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Chief of Police
Keith Zgonc

Deputy Chief
Robert Harvey

DATE: July 5, 2022

TO: Chief Keith Meadows

FROM: Lieutenant Latonda Harris, Office of Professional Standards

SUBJECT: IA220027

This is an investigation of a hostile work environment against Lt. Shannon Mckesey.

Background

On April 29, 2022, The Smyrna Police Department's Office of Professional Standards was contacted by South Fulton's City Manager, Tammi Saddler in reference to investigating two hostile work environment complaints made against Lt. Shannon McKesey. The original complaints were made to South Fulton Human Resources in October 2021. There was no resolution to the complaint. For the purpose of impartiality, the complaint was later outsourced to the Smyrna Police Department for investigation.

Interviews

Detective Joseph King Interview:

I spoke with Joseph King. He works in criminal investigations. I asked him in what capacity he works with Lt. McKesey. He said that he has to work with her if his case has a narcotics element. He said that when this occurs, Lt. McKesey and her unit arrives to the scene. I asked about his experience working with her. He said it was terrible. Det. King said that she comes to the scene of his investigations and tries to dictate to him what he should do. He said she also has a bad attitude and disposition in the way she tells you how you should do your job. Det. King said the moment you challenge her and tell her how something is supposed to be done, all hell breaks loose. He said she will have a hissy fit and make a phone call to the Chief because she can't get her way. Det. King said then, your supervisor's phone will immediately start ringing and the Chief is on the line cussing out your supervisor. The supervisor is then trying to figure



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out what is going on. The supervisor then has to explain that this is yet, another situation that Lt. McKesey is being untruthful about what is going on. Det. King said that has happened several times. Detective King said this behavior makes him nervous.

King said if there is a homicide scene, he does not want her anywhere around. He dreads homicides with drugs and money on the scene. He gets nervous and gets migraines when it happens because he knows he will have to deal with Lt. McKesey and there is a ninety percent chance something illegal will happen. King expressed in his original complaint that he feared she would do something illegal that will get him sued or worse. Det. King gave an example. Det. King said that Lt. McKesey comes to the scene of his homicides and seizes odd items that are not pertinent to the case. He said that McKesey and her team handles evidence incorrectly. In homicide cases, King said that he has to deal with family members of victims that are looking for items from the home of the deceased. They contact him because he is the lead homicide investigator. King said that McKesey and her team will take money from the home and not properly document it with the evidence process. King said because of the improper evidentiary process of McKesey and her team he has no idea what happened to the money or that money was even taken. That's not good if he is the lead investigator on the case and he doesn't know what's going on with his case.

King expressed proper procedure for money collection is a problem because it is not properly collected by McKesey and her unit. He gave me an example of a case where the special Operations Division (SOD) unit took money and there was a discrepancy with the amount the family said was there and what was taken. King said he didn't know SOD had taken the money and it was not properly collected. He said they also take out additional warrants in cases, but he has no idea that they did. King said that causes a problem for him because he can't testify to other people's warrants and evidence collection. That damages the integrity to his case because another unit is running a parallel investigation and taking charges in the same case. King said he will ultimately be held responsible in the prosecution process. King had the DA's office express how they wanted cases to be handled, one investigator taking charges.

King said the turnover rate in the SOD unit is high because the people have very little policing experience and McKesey can only work with "yes" people because experienced officers will question some of the practices.

Det King expressed that everyone in the police department has the same issue with her. He said that Det. Booker had an issue with Lt. McKesey lying about something that happened on a scene. Det King said that there was recently a change in SOD management. King believes McKesey expressed to the new Major that detectives King and Anderson do not share their case files. King said his Captain had to let the new Major know that the detectives, including King leave



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their case files in the file room, so that is not true. Additionally, the file information is in RMS, so it's available for anyone that needs it.

King said that he decided to file a complaint because he was working a homicide case and there were large duffle bags of drugs in the car. King said he contacted SOD as he was supposed to do. An SOD agent came to the scene. King told the SOD agent that Sgt. Spurgeon took possession of the money. King told the investigator from SOD that he was getting a search warrant tomorrow and SOD can help with the drug collection with the search warrant. King said shortly after that discussion McKesey was calling Spurgeon insisting the money be turned over to her. It was explained to McKesey that was not proper protocol and they were going to continue with the proper way. King told me that Lt. Weathers has had the same concern about McKesey following procedure. King expressed that McKesey seems hungry for money.

