

Synopsis of the Internal Affairs Investigation – 18-0003

The Vote of No Confidence letter that triggered the internal affairs investigation of the Byrnes Mill Police Department made a series of claims, allegations and findings are summarized below as follows:

1. ALLEGATION: That the signors of the letter had lost “trust, faith and confidence” in Lieutenant Roger Ide; that Lieutenant Ide had created an atmosphere of hostility and retaliation by disrespecting the officers.

INVESTIGATION FINDING: The investigation noted that there was no corroboration of Lieutenant Ide being disrespectful to fellow officers. The investigation made no specific findings or recommendations regarding the allegation that the officers had lost faith in Lieutenant Ide or the general atmosphere in the department. It is accepted that the officers, in signing the letter, had lost faith in his leadership of the department and that the serious issues of morale existed in the department. Confidence in the department leadership is a critical element in a successful police department; and, irrespective of a specific finding, these matters will be addressed accordingly.

2. ALLEGATION: Lieutenant Ide’s reputation and conduct tarnished the image of the department in the eyes of the law enforcement community.

INVESTIGATION FINDING: The investigation did not expend resources to determine the general view or reputation of the department in the law enforcement community. It is accepted as true that the contents of the letter (having been made public), the news reports, social media comments and general tenor of the letter do not paint the department in a favorable light. The reputation of the department is a critical element in a successful police department and, irrespective of a specific finding, these matters will be addressed accordingly.

3. ALLEGATION: Lieutenant Ide conducts illegal searches and seizures.

INVESTIGATION FINDING: The investigation could not substantiate this allegation. The City maintains dash cams and is implementing body cams to ensure proper procedure and a record of police/public interaction.

4. ALLEGATION: Mismanagement of grant funds.

INVESTIGATION FINDING: The investigation could not substantiate this allegation, but did uncover issues that caused concern. Do to this outcome the investigators have worked with the Missouri Department of Transportation and have forwarded the information that has been obtained and an investigation has been opened by the Department of Transportation.

5. ALLEGATION: August 3, 2018 float trip incident.

INVESTIGATION FINDING: This matter was confirmed and substantiated by the investigation.

ADDITIONAL FINDINGS AND STATUS: As a result of the investigation into the allegations made in the letter, several additional personnel issues were discovered and investigated by the internal affairs team. Several of these issues were substantiated by the work of the investigators. The nature and details of the findings made by the investigators present issues of confidentiality and privacy. As such, the City has directed the city attorney to seek guidance from the Jefferson County Circuit Court regarding what information may be released and what information should remain confidential, so as not to infringe on the rights of the officers or the general public.