

CITY OF MADISON
INTER-DEPARTMENTAL
CORRESPONDENCE

DATE: December 5, 2007

TO: Kendall Hallett, Parking Enforcement Officer

FROM: Cameron McLay, Captain of Police

SUBJECT: **Notice of Termination of Employment – PSIA # CIV07- 10**

On Thursday, November 29, 2007, Lt Bradley Wilson conducted a pre-determination hearing regarding concerns that you violated policy 2-237 Revealing Police Records, which states:

“Members of the department shall not divulge the contents of police records to anyone outside the Department without permission from their commanding officer or the commanding officer Support Services Team. No member shall divulge any matters relating to official police business without first receiving authorization.”

Your conduct was also examined in light of MPD Policy 2-238, Access to Police Records, which states:

“Members of the Department, only when authorized to do so for a specific purpose, shall have access to the official records obtained through the Madison Police Department. This regulation prohibits all unofficial use of and tampering with records by members of the department is prohibited.”

In this case, you posted a number of documents on the Internet. These documents were departmental documents. You admitted knowing that these were departmental documents. You did not receive authorization for public release of any of these documents to the public, and admitted not having received such approval.

This violation is Sustained.

As a result of progressive discipline, your employment with the City of Madison is hereby terminated.

We have concerns about your actions with respect to accessing local media to draw attention to your personal discipline issue. MPD Policy 2-258, Media for Personal Gain states:

“Members of the department shall not communicate with the news media for purposes of personal gain or advancement.”

In this case, we have chosen not to invoke this particular policy or to investigate your motives for accessing local print media, but wish to express our concerns.

As a result of your actions, a number of employees have expressed concern that you may pose a workplace violence threat. It is the Department's responsibility to assure that our employees feel safe in their workplace. Therefore, you are not to enter any facility of the City of Madison Police Department, except if you have legitimate business to conduct. At such times, you are only permitted in those public areas open to members of the public. If you wish to conduct business related to your employment, you are urged to work through your Union to make contact with the Department.