

### Statement regarding Criminal Investigation

The Perryville Police Department has completed its investigation into the City's Public Works Department. With great confidence, I can say the Perryville Police Department has done a thorough investigation of this matter. Additionally, the Police Department invited an investigator from the Missouri State Highway Patrol to review the investigation they conducted and that investigator agreed with both its process and findings. That investigation was turned over to the prosecutor's office earlier last week for his full consideration. Neither the Mayor and Board, nor City Administration, will make any effort to influence that decision. It is the City's intention to let the case stand for itself and to allow the prosecutor to consider all the facts when considering who will be charged criminally in this matter.

It should be understood that the prosecutor's review and decisions are completely separate from the City Administration's personnel review and decisions. It is not necessary that criminal charges be filed for the City, or any employer for that matter, to discipline or dismiss an employee. At the same time, it is not necessary for an employer to dismiss an employee as a result of the fact that criminal charges were filed. Both have different standards proof and requirements and both will consider different facts and issues. For example, an employer may consider prior work history, previous employee discipline, the best interest of the organization and similar items to determine its best course of action whereas the prosecutor may only look at the specific facts of this single incident.

We decided early in this process, that the investigation would be neither a witch-hunt, nor a cover-up. The police department proceeded to investigate the facts of the case and the administration proceeded to try to make best decisions possible for the Citizens of Perryville. The fact that the case proceeded criminally was not a decision made by the police or the administration but was the required result of the actions of certain employees. This allowed, in part, for a more public process to unfold as opposed to a confidential internal, personnel investigation and as result the public may be kept informed on the criminal process. I would offer the following as a summary of what we know and how we will move forward.

Without a doubt, any practice by Public Works employees of taking scrapped material for personal gain was stopped by then-Public Works Director Jeremy Freeman around 2007. At that time, scrap containers were designated at the Public Works office and employees were told to put scrap in those containers. During the investigation multiple employees confirmed this information. Most employees stopped scrapping material, while others continued to do so. The fact that this was occurring was unknown to administration. Four employees were promptly discharged as a result of the initial personnel investigation.

Sadly, the investigation indicates that others were involved, at least minimally, as well. We had to look at the specifics of each individual's situation (for example: prior work history, money received, level of authority) to determine what the most appropriate level of employee discipline was. I assure you any remaining employees who were not charged criminally will certainly be addressed through the City's progressive discipline policy.