

MEMORANDUM

TO: OFFICER HARRISON ✓  
FROM: CHIEF M. J. KELLY  
SUBJECT: YOUR GRIEVANCE -- 89-4  
DATE: JUNE 1, 1989

I've reviewed your grievance 89-4 as well as the verbal reprimand given you on 5/23/89. Capt. Edwards has also talked with both you and Lt. Lockett separately regarding your concerns and reported his findings to me.

The reprimand was given for two reasons. First, because you exceeded the acceptable length of stay on your lunch break by a significant period of time. Second, because your documentation of time on the activity sheet did not reflect the utilization of time and was therefore in violation of standards requiring complete, accurate and truthful reports.

You allege Lt. Lockett talked with you regarding your use of time in question before the reprimand was issued. Therefore, you argue, that this discussion constituted a "meeting", that should nullify the discipline.

If Lt. Lockett "met" with you to simply tell you that you were running over your time and to get back on the street, I don't believe that a disciplinary meeting necessarily took place within the meaning of the contract. If, however, the discussion was really verbal counseling as you allege, I would agree with your proposition. In this case, enough doubt exists to cause me to agree with you. That portion of the grievance dealing with your over staying your time limits will be rescinded.

You were also disciplined regarding the accuracy of your activity sheets, a matter not at all mentioned during your "meeting" or discussion with Lt. Lockett. Indeed, he had no knowledge of the problem until much later. This then becomes a separate matter for which discipline was and continues to be justified. Therefore, that portion of the discipline related to the necessity of maintaining complete, accurate and truthful reports will remain in file for that length of time allowed by the labor contract. It is absolutely imperative that officers can be trusted to be accurate with their documentation of their time as well as with all reports. It is a critical ingredient to the honorment of the department and expectations of the public. This office has gone strongly on record in that regard in the past. I support Lt. Lockett's efforts to formally remind you of that obligation in that regard.

MJK:ec

cc: J. P. Foell  
Personnel  
Capt. Edwards  
Lt. Lockett  
Officer Andrews, FOP Representative

Jay, Please read my reply to the grievance. Before we mark up the personnel action report I suspect you might want to wait to see if they will appeal it on up through Dave or beyond. I've got a copy of the same material also. Thanks.  
Mike