0312-035 (line 18)
API-IC-2025-0312-143 (line 2)	OTO-IC-2025-0312-041 (line 8)
HAR-IC-2025-0312-005 (line 14)	OTO-IC-2025-0312-042 (line 8)
HAR-IC-2025-0312-006 (line 14)	OTO-IC-2025-0312-043 (line 3)
HAR-IC-2025-0312-007 (line 14)	OTO-IC-2025-0312-116 (line 5)
HAR-IC-2025-0312-009 (line 18)	OTO-IC-2025-0312-117 (line 7)
HAR-IC-2025-0312-017 (line 4)	OTO-IC-2025-0312-120 (line 7)
HAR-IC-2025-0312-017 (line 17)	OTO-IC-2025-0312-122 (line 7)
HAR-IC-2025-0312-018 (line 8)	OTO-IC-2025-0312-125 (line 6)
HAR-IC-2025-0312-020 (line 9)	OTO-IC-2025-0312-137 (line 5)
HAR-IC-2025-0312-047 (line 9)	OTO-IC-2025-0312-138 (line 6)
HAR-IC-2025-0312-048 (line 9)	CIM-IC-2025-0312-016 (line 8)
NAP-IC-2025-0312-004 (line 9)	CIM-IC-2025-0312-017 (line 9)
NAP-IC-2025-0312-012 (line 8)	CIM-IC-2025-0312-018 (line 9)
NAP-IC-2025-0312-015 (line 10)	CIM-IC-2025-0312-019 (line 4)
NAP-IC-2025-0312-017 (line 6)	CIM-IC-2025-0312-019 (line 15)
NAP-IC-2025-0312-018 (line 4)	CIM-IC-2025-0312-168 (line 2)
NAP-IC-2025-0312-115 (line 9)	CIM-IC-2025-0312-168 (line 5)

Home and Cellular Employee Phone Numbers

RAI-IC-2025-0312-005 (line 14)	RAI-IC-2025-0312-012 (line 47)
RAI-IC-2025-0312-006 (line 16)	RAI-IC-2025-0312-013 (line 47)
RAI-IC-2025-0312-007 (line 14)	RAI-IC-2025-0312-020 (lines 26-29)

RAI-IC-2025-0312-029 (lines 6-7)	API-IC-2025-0312-014 (line 33)
RAI-IC-2025-0312-036 (line 4)	API-IC-2025-0312-020 (line 6)
RAI-IC-2025-0312-037 (line 7)	API-IC-2025-0312-021 (line 7)
BAB-IC-2025-0312-001 (line 18)	API-IC-2025-0312-130 (line 16)
BAB-IC-2025-0312-002 (line 33)	API-IC-2025-0312-138 (line 39)
BAB-IC-2025-0312-003 (line 16)	HAR-IC-2025-0312-005 (line 14)
BAB-IC-2025-0312-007 (lines 31-32)	HAR-IC-2025-0312-006 (line 14)
BAB-IC-2025-0312-008 (lines 28-29)	HAR-IC-2025-0312-007 (line 14)
BAB-IC-2025-0312-010 (lines 26-29)	HAR-IC-2025-0312-008 (line 31)
DES-IC-2025-0312-106 (line 14)	HAR-IC-2025-0312-009 (line 17)
DES-IC-2025-0312-107 (line 6)	HAR-IC-2025-0312-017 (line 6)
DES-IC-2025-0312-108 (line 14)	HAR-IC-2025-0312-018 (line 29)
DES-IC-2025-0312-109 (line 14)	HAR-IC-2025-0312-020 (line 33)
DES-IC-2025-0312-110 (line 16)	NAP-IC-2025-0312-004 (line 33)
DES-IC-2025-0312-113 (lines 30-32)	NAP-IC-2025-0312-011 (lines 31-33)
DES-IC-2025-0312-114 (line 34)	NAP-IC-2025-0312-012 (lines 27-28)
DES-IC-2025-0312-116 (line 4)	NAP-IC-2025-0312-013 (line 7)
DES-IC-2025-0312-117 (line 5)	NAP-IC-2025-0312-014 (line 6)
DES-IC-2025-0312-118 (line 13)	NAP-IC-2025-0312-015 (lines 8, 9)
DES-IC-2025-0312-119 (lines 27-29)	NAP-IC-2025-0312-017 (line 4)
TOR-IC-2025-0312-003 (line 16)	NAP-IC-2025-0312-018 (line 6)
TOR-IC-2025-0312-005 (lines 30-32)	NAP-IC-2025-0312-019 (line 5)
TOR-IC-2025-0312-006 (line 6)	BRI-IC-2025-0312-006 (line 33)
API-IC-2025-0312-005 (line 15)	BRI-IC-2025-0312-009 (line 27)
API-IC-2025-0312-006 (line 15)	BRI-IC-2025-0312-012 (line 27)
API-IC-2025-0312-007 (line 15)	BRI-IC-2025-0312-067 (line 2)
API-IC-2025-0312-008 (line 16)	SPA-IC-2025-0312-012 (line 7)