Det King said the following day he and the SOD investigator collected items from the vehicle. Det. King said that he left the scene to go and interview the suspect. He charged the suspect with the crimes. King said McKesey was mad because she could not get crime scene photos, she was also angry because King did not invite the SOD investigator to sit in on the interview and she was angry that King took the charges without informing her. King said that McKesey said she was going to write him up and instead of going to his direct supervision, Lt. Triplett, she went to another CID Lieutenant with less experience that is not familiar with complex cases. King said McKesey avoided Lt. Triplett because she knows he will not buckle to her whims. King said that the complaint was disruptive to the investigation. King said McKesey called the Chief and complained. McKesey claimed her team had surveillance on the suspect, but that was not true. King said this is another example of her lying.

King said working with her is so challenging he can't even work. He said McKesey seems like a character from the movie "New Jack City". She is Nino Brown and the City of South Fulton in "The Carter". King said that the policing and investigations done by McKesey seems like a media ploy instead of actual proper policing.

King said he appreciates his city and he applied to the agency because they have such a large group of minorities taking charge and trying to be a part of the racial policing conflicts that are being proclaimed in America. He said he was really impressed that there were so many African American woman in places of authority. King said that the agency now appears to be a place where people are promoted without proper experience.

King said that people are intimidated by McKesey because of her relationship with the Chief and his wife. King said that McKesey expressed in a meeting that she is best friends with the Chief's wife and the Chief has been her friend for years. King said that it's intimidating knowing McKesey can call the Chief and assert her will through him with nothing but one phone call. It



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could potentially cause career disappointments because if you don't roll over for her, she can affect your career. King said that Mckesey is terrorizing the police department. King gave me other instances that she has told untruths. I asked King if she has ever said anything inappropriate. King said that McKesey has used the word "Nigga" a few times. He said that Mckesey has also said it around Lt. Weathers, and it is offensive because Weathers has biracial family members.

I asked King what he thought should happen. He thinks that Lt. McKesey should be let go if she is doing illegal stuff. Lt. Mckesey should be demoted if her actions don't go beyond hostile behavior and she should not be allowed to work with any money or drugs. King told me I should speak to Helen Weathers, Captain Dennard, Major Pritchett, Officer Bragg, and Officer Burkhart.

Sgt. Burkhart Interview

I spoke to Sgt. Burkhart. He said up until about a year ago he would have considered Shannon McKesey as one of his best friends, she was almost like family. Burkhart said that he knew McKesey was challenging so he would act as a go between for McKesey and others because he brought cohesion. Burkhart said the challenges started when his car broke down and he asked Previlon to come and pick him up from the dealership. Burkhart said that he returned to the office and McKesey was ignoring him. Burkhart then gave me an example of a challenge that he and McKesey had with getting CLEAR service.

Burkhart told me about Angel Cardona and how he came to the unit with Bragg but was not working as well as Bragg. Burkhart said Bragg was McKesey's golden boy. Mckesey called Cardona stupid and lazy in the presence of others. Burkhart said that he talked to McKesey and told her that was inappropriate. McKesey agreed but reverted back to her old behaviors shortly after their conversation. Cardona left the unit and then the agency.

Once Cardona left the agency, McKesey started focusing on Bragg. McKesey was riding Bragg and targeting him. Bragg was out on FMLA when Bragg's wife was having difficulty with her pregnancy. Burkhart said that Mckesey told him Bragg was a liar and that his wife was having Braxton-Hicks contractions.

Burkhart said that he went to Captain Hicks and asked for a meeting with him and the Major on a Friday because McKesey's behavior was becoming unbearable. Burkhart said that he wanted the meeting because McKesey's behavior was too belittling and hostile. Burkhart said that 3 months prior he requested to work with O'Neil in a unit that was starting because he wanted to escape



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working with McKesey. Burkhart said when he requested the meeting with Hicks, Captain Hicks asked if Mckesey should be in the meeting and Burkhart said no.

Burkhart told me about an incident that happened over the weekend. Burkhart said after a search warrant, McKesey called a “critique the sergeant meeting”. Everyone was to go around the room to critique the sergeant to tell him what he could do better. She then excused the team and continued the meeting with Captain Hicks, Burkhart, and herself. In that meeting, Mckesey gave Burkhart a write up. Burkhart said the write up came on Monday after he requested the meeting with the Captain on Friday. Burkhart said the Captain Hicks later called him and told him that the write up was not retaliatory. Burkhart said it was retaliatory. Burkhart said there were discrepancies in the write up. Burkhart said that he typed his memo and went the following day to Human Resources.

