

Skowhegan Police Department
225 Water Street
Skowhegan, Maine 04976
207-474-6908

"Servina Since -1823"



David A. Bucknam, Chief

Brain A. Gardiner, Deputy Chief

Memorandum for Record

To: Officer Alex Burns
From: Chief David Bucknam
Subject: Internal Affairs Investigation

26 June 2020

Officer Burns,

On 06/03/2020, you were given notice of an Internal Investigation regarding case# 20SKO-142-AR. After reviewing Deputy Chief Gardiner's investigative report, including your responses to his questions, I find this investigative report to be "Sustained" meaning; the investigation disclosed sufficient evidence to prove the allegations, and your actions violated policy and directives.

This administration relies on each and every officer in this department to perform their duty to the best of their ability and at a satisfactory level as to abide by the policies and directives, which are designed to make our working environment a positive and productive one. As an officer, when you fail to follow department policy and directives, it has a negative impact on your co-workers which is unacceptable.

Having found this investigative report "Sustained", I believe education-based discipline is warranted to improve your motivation and skills. However, after speaking with Deputy Chief Gardiner, I believe there is a separate issue which needs addressing. During your meeting you advised you couldn't recall if you had conducted HGN or how many clues of impairment you had found with Mr. Walls. In our line of work, there can be no "grey" area when it comes to integrity and during this investigation, you left crucial information out of your report which would leave one to perceive you were trying to hide something.

As a recent Maine Criminal Justice Academy graduate, you are well aware integrity issues can result in the District Attorney's Office not excepting your reports as well as possible decertification by the Board of Trustees. I expect there will be no "grey" areas in the future.

At this time this Internal Investigation is closed. You will be assigned remedial training and policies to review and sign off. In the event your conduct does not improve, I will consider further disciplinary action, up to and including termination.

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David A. Bucknam, Chief

Brain A. Gardiner, Deputy Chief

A stylized, handwritten signature in dark ink, consisting of a large, sweeping 'D' followed by a horizontal line.

Chief David Bucknam
Skowhegan Police Department
Date: 06 /29/2020

A handwritten signature in dark ink, appearing to be "Alex Burns", written above a horizontal line.

Officer Alex Burns
Skowhegan Police Department
Date: 06 /29/2020

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David A. Bucknam, Chief

Brian A. Gardiner, Deputy Chief

Memorandum for Record

To: Officer Alex Burns

18 December 2020

From: Chief David Bucknam

Subject: 12/03/2020 Internal Affairs Investigation

This memorandum for record is an official letter of written reprimand regarding an Internal Investigation (12/03/2020) for Policy Violations of Conduct Unbecoming an Officer (Policy 2-2 Section IV Subsection A-13) and Insubordination (Policy 2-5 Prohibited Conduct Section III Subsection A-11).

Conduct Unbecoming an Officer was created by your failed actions to pay for an external vest per the agreement you made with Human Resources. As of today, 12/18/2020 you have still failed to uphold your end of the many agreements you made to pay for the vest. Your remaining balance is \$9.95.

Insubordination will not be tolerated at this agency. Your blatant disregard to follow Deputy Chief Gardiner's orders have a negative effect on unit morale, discipline and threaten our team's cohesiveness and strength. When a supervisor gives you a direct order, I expect that order to be completed as per the direction given.

Based on my review of available information, including your responses to Deputy Chief Gardiner's investigation, I find this investigative report to be "Sustained" meaning; the investigation disclosed sufficient evidence to prove the allegations, and your actions violated policy and directives.

In addition to this formal written reprimand, you are hereby ordered to write an original 500-word essay, with citations, on the importance of following orders, with emphasis on how it applies to our agency and you as a Law Enforcement Officer. You will write this essay using Times New Roman font size 12 with one (1) inch margins and single spaced. It is due by 1700 on Friday 08 January 2021, and must be delivered in hard copy by you to my office as well as a digital copy emailed to my email address. I stress the importance of this essay being an original and not plagiarized.

You are required to pay the remaining \$9.95 by 31 December 2020 nlt 1300 hours. Failure to do so or any violations of this order will prompt immediate action by this administration with considerations for further disciplinary action, up to and including termination. This memorandum for record will remain in your personnel file for a period of three (3) years.


