



BISMARCK POLICE DEPARTMENT



January 02, 2016

From: Lieutenant Dwight Offerman

To: Chief Dan Donlin

Re: Annual Analysis of Grievances - **25.1.3**

During 2015 the Bismarck Police Department received no formal grievances from our employees.

A handwritten signature in black ink that reads "Dwight Offerman".

DWIGHT OFFERMAN
Lieutenant
Administrative Services