I asked Burkhart about his experience working with McKesey. Burkhart said his experience with her was grueling because you never know what you are going to get. Burkhart said that Mckesey sets him up for failure. Burkhart gave examples.

I asked Burkhart about Sgt. Gaddsten Foster. Burkhart told me that Mckesey did not like her and for a long time he did not know why. He said that he later learned it was because of an incident that happened when McKesey worked at College Park. Burkhart said that Mckesey would ride her and say that Foster was going home on the clock. Burkhart did not know if Mckesey ever wrote her up for the alleged infraction.

I asked about Sgt. Blaylock. Burkhart told me Mckesey said he was lazy, and he needed to learn stuff faster. Blaylock became frustrated and he told Mckesey she acted like she was bipolar. Burkhart said Mckesey was offended by the comment because she takes medication.

Burkhart told me Blaylock would be apprehensive about speaking against McKesey because he was concerned about retaliation.

Burkhart said everyone is afraid to talk. Everyone knows that if you make McKesey angry she will get you fired.

Burkhart said that Bragg left the unit because after he came back from FMLA leave. McKesey called a group meeting. She told everyone in a group meeting that if they were going through emotional challenges, she doesn't need them at work, and they should talk to her about it so she can help. Burkhart said she was looking at Bragg while she was speaking to the group. After the meeting, McKesey told Bragg that he looked like he was emotionally challenged after his loss. Bragg said he was fine and wanted to wrap himself up in work. McKesey disagreed. Bragg immediately requested to leave the unit.



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Burkhart said that McKesey has to have a whipping post. He said that Mckesey has problems keeping staff and no one in the agency will apply to work with her.

Burkhart described what he meant by belittling. He said you are called stupid, not a team player, you're told in front of peers that you are substandard and not cutting it.

Burkhart told me about a situation McKesey called him in to get copies of reports for an attorney. He said that was the time that McKesey requested that he contact evidence and get a CD with crime scene photos on it. The pictures were for Mark Winnie (the media). Burkhart said that he got the CD for her but later learned that the CD had pictures of juvenile trafficking victims on it. Burkhart said that he also learned that Mckesey was told no when she requested the CD from media release because there were juveniles on the CD. Mckesey then blamed Burkhart for her mishap. He said she tried to launch a complaint, but an attorney was there, and he was a witness to what happened.

Burkhart said she also presses detectives and tells lies to get asset forfeitures. Burkhart told me McKesey also told a lie on Reed. Burkhart said he recorded the conversation of the lie. Burkhart provided that recording.

I asked what a hostile work environment looked like with Cardona. Burkhart said McKesey would say he was lazy and not picking up on it. She said his ass was going to be sent back to patrol and she would ask Cardona why he couldn't be more like Bragg. Burkhart said that he could see Cardona was hurt by the comments. Burkhart said that he asked McKesey to stop saying that to Cardona, especially in front of others. Burkhart said it hurt Cardona and made everyone else uncomfortable.

I asked about Fred Brown. Burkhart said that he did not know why Mckesey did not like Fred. Burkhart said for some reason, she kept taking cars from Brown as punishment, just to mess with him. Burkhart said that Mckesey said Brown would lie and she would try to get him removed from, his unit. Burkhart said Brown was doing well on the fugitive unit. Burkhart said Brown has a millennial attitude and that was a challenge, but he does not know why McKesey had a problem with him.

I asked about Investigator Allen. Burkhart said that he did not understand why Mckesey had a problem with Allen. Burkhart said that Allen didn't have any work to do, but McKesey would complain about Allen doing work wrong. McKesey would also talk about Allen's clothes in front of others. Burkhart said maybe McKesey was upset that Allen applied to go to CID.



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I asked about TFO. Reed. Burkhart said Reed and McKesey were close. He said he suspected it went beyond a work relationship. Burkhart said that McKesey started antagonizing Reed and trying to make him come in on search warrants even though he was outsourced to HIDTA and SWAT.

I asked Burkhart if he saw McKesey violate any other policies beside hostile work environment. Burkhart said that she would send investigators to get her “medicine”. Her “medicine” was alcohol. She would send her plain clothes team members to make alcohol purchases for her and she would cash app them the money. Burkhart said it was pretty common.

Burkhart said Mckesey also violated policy when it came to handling money. Burkhart said if money was found on scene, McKesey would take a money bag and put the money inside without counting it or sealing the bag. She would then put the money in her car and drive it back to the department. It was then counted. McKesey would reprimand her agents when the investigators counted the money on scene and maintained the integrity. Burkhart also told me about an incident when McKesey told him to store money in his desk instead of giving it to Evidence Officer Spurgeon Glenn. The amount of money was \$25,630.00. It happened August 31, 2021.