SPA-IC-2025-0312-122 (line 7)	OTO-IC-2025-0312-147 (line 43)
SPA-IC-2025-0312-133 (line 7)	CIM-IC-2025-0312-003 (line 14)
SPA-IC-2025-0312-145 (line 7)	CIM-IC-2025-0312-016 (line 30)
SPA-IC-2025-0312-161 (line 7)	CIM-IC-2025-0312-017 (lines 31-32)
SPA-IC-2025-0312-171 (line 21)	CIM-IC-2025-0312-018 (lines 28-29)
OTO-IC-2025-0312-035 (line 17)	CIM-IC-2025-0312-019 (line 6)
OTO-IC-2025-0312-040 (line 32)	CIM-IC-2025-0312-165 (lines 13, 14)
OTO-IC-2025-0312-041 (line 29)	CIM-IC-2025-0312-168 (line 4)
OTO-IC-2025-0312-042 (lines 27-29)	CIM-IC-2025-0312-168 (line 7)
OTO-IC-2025-0312-043 (line 5)	

Personal Email Addresses

RAI-IC-2025-0312-006 (line 16)	HAR-IC-2025-0312-018 (line 30)
RAI-IC-2025-0312-020 (line 30)	HAR-IC-2025-0312-020 (line 34)
BAB-IC-2025-0312-001 (lines 19-20)	HAR-IC-2025-0312-131 (lines 2, 15)
BAB-IC-2025-0312-002 (lines 34-35)	NAP-IC-2025-0312-004 (line 35)
BAB-IC-2025-0312-003 (line 16)	BRI-IC-2025-0312-006 (lines 34-35)
BAB-IC-2025-0312-007 (line 33)	OTO-IC-2025-0312-035 (line 17)
BAB-IC-2025-0312-008 (line 30)	OTO-IC-2025-0312-040 (line 34)
BAB-IC-2025-0312-010 (line 30)	OTO-IC-2025-0312-041 (line 31)
DES-IC-2025-0312-113 (line 33)	OTO-IC-2025-0312-042 (line 31)
TOR-IC-2025-0312-003 (line 16)	CIM-IC-2025-0312-016 (lines 31-23)
TOR-IC-2025-0312-005 (line 33)	CIM-IC-2025-0312-017 (line 33)
API-IC-2025-0312-014 (line 34)	CIM-IC-2025-0312-018 (line 30)
HAR-IC-2025-0312-008 (line 32)	

Emergency Contact Information

RAI-IC-2025-0312-029 (line 26)	API-IC-2025-0312-021 (line 29)
RAI-IC-2025-0312-037 (line 29)	HAR-IC-2025-0312-009 (line 19)
BAB-IC-2025-0312-001 (lines 4-9)	HAR-IC-2025-0312-017 (line 25)
BAB-IC-2025-0312-002 (lines 19-24)	HAR-IC-2025-0312-018 (lines 11-17)
BAB-IC-2025-0312-003 (line 18)	HAR-IC-2025-0312-020 (lines 13-19)
BAB-IC-2025-0312-007 (lines 13-20)	NAP-IC-2025-0312-004 (lines 13-19)
BAB-IC-2025-0312-010 (lines 11-18)	NAP-IC-2025-0312-011 (lines 13-19)
BAB-IC-2025-0312-013 (line 26)	NAP-IC-2025-0312-012 (lines 11-17)
DES-IC-2025-0312-110 (line 18)	NAP-IC-2025-0312-018 (lines 27-28)
DES-IC-2025-0312-113 (lines 13-18)	NAP-IC-2025-0312-019 (line 23)
DES-IC-2025-0312-114 (lines 14-20)	BRI-IC-2025-0312-006 (lines 13-19)
DES-IC-2025-0312-115 (lines 27-28)	OTO-IC-2025-0312-035 (line 19)
DES-IC-2025-0312-116 (lines 25-26)	OTO-IC-2025-0312-040 (lines 12-19)
DES-IC-2025-0312-117 (line 26)	OTO-IC-2025-0312-042 (lines 11-18)
DES-IC-2025-0312-119 (lines 12-17)	OTO-IC-2025-0312-043 (line 24)
TOR-IC-2025-0312-003 (line 18)	CIM-IC-2025-0312-016 (lines 11-17)
TOR-IC-2025-0312-005 (lines 13-19)	CIM-IC-2025-0312-017 (lines 13-20)
TOR-IC-2025-0312-006 (lines 26, 27)	CIM-IC-2025-0312-018 (lines 12-19)
API-IC-2025-0312-008 (line 18)	CIM-IC-2025-0312-019 (lines 25-28)
API-IC-2025-0312-014 (lines 13-20)	CIM-IC-2025-0312-168 (lines 24-25)
API-IC-2025-0312-020 (lines 25, 26)	CIM-IC-2025-0312-168 (lines 29-30)