Chief David Bucknam
Skowhegan Police Department


Officer Alex Burns
Skowhegan Police Department

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David A. Bucknam, Chief
Joel W. Cummings, Deputy Chief

Memorandum for Record

To: Officer Timothy Williams
From: Chief David Bucknam
Subject: Written Reprimand for Violation of Policy 1-2

08 November 2018

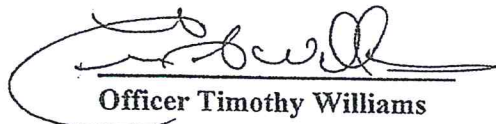
Officer Williams,

This memorandum for record is an official written reprimand for violation of Policy 1-2 Operations of Police Vehicles. On 10/23/2018, Somerset County Sheriff's Office reported a stolen vehicle traveling into Skowhegan on Route 150. You responded to try and intercept the vehicle and put out spike strips requested by the Sheriff's Office.

Officer Williams, there were a few incidents within this call which prompted this investigation. But it is your experience and education which is most disturbing. I have read the Deputy Chiefs report, viewed the watch guard video and read your responses to Deputy Chief's questions.

After reviewing this investigation, I find this violation to be "Sustained" meaning, the investigation disclosed sufficient evidence to prove the allegation, and the actions of the officer violated provisions of rule, regulation and/or agency procedures. In addition to this written reprimand, you are hereby ordered to not engage in a vehicle pursuit without the consent of a supervisor and completion of a certified EVOC course. You are also required to update your knowledge of Policy 1-2 by reading and signing your acknowledgement of said policy.

I realize you have taken full responsibility for your actions on 10/23/2018 and find it very admirable of you; but I will bring to your attention your collective Bargaining Agreement Article 12: Disciplinary Hearings. You have the right to grieve my findings in accordance with Section 969 of the Municipal Employees Labor Relations Law of 1969 if you so chose. If you would like a disciplinary hearing please notify me in writing within 30 days of receipt of this memorandum.


Officer Timothy Williams
Skowhegan Police Department
Date: 11/09/2018


Chief David Bucknam
Skowhegan Police Department
Date: 11/09/2018

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David A. Bucknam, Chief
Brain A. Gardiner, Deputy Chief

Memorandum for Record

To: Sgt. Joel Cummings
From: Chief David Bucknam
Subject: Internal Affairs Investigation IA19-1

23 July 2019

Sgt. Cummings,

This memorandum for record is an official letter of reprimand regarding violation of policy 2-3, 2-4, directives regarding "report writing calls", and expectations of a Patrol Sergeant provided to you in your initial counseling.

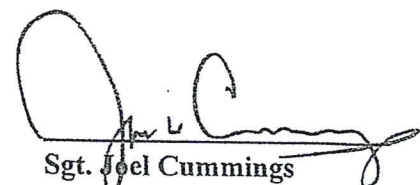
This administration relies on each and every officer in this department to perform their duty to the best of their ability and at a satisfactory level as to abide by the policies and directives, which are designed to make our working environment a positive and productive one. As a supervisor, when you fail to follow department policy and directives, it has a negative impact on the officers of this department which is unacceptable.

Based on my review of available information, including your responses to Deputy Chief Gardiner's investigation, I find this investigative report to be "Sustained" meaning; the investigation disclosed sufficient evidence to prove the allegations, and your actions violated policy and directives.

In addition to this formal written reprimand, you are hereby suspended without pay or accrual of vacation, or other paid time off benefits for a period of two (2) days effective July 31st and August 1st 2019. No paid vacation, sick or personal time may be taken at that time.

In the event your conduct does not improve, I will consider further disciplinary action, up to and including termination. This memorandum will remain in your personnel file for a period of three (3) years.


Chief David Bucknam
Skowhegan Police Department
Date: 07 / 23 /2019


Sgt. Joel Cummings
Skowhegan Police Department
Date: 07 / 23 /2019

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David A. Bucknam, Chief

Joel W. Cummings, Deputy Chief

Memorandum for Record

To: Sgt. Herbert Oliver

From: Chief David Bucknam

13 December 2018

CC: Christine Almand

Subject: Violation of Policy 2-4 Required Conduct

Sgt. Oliver,

This memorandum for record is an official letter of reprimand regarding violation of policy 2-4 Required Conduct Section 28 and 40 subsection B,C,D. This specific violation is regarding your failure to complete police reports in a timely manner and submit to the District Attorney's office for court appearances. This issue was brought to my attention when suspects and the District Attorney's Office contacted me in regards to reports not sent forward and suspects appearing in court on the summons you issued.

This administration relies on each and every officer in this department to perform their duty to the best of their ability and at a satisfactory level as well as abide by the policies, which are designed to make our working environment a positive and productive one. As a supervisor, when you fail to follow department policies, it has a negative impact on the officers of this department which is unacceptable.