Burkhart said that he has seen Mckesey pour alcohol into a cup and drink from the cup. She was drinking from the cup at work, but Burkhart did not know if she was clocked in or out. It was while they were at the office. Burkhart said he has never drunk alcohol on duty. Burkhart said the purchases were made on duty. Reed, Bragg, Cardona, Previlon and he had all purchased alcohol for McKesey. Burkhart turned the information from the cash app purchase over to Human Resources. He said that McKesey was prompt in her repayment for alcohol. Burkhart said that she did not have an alcohol outstanding debt. Burkhart said McKesey drank Patron.

Burkhart said McKesey started calling him Fluffy 2 years ago. Burkhart said he would come into work upbeat and McKesey would ask him if he took his pill. He said he never said anything about it and made light of it because he did not want to be a stick in the mud. Burkhart said it was insensitive.

I asked Burkhart about his complaint in reference to discrimination based on disability and genetics. He said Mckesey would make comments about him being half Asian because Asian males are stereo typed for being less manly and having a smaller penis. He said he just laughed it off and rolled with it because he didn't want to be singled out or be referred to as insensitive. Burkhart could not remember a specific joke.

Burkhart said that Mckesey got Bragg and Cardona to write memos to get Lt. Cook pushed out of SOD because he questioned her about wearing her body camera. Burkhart said she tried to



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cause trouble for Cook because she felt like he was bringing trouble to her. Mckesey asked Burkhart to do a memo, but he said no because Cook had never done anything to him.

Burkhart said that the Chief's wife openly supports Mckesey on Facebook, so he feels that the Chief can't address the issue properly because his wife and McKesey are friends. Burkhart said that he has no confidence of fair treatment because of the politics in the agency and city. Burkhart said that he brought problems with McKesey to Captain Hicks, but he would just go back and tell Mckesey. Burkhart believes that McKesey has some type of damaging evidence against members of command staff because no one will address her blatant infractions.

Captain Dennard Interview

Captain Dennard said that there have been occasions when he has tried to preserve the integrity of CID cases and narcotics have shown up and not do things according to policy. He said when he voiced, he concerns, they fell on deaf ears. Dennard said that he has spoken to Mckesey about collection protocol on scene and he would immediately get a call from the Chief. He said things normally go downhill from there.

Captain Dennard said the biggest challenge is Mckesey would try and take over the CID investigation and that was something that couldn't happen. Captain Dennard said that he would get complaints from his detectives about the way Mckesey talked to detectives. He said he would make complaints with her management and no change would occur. Captain Dennard said there were communication issues, so he started having weekly communication meetings. McKesey stopped attending. Captain Dennard said that he implemented communication with rank exchange only, no one was allowed to speak to subordinates because it was causing a problem.

Captain Dennard gave me an example of a challenge he experienced. He said that the press was in a secured area in the CID building, and he inquired about it with Captain Hicks. Shortly afterward the media left. Captain Dennard said that he got messages from the Chief inquiring about not allowing the media to talk to people. Dennard said that he instantly new Mckesey had contacted the Chief. Dennard said the Chief did not make him aware that he needed to talk to the media and Dennard would not talk to the media without prior instruction from the Chief.

There was another occasion when Mckesey wanted a case file from Det. King, and it was not given to her. Mckesey told Major Pritchett CID would not give her the file. Major Pritchett went to CID and said she didn't understand why a detective is not giving a case file to a Lieutenant as requested. Dennard explained to Major Pritchett that CID is the custodian of the case file until it is turned over to the DA's office. Mckesey is not entitled to the case file. Pritchett said all she



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needed was a copy of the search warrant and a copy was provided. Dennard said he does not like playing referee at work.

Dennard said that he has noticed that Mckesey will sometimes call the Chief when she does not get her way. Captain Dennard was asked if Mckesey spoke to people inappropriately or with hostility. Dennard said he has received complaints from Det. Booker and King. They both said they wanted to go to HR and complain about Mckesey because they felt complaining to IA would be a waste of time. Captain Dennard said Mckesey would complain to the Chief and the Chief would automatically take her side without knowing the full details of the situation. Dennard was asked if there was a fear of repercussions if anyone said anything against Mckesey. Dennard said that people are afraid, but he is a person that speaks his piece. Dennard has said that the Chief has expressed that Mckesey is his girl, and he has to take care of her. Dennard said that can cause people to be leery about Mckesey being held accountable and makes people apprehensive about filing complaints on her. Dennard has noticed that people are afraid to supervise Lt. Mckesey. Dennard said that Hicks, Pritchett, and Major Gary Johnson seemed to be unaware of the challenges that involved Lt. Mckesey.

