



**Police & Crime Commissioner for Cleveland**  
**c/o Steria Shared Service Centre**  
**Ash House**  
**III Acres**  
**Princeton Drive**  
**Thornaby**  
**Stockton-On-Tees**  
**TS17 6AJ**

Police and Crime Commissioner:  
Chief Executive & Monitoring Officer:

Barry Coppinger  
Simon Dennis BA, Solicitor

Tel: 01642 301653  
Tel: 01642 301653

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26<sup>th</sup> April 2019

Keith Hunter  
PCC for Humberside

Dear Keith,

I'm writing this as Lee Freeman completes his last day on secondment to Cleveland as Interim Chief Constable and wanted to put on record my thanks and gratitude for your allowing him to come to us for the last 3 months.

Lee has shown his qualities in abundance during this period, ranging from his operational grasp and oversight re changes to our control room; his strong and steady leadership of the senior management team; his good grasp of staff engagement and industrial relations; his constructive engagement with our key external partners and stakeholders both locally and nationally; and his invaluable assistance in helping us with the new Chief recruitment process, including helping and supporting Richard Lewis as our new chief over recent weeks, who takes over as Chief from this weekend.

Lee has shown a good understanding of the Cleveland area and its challenges and we have much in common with Humberside socio-economically. I have no doubt in saying I have the highest regard for the work he has done here, which will have been challenging on occasions, but which he will have gained from, and he has acknowledged as such. You are fortunate to have such a dedicated and committed Chief who has impressed everyone here with his work-rate and his calm authority and sensitivity where required.

I know we have assisted Humberside on occasions in the past. I was very grateful for the support of yourself and your office immediately prior to Lee's secondment, and we have now managed a fairly seamless transition to Richard's tenure now commencing as our Chief. I know staff from my office visited Humberside to meet with staff and yourself, and we would welcome the opportunity to return the favour sometime in the coming months.

In the meantime thanks again for your support, and I look forward to catching up next month at the APCC.

Yours sincerely

Barry Coppinger  
PCC for Cleveland

c.c Simon Dennis, Cleveland OPCC  
CC Richard Lewis  
CC Lee Freeman