Based on my review of available information, including your responses to Deputy Chief Cummings inquiry, I find this investigative report to be "Sustained", meaning; the investigation disclosed sufficient evidence to prove the allegation, and your actions violated agency policy.

In retrospect, you have been counseled on previous policy violations. You were provided with a copy of policy 2-4 during these previous violations as part of the corrective action taken. You were required to read and sign your understanding of this particular policy which you did.

In addition to this formal written reprimand, you are suspended without pay or accrual of vacation or other paid time off benefits for a period of two (2) days effective January 4th and 5th 2019. No paid vacation, sick or personal time may be taken at that time.

In the event your conduct does not improve, I will consider further disciplinary action, up to and including termination. This memorandum will remain in personnel file for a period of three (3) years.

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David A. Bucknam, Chief

Joel W. Cummings, Deputy Chief

Sgt. Herbert Oliver

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David A. Bucknam, Chief

Joel W. Cummings, Deputy Chief

MEMORANDUM FOR RECORD

To: Sgt. Herb Oliver

Date: 05/31/2018

From: Chief David Bucknam

CC: Town Manager Christine Almand

Subject: Written Reprimand for Violation of Policy 2-4 Section 11

Sgt. Oliver,

This memorandum for record is an official written reprimand for violation of Policy (2-4 Section 11) Failure to Report to Duty. On 03/28/2018 you were scheduled to work a Hospital Resource Officer (HRO) shift at Readington Fairview Hospital. Our records indicate you arrived at your duty station at 1843 hours and clocked out at 0007 hours. It was also found you had filled out and signed your weekly time sheet indicating you had worked the HRO shift from 1800 hours to 2400 hours.

You are familiar with the start and end times of an HRO shift as you have conducted 15 different shifts between 01 January 2018 and 28 March 2018. Furthermore, HRO shifts were discussed during a supervisor meeting which you attended on March 19th 2018. The start and end times for the shift were the main topic of conversation.

In your response to Deputy Chief Joel Cummings, you acknowledged remembering the supervisors meeting but could not recall the circumstances of that evening in regards to why you were late. From the information gathered, you waited at the station for a day shift officer to return with Car 3. (This officer had a late call for service and had just cleared). You then proceeded to verbally counsel this officer for utilizing Car 3 as this officer was not a supervisor. At no time did you make the decision to utilize Car 2 or Car 7 which were parked behind the station not being utilized.

It has been addressed in the past in reference to Car 3 not being a supervisor vehicle and I went as far as removing supervisor from the side of it. With the amount of maintenance needed for some of the fleet, any vehicle can be used by any officer for duty purposes.

It should also be noted this is the third time this issue has been addressed with you in regards to violating Policy 2-4 Section 11. On November 27th 2017, you failed to report to duty for an assigned Department of Human Services (DHHS) shift. You were verbally counseled and provided with a copy of Policy 2-4 Section 11 as corrective action. On 02/26/2018 you were verbally counseled for missing an HRO Shift. These verbal counseling's did not have the desired impact we had expected as you have again violated the same policy.

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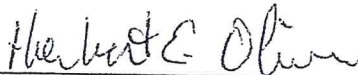
David A. Bucknam, Chief

Joel W. Cummings, Deputy Chief

This written reprimand is to remind you of the critical importance to being at your assigned duty station on time. It is also advised you ensure your timesheet is properly filled out with the correct start and end times. You are a supervisor entrusted with the confidence of this administration to lead, mentor and set the example for the officers under your command. I have attached another copy of Policy 2-4 and highlighted section 11 for your review.

Continued violations of Policy will not be tolerated and could result in further disciplinary action up to and including employment termination. A copy of this written reprimand will be placed in your official personnel file with Human Resources (HR). I will provide you an opportunity to offer a response to this written reprimand which will be attached and filed accordingly.

You have until 10 June 2018 at end of your shift to provide me with your response. After this date, your written reprimand will be turned into HR for record purposes. You can place your response in a folder and slide under my locked office door. Upon receipt of your response I will schedule a date to sit with you to discuss and all documentation will be turned over to HR for record purposes.

A handwritten signature in cursive script, appearing to read "Herb Olive".

Sgt. Herb Olive
Skowhegan Police Department
Date: 06/04/2018

A handwritten signature in cursive script, appearing to read "David Bucknam".

Chief David Bucknam
Skowhegan Police Department
Date: 06/04/2018