Major Pritchett Interview

Major Pritchett said that she has never heard Lt. McKesey speak with hostility toward anyone, but she has received complaints that Lt. Mckesey speaks to people inappropriately. She received complaints from Bragg, Willis Reed, Tealer and Burkhart. Major Pritchett said that Reed said McKesey was messing with him and wanted to control him. Bragg made a complaint that McKesey was trying to contact him while he was on FMLA. Both Officers refused to make a complaint in writing. Officer Bragg asked to be moved to another division. Tealer made a complaint to human resources. Pritchett said Tealer complained about McKesey and submitted two audio recordings where Mckesey made some untruthful statements about her and possibly two other Captains. Pritchett said that she forwarded the information to Connie Rogers to investigate since untruthful statements were being made about Major Pritchett in the recording. The complaint was withdrawn by Tealer. The untruthful statements infraction was not pursued.

Major Pritchett said she and the Captain have been bypassed by McKesey in the chain of command. She said it happens often. Mckesey goes directly to the Chief. Major Pritchett said she was made aware that there were some issues with McKesey compromising the integrity of cases. Pritchett said that she was not made aware of the improper money handling situation until Burkhart's complaint. Major Pritchett said that she reminded everyone of the money collection process. Major Pritchett had no concerns about repercussions for speaking about Lt. McKesey.



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Sgt. Blalock

Sgt. Blalock said he had a pleasant experience working with Lt. McKesey. He said there were challenges. He said she was petty in certain actions. She would sometimes play other people against you. He said he knew nothing about narcotics so he would sometimes walk on eggshells. Blalock said when he first got to the unit, he felt like he was being targeted to be removed. He said he was not operating to her standards. He said he did not have adequate training. He said people would tell him to watch his back, but he could not specifically express any actions that lead him to believe he was being targeted for removal. Blalock said in the beginning she would try to help, but after a period of time she becomes frustrated. Sgt. Blalock said that Lt. McKesey did ask him to buy alcohol for her off duty for off duty consumption. He said that he did not mind doing it. He said he has never seen her drink at work.

I asked about properly collecting money from seizure scenes. He said that he has only seen the money properly collected. He said that he currently has no fear of speaking about Lt. McKesey. He said while he was on the unit, there were concerns. Blalock said that in the beginning he felt like a target, and he was uneasy. He said he was frustrated, because of not having enough training.

Fred Brown Interview

Fred Brown said that he worked with McKesey until his supervisor came back. He said that his experience with her was horrible. He said that he trained with Atlanta's fugitive unit. She wanted Brown to train under her husband on that fugitive unit. He said he had challenges with McKesey because she is rude and disrespectful. If she doesn't get her way, it's horrible. Brown said it was hard working between a husband and a wife. McKesey would report to her higher ups that he was lazy. Brown said that he could not work his cases sometimes because her husband dictated how his day would go, and many times his cases didn't get done. Brown said McKesey's husband did not express that to her so things were hard. Brown said that Lt. McKesey would go around the office and ask people if they thought he was lazy or scary. He said that was unnecessary and it made him feel uncomfortable to work with those people. He said she was on an emotional roller coaster.

Brown said he has seen her display hostility toward others. He said she would not accept her cursing him out, but he has seen her do it to others in narcotics. Brown recalled a time when she told Bragg and Cardona that if they did anything on this particular incident scene, she was going to fuck them up. He said she was always cussing, fussing, and rambling. He said he has vowed



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to not work under her again. Brown said he has heard McKesey chew Burkhart out plenty of times. Brown said he cannot remember hearing Mckesey saying anything about Burkhart's race.

Brown said that nothing is ever resolved with the issues with McKesey because she has a close relationship with Internal Affairs (Major Gary Johnson) and the Chief Meadows.

Erica Allen Interview

Allen said that she was in the SOD division for approximately eight months. She said it was hostile. There was clashing because they are both strong personality types. It was also because of the way she speaks to people. It is in a condescending and demeaning manner. Allen said she applied for the position in CID about 3 months after being put in SOD. Allen said Mckesey became distant and stopped training her. Allen said there was tension every day. Allen said that she would request time off and training, it wouldn't be approved even though there was no reason. Allen said that McKesey started complaining about her clothes saying that the Major would not be okay with what she was wearing, and the Major was complaining about her attire. Allen said she does not believe the Major was complaining because the Major didn't see her. Allen said that McKesey was rude and snappy. Allen said she received the rude speech and so did Burkhart and Bragg.