Spouses, Dependents, and Other Next of Kin Identification

RAI-IC-2025-0312-005 (line 17)	DES-IC-2025-0312-106 (line 16)
RAI-IC-2025-0312-006 (line 18)	DES-IC-2025-0312-108 (line 16)
RAI-IC-2025-0312-007 (line 17)	DES-IC-2025-0312-109 (line 16)

DES-IC-2025-0312-116 (line 14)	NAP-IC-2025-0312-019 (line 14)
DES-IC-2025-0312-117 (lines 17-18)	NAP-IC-2025-0312-028 (lines 12, 16)
TOR-IC-2025-0312-006 (lines 15, 17, 18)	NAP-IC-2025-0312-041 (lines 12, 16)
API-IC-2025-0312-005 (line 17)	SPA-IC-2025-0312-012 (line 16)
API-IC-2025-0312-006 (line 17)	SPA-IC-2025-0312-122 (line 16)
API-IC-2025-0312-007 (line 17)	SPA-IC-2025-0312-133 (line 16)
API-IC-2025-0312-020 (lines 17-18)	SPA-IC-2025-0312-145 (line 16)
API-IC-2025-0312-021 (lines 17, 20, 26)	SPA-IC-2025-0312-161 (line 16)
HAR-IC-2025-0312-017 (line 17)	CIM-IC-2025-0312-019 (line 15)
NAP-IC-2025-0312-015 (lines 16-22)	

Physician Information

RAI-IC-2025-0312-029 (lines 28-29)	HAR-IC-2025-0312-047 (lines 12, 28)
RAI-IC-2025-0312-037 (lines 31-32)	HAR-IC-2025-0312-048 (lines 12, 20)
DES-IC-2025-0312-116 (lines 27-28)	NAP-IC-2025-0312-019 (lines 25-26)
TOR-IC-2025-0312-006 (lines 28-29)	CIM-IC-2025-0312-019 (lines 29-30)
API-IC-2025-0312-020 (lines 27, 28)	CIM-IC-2025-0312-168 (lines 26-27)
API-IC-2025-0312-021 (lines 31, 32)	CIM-IC-2025-0312-168 (line 31)

Operator's License Numbers

NAP-IC-2025-0312-015 (line 12)

User IDs, External Credentials, and Employee Numbers

DES-IC-2025-0312-107 (lines 12, 14-17)

CIM-IC-2025-0312-168 (line 4)

Insurance Account Information

HAR-IC-2025-0312-047 (lines 15-18)

Financial Account Numbers

OTO-IC-2025-0312-137 (lines 26, 28, 29)

APPENDIX C

As indicated in paragraph 46 of the findings in Docket #FIC 2025-0312, the following in camera records, or portions thereof, must be provided to the complainant, as they contain the work email addresses of the respondents' employees and are not exempt from disclosure pursuant to §1-210(b)(2), G.S.:

DES-IC-2025-0312-107 (line 6)	API-IC-2025-0312-008 (line 16)
DES-IC-2025-0312-110 (line 16)	SPA-IC-2025-0312-012 (line 7)
DES-IC-2025-0312-114 (line 35)	SPA-IC-2025-0312-122 (line 7)
DES-IC-2025-0312-119 (line 31)	SPA-IC-2025-0312-145 (line 7)

APPENDIX D

As indicated in paragraph 48 of the findings in Docket #FIC 2025-0312, the following in camera records, or portions thereof, must be provided to the complainant, as they contain information regarding the medical treatment provided to certain employees who were injured in the line of duty as well as known allergies of certain employees and are not exempt from disclosure pursuant to §1-210(b)(2), G.S.:

DES-IC-2025-0312-097 (lines 8-14)	NAP-IC-2025-0312-019 (line 27)
DES-IC-2025-0312-116 (line 29)	BRI-IC-2025-0312-047 (lines 9-10)
DES-IC-2025-0312-117 (line 30)	BRI-IC-2025-0312-054 (lines 9-10)
API-IC-2025-0312-020 (line 29)	OTO-IC-2025-0312-043 (line 27, 28)
API-IC-2025-0312-021 (line 32)	CIM-IC-2025-0312-019 (line 31)
HAR-IC-2025-0312-047 (lines 13, 22, 24, 26)	CIM-IC-2025-0312-168 (line 28)
	CIM-IC-2025-0312-168 (line 33)

APPENDIX E

As indicated in paragraph 50 of the findings in Docket #FIC 2025-0312, the following in camera records, or portions thereof, must be provided to the complainant, as they were not properly claimed as exempt as ordered for the Commission's in camera inspection:

Claimed on index but not highlighted

RAI-IC-2025-0312-005 (lines 15-16)

RAI-IC-2025-0312-007 (lines 15-16)

Highlighted but not claimed on index

CIM-IC-2025-0312-006 (lines 16-19)