

Inv. LeRette,

Exhibit 516

You have asked for clarification regarding the warning letter that I placed in your supervisory file. In that letter, I discussed accusations that you had violated certain police department policies. The letter served as the final disposition of an internal investigation into your conduct throughout 2024. At the conclusion of the investigation, the investigator believed that you had violated the following six police department polices:

1. 320.5.2 Ethics.
 - f. Misappropriation of public funds, property, personnel or services.
2. 320.3 Duty to Obey Lawful Orders
Members are required to obey any lawful order of a superior, including any order relayed from a superior by a member of the same or lesser rank.
3. 320.5.5 Attendance
 - a. Leaving the job to which the member is assigned during duty hours without reasonable excuse and proper permission and approval.
 - b. Unexcused or unauthorized absence or tardiness.
 - c. Excessive absenteeism or abuse of leave privileges.
 - d. Failure to report to work or to the place of assignment at the time specified and fully prepared to perform duties without reasonable excuse.
4. 320.5.7 Efficiency
 - a. Neglect of duty
5. 320.5.8 Performance
 - c. Failure to participate in, or giving false or misleading statements, or misrepresenting or omitting material information to a supervisor or other person in a position of authority, in connection with any investigation or in the reporting of any department-related business.
6. 320.5.9 Conduct
 - j. Attempted or actual theft of department property; misappropriation or misuse of public funds, property, personnel or the services of property of others; unauthorized removal or possession of department property or the property of another person.

I read the investigation in its entirety and took notes as I analyzed the evidence and conclusions of the investigator. In reviewing the investigation, I sought to maintain my presumption of your innocence while taking the evidence presented at face value. I did not

give significant weight to the ultimate conclusions or opinions of the investigator because I only contracted him to collect and present evidence.

My notes, and my subsequent letter to you, clearly indicated that I was persuaded that you violated two of the six polices named above. I concluded that the evidence, including the lack of exculpatory evidence, available to me at the time merited a warning to you that failure to follow our polices may result in discipline. That letter made my expectations clear and accompanied further oral instructions that you follow the orders of your immediate supervisors.

It is important to note that I was not persuaded that you had violated the 1st, 4th, 5th, or 6th policies described above. Most of these policies related to your honesty within the department. I believed then, and believe now, that the evidence indicated that you had misunderstood, disregarded, or disobeyed polices and orders regarding your work schedule and that a warning was necessary to achieve your compliance with these polices. I did not and do not believe, however, that you had been deliberately deceptive or dishonest about your schedule or any other matter. In fact, because I trusted in your fundamental honesty, I asked that you provide me with written assurance that you understood and would comply with our policies in the future. When you provided that letter, I considered the matter closed.

The 2024 investigation into your work schedule is concluded. I do not intend to pursue discipline or charges in this matter. I have not sustained any allegations of dishonesty on your part. Pending your future and continued compliance with police and city policy, I consider you restored to good standing within our department and capable of performing all your assigned duties.

Thank you,

Jim Paine

Mayor