Allen said Mckesey is easy to get along with as long as you are butt kissing. If there is any deviation from her desire and the exact way she wanted things, there would be a problem. Allen said that McKesey would berate and belittle. She would also cuss toward people. Allen said McKesey would reprimand in the presence of peers. Allen said that was rude and unprofessional. Allen said she was only willing to discuss problems in private and McKesey wanted to address problems in a group of people that had nothing to do with the situation. Allen said Lt. Mckesey would refer to her as stupid and she would also refer to others in that way.

Allen said that there are fears of speaking against Lt. McKesey because she has higher ups protecting her. Allen said that she thought about filing a complaint before, but she didn't because she felt like nothing would be done. Allen said that she knew multiple complaints had been filed against McKesey and nothing was ever done. Allen said that she has seen Lt. Mckesey drink alcohol at work. McKesey told Allen that she was drinking alcohol and told Allen that is what they needed to do to chill over there. Allen said that Bragg and Burkhart purchased alcohol for her on duty. Allen said that McKesey's displayed playful sexualized behaviors that were inappropriate. Allen said she thinks McKesey did that to the males to exert control over them.

Willis Reed Interview



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Reed said that McKesey displayed behaviors that made it seem like she was trying to push Burkhart out of the unit. Reed said that McKesey said that she was trying to get rid of Burkhart. Reed said that McKesey would express that there was dissention between former Fulton County Officers and everyone else. Reed said that McKesey would tell him to address problems with Burkhart's performance. Reed said he didn't feel comfortable doing that because it is inappropriate for the subordinate to address the sergeant's short comings. Reed said that McKesey likes media attention. Reed said he heard McKesey embarrass Bragg by speaking to him unprofessionally in front of an audience. Reed said he told McKesey the behavior was inappropriate. Reed said she did it with others.

Reed said McKesey's supervisors and managers seemed to be afraid to manage her or correct her behavior. Reed said there is lack of proper training when you enter the division. Reed said that McKesey has referred to Burkhart as old and said his diet pills take him through mood swings. Reed said that McKesey believes men take problems with their wives out on her. Reed said that he has heard McKesey call people stupid and lazy. Reed said she says derogatory things about people in the presence of others or in an audience. Reed said that McKesey is always having problems with someone in her unit.

Reed said that McKesey targeted him to be removed from HIDTA. Reed said that McKesey gave the department the impression that he was performing poorly at HIDTA and being moved to another group because of bad performance. Reed said that was not true.

Reed said there are legitimate concerns of repercussions if someone says anything against Lt. McKesey, even if it is the truth because she can go straight to the top and bypass the Captain and Major.

Reed also said that he has been asked to purchase alcohol on duty. He said it has happened a few times. Reed said they would buy alcohol while the store was open and hang out and drink, Reed said he was off the clock when they would drink. Reed said that he stopped once Bragg started the team. Reed said that he would see McKesey drinking in her car. It was implied it was alcohol she was drinking while she was working back and forth but he was not in her car to see what was in the cup. Reed said that sometimes McKesey would pay him back for alcohol purchases and sometimes she wouldn't.

Reed was asked about the procedure for collecting money from an incident location. Reed did not know the process for money collection and had not seen any improprieties in that area.

Gregory Previlon Interview

Previlon said that his experience with Lt. McKesey has been great. He has not seen or heard any inappropriate comments or actions.



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Heather Weathers Interview

Weathers said that she noticed strange practices when it came to evidence when McKesey became the supervisor. Weathers said that McKesey would handle evidence without gloves. McKesey also insisted that money goes to her first instead of the normal evidentiary collection. Weathers said that she felt McKesey was trying to bully her because Weathers was insistent on following evidence collection policy and McKesey wanted to collect and handle the money however she wanted. Weathers said that her staff told her that McKesey would collect money without counting it. Weathers said that she needed to change protocol to protect her team. Weathers said that an SOD case resulted in a current lawsuit that her evidence division is now involved with. Weathers said that it appears McKesey is policing for profit. Weathers said McKesey wants to be involved in everything at the police department and she wants her work to take precedence over other things, like homicide investigations. Weathers said that in a particular homicide, McKesey was seizing items out of the home on a homicide search warrant that was not related to the homicide. Weathers said if you question McKesey's actions, she will reject what is being said or claim the Chief gave her permission to do it.

