

Chief

10/13/2015

Regarding your directive in completing an Internal Investigation on [REDACTED] complaint-

I understand this is kind of a touchy situation and understand what you are asking me to do but I just want to make sure you are aware of the following:

On October 13, 2015, at approximately 05:46 am, I spoke with [REDACTED] initially about pass-down information but then told her I was directed to complete an investigation regarding her complaint of [REDACTED]

[REDACTED] told me the following:

- She is basically leaving the department for another job because she cannot tolerate Shane's behavior as a [REDACTED] and is deeply disappointed in the police and city administration for allowing this "problem to continue".
- [REDACTED] said she is not really too excited about her new job and actually may return to law enforcement as an officer but cannot do it here as long as Shane Prickett is here.
- [REDACTED]
- [REDACTED] pointed out that she, or actually "everyone" has been repeatedly told "This is his last warning (referring to Shane), if he has another violation he will be disciplined (and/or terminated)".
- [REDACTED] said this has not been the case and Shane continues to commit violations of policy, ethics and general common sense with no consequences whatsoever.
- [REDACTED]
- [REDACTED]
- [REDACTED] said that she had a conversation with [REDACTED] regarding a letter he was supposed to write about an admin meeting in September- [REDACTED] said [REDACTED] refused to write the letter because he argued "How many letters are we supposed to write?" "It does no good and nothing happens".

- [REDACTED] said "I thought we were all supposed to have integrity and be held to a higher standard in this job, it's written in the policy!" "How can a [REDACTED] of all things, be allowed to do what he (Shane) does?"

Chief this stemmed from a 15 minute conversation with [REDACTED] over the phone in which she referenced hiring an attorney twice. Though she said she did not want to "turn over a can of worms" she is really upset by this and really feels [REDACTED]

These are my concerns (and I am thinking in terms of a lawsuit):

- [REDACTED] makes a strong argument, mainly because her statements have merit- this entire department is witness to this- we would be key witnesses.... validating a lot of her claims.
- Shane's file is one of the worst I have ever seen (regarding a currently employed officer).
- I say this by experience in that I have always gone by the violation step policy outlined in the manual- I have requested and sought termination of many employees through this process before and it is beneficial to a degree as it allows you to remove a problem before it really becomes a problem!
- [REDACTED] points out Shane has never really answered for anything he has ever done- I think she is right- all are aware of his repeatedly going over the head of his superiors, the defiance, yet even to my knowledge- I am not aware of any consequences other than maybe a trade or loss of comp time hours.

- [REDACTED]
- [REDACTED]
- [REDACTED]
- [REDACTED]
- Shane is defiant about this and is quick to state if he needed to, he would use this information against the city.

Chief, I am worried that we may not be the appropriate ones to complete this investigation and that [REDACTED] may indeed have a good case in some areas [REDACTED]

[REDACTED] I did not know how strong [REDACTED] until this morning, I also did not know this was the reason she was leaving the department, I don't think we have followed the letter of the policy manual, I believe every member of our department would make outstanding witnesses in her defense, mainly you and I, because we will always tell the truth! I also worry that if we do this [REDACTED] may not get the "justice" she humbly says she wants...

Just thought I would present this to you for further discussion, I will proceed in whatever direction you ask...

Mike Ingle

— you want a chance to Ever be
chief — GO Fix it with [REDACTED]

— you never saw this letter.
But GO fix it with her,

— You are a good man and cop.
But you have alienated everyone
that work with,

— If you want to ~~do~~ attach me
then its time for me to go ~~to~~ to
the DA — what your saying to
people is a crime [REDACTED]
[REDACTED]