Weathers gave more examples of McKesey's behavior. Weathers said that McKesey has memos created to assert her will in matters. Weathers said that miscommunications and bad practices by the SOD team is problematic. Weathers has also said that McKesey says negative things about her staff and speaks to them inappropriately. Weathers said that McKesey is hostile. She has learned to communicate with McKesey through email because McKesey is not always truthful.

Weathers gave more challenges she had with McKesey. Helen said there are fears of repercussion when it comes to McKesey because the Chief supports her. McKesey openly said that she has known the Chief for years and she is best friends with his wife. McKesey tells people she can do whatever it is she is doing because the Chief permitted her. It is used as a bullying tactic. Weathers was asked about any other inappropriate behavior. Weathers said she saw Lt. McKesey rub a man's arm and pulled his head towards her chest and patted him like a baby. Weathers said that behavior is odd and inappropriate.

Weathers said that there have been occasions when money went missing when she started taking money to the safe. It was miraculously found with an explanation of it was hidden under something. Weathers said that there are integrity concerns. Weathers said that she has also heard McKesey use the word "nigga" in her presence. Weathers finds the word offensive and does not like it to be used.



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Breylan Hicks Interview

Captain Hicks said that McKesey does a great job. She is a head strong, strong will perfectionist. He said she demands excellence. In her quest to get that she sometimes needs to be adjusted. Hicks said that McKesey does not follow chain of command. He said she will follow it until something doesn't go her way, then she'll make it happen. Hicks said he does not remember ever receiving a complaint on McKesey. Hicks said that Burkart had challenges with supervising. He wanted to work instead of supervising. Hicks said that there can be repercussions if you speak against Lt. McKesey because she has the ear of the Chief. Hicks said that the Chief will often take McKesey's side and usually doesn't bother finding out the rest of the details.

David Tealer Interview

Tealer said that he was subjected to a hostile work environment by Lt. McKesey. She spread rumors, gossip and disharmony in the department, and nothing was done to stop the behavior. Tealer said he filed a complaint against her. He said before he went to HR, he complained to Captain O'Neal, Major Pritchett and the Chief and nothing was done. Tealer said that Major Pritchett said HR called the Chief and said that he was the issue with the complaint that he filed against McKesey. Tealer was warned to think hard about pursuing the complaint because it could lead to a bad end. Tealer said that he was told that by filing the complaint he was viewed as a problem, and he should not be working at the agency. Tealer said he withdrew his complaint because he feared losing his job.

Tealer told me about examples when McKesey was causing problems amongst him and other people in the agency and outside agency. Tealer said that McKesey told him that several people have come to her and expressed that they don't like him, and they don't want to work with him (recorded conversation). Tealer said that he reached out to these people and tried to make amends, but the people said that McKesey was lying.

Tealer said that McKesey does not follow chain of command. Tealer said that there is fear of repercussion if you say something about Lt. McKesey. Tealer gave examples of when McKesey told lies. Tealer said that McKesey tries to control things.

Patrick Triplett Interview

Triplett said that McKesey is not as professional as he is accustomed to in his corporate career. McKesey sometime doesn't listen and can be a little brash. Triplett said that working with McKesey was difficult. Triplett said that there is always a tug of war when she has to work with people. He said that she wants her drug case to be a higher priority even in homicide investigations. He said that Lt. McKesey does not follow the chain of command. He gave an example where she used her relationship with the Chief instead of handling things in a better



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manner. Triplett said in the same example he gave, McKesey told a lie because she wrote a statement saying he was aware of something that he did not know about. Triplett said he did not complain about the lie because he knew it would not go anywhere.

Triplett said he was afraid of repercussions. He said he was worried about who would hear his statement because he could be blacklisted. He might be viewed unfavorably. Triplett said that McKesey may not have been prepared to be promoted so quickly. He said if she doesn't know something, she deflects with aggression.

Spurgeon Glenn Interview

Glenn said that most of the time McKesey is cordial. He said early on there was a lot of conflict as far as getting her to make sure her people did things correctly. He said she would get frustrated with money collections. He said the collection of certain evidence on scenes became challenging because the items that her and her team were seizing were not narcotics related. He said that the unit is not considerate when they set up operations where they are required to help. He said that he would have to go out with them because they would seize things like tv's that don't work. Glenn said that he has not witnessed her speak to employees with hostility. Glenn said that McKesey tried to have him written up once, based on a policy from Atlanta Police Department. He said the complaint didn't go anywhere.

Avery Bragg Interview

Officer Bragg said that he has heard Lt. McKesey curse Sgt. Blaylock out in the parking lot and ask him why he is so slow? Bragg said that Blaylock spoke to another lieutenant and asked to be moved to their unit. McKesey heard and got mad and had Blaylock moved back to uniform patrol. Everyone noticed she was treating him bad, so they all tried to help. Bragg said that once Blaylock was moved, she turned her negative attention to him. Bragg said that she would call him out on doing something wrong but would not teach him what to do. She would put you down but never build you back up. Bragg said that she started knit picking his work. He said he was out on maternity leave when McKesey tried to write him up because he took a file from the office. He said all files are taken from the office because there is no EWI in the office. He said that she also harassed him when he was on FMLA in reference to the file. Bragg said that McKesey wanted his wife's medical excuse, but he said he could not give her his wife's medical information.

Bragg said the McKesey violates policy by not wearing a body camera. Bragg said that any money not counted on scene would go in a standard inventory bag and be taken back to the office with her. Bragg said that he was on a scene on Sable Way. Bragg said he and Fracker got cursed out because they located \$12,00.00 in a safe. He said that McKesey was mad because



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they were counting the money on the scene instead of just giving it to her prior to counting. He said that made her anger too challenging. Bragg said her antagonizing behavior became too much to bare so he asked the Major to move him to another unit or put him back on patrol. Bragg said that he did not file a complaint for the HIPPA violation because of fear of retaliation. He said he has seen her undermine Majors with a single phone call and he knows it is to the Chief. Bragg said McKesey knows shady people. He said that she coerced a criminal informant named Lucky to sign permission to have a GPS installed.

Bragg said Mckesey coerced him through intimidation and other members of the unit to write a memo to get Lt. Cook removed from the unit. Bragg said that Cook challenged her on the checks and balances for the “pee pie” fund and Mckesey did not like that. Bragg discussed another incident involving her getting Lt. Triplett in trouble. Bragg said no one will ever say anything against Lt. McKesey because of fear.

Bragg said he bought alcohol on the clock. He said she would send investigators in plain cars and clothes to buy liquor. Bragg said he knew it was morally wrong, but he would not say no because of fear of his job. Bragg then said that he is currently in fear because he was asked to speak in our internal affairs interview. Bragg said there have been times when McKesey was drinking on the job with a gun on her hip. He said he watched her mix the drink. Bragg provided cash app receipts for Lt. Mckesey paying him back for the purchase. Bragg provided Cash App exchanges and his time sheet showing he was on the clock for the purchases

Bragg said that McKesey has made comments about Burkhart’s weight. He said his nick name was “fluffy”. She would also ask him if he took his pill. Bragg said that Lt. Mckesey makes fun about a lot of people’s issues. Bragg said they call him “the kid” because he is young. Mckesey has said Reed is the whitest black guy she knows. She has also said that Burkhart is Asian from the waist down, which is a sexual joke. Bragg said Burkhart always laughed it off. Bragg said he didn’t know if Burkhart was offended but could appreciate that it could bother a person if they were picked on at work. Bragg said that McKesey has told people that that act like real “Niggas”. She said that in reference to Reed and Blaylock every now and then. Bragg said that she would say to certain suspects, you are acting like a real nigga now so I’m going to treat you like a real nigga now. She has also said there is a difference between a nigga and a nigger. Mckesey said that she can say that because she is half black. He said that she has used that term a lot. Bragg said that she has called him stupid and lazy by saying you are acting stupid right now or you’re just being lazy. Bragg said that she has called Cardona stupid. She would tell him Cardona is stupid, but he did not hear her say it to Cardona’s face. Bragg said that it was unfair to call him that because he was never taught what to do. Bragg said that she would also tell Cardona that he needed to be more like him. Bragg said Cardona was a whipping post. Bragg



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said someone is always going to be subjected to verbal abuse and hostility in her division. Bragg said almost everyone left her unit. He said six people have left her unit in almost one year.

Bragg said he never drank on the clock with the exception of an out-of-town trip. He said he did not see anyone drinking with her at work. Bragg said that Mckesey has told him that she is vindictive, and she holds a grudge. He said that he also knows there is someone in HR that has told her everything that went on in the investigation because all of a sudden, she stopped using her favorite alcohol drinking cup. Bragg also reflected on a memory when McKesey was yelling at him in property and evidence. He said it has happened several times. Bragg said that she said Helen would get him into trouble because she was not his friend and that no one in this agency is their friend. Bragg said that Mckesey did curse and yell at him during that time. She said what the fuck are you doing here, why is it taking you so fucking long, you know not to be fucking talking to her and stuff like that. I asked why Mckesey felt that way about Helen Weathers. Bragg said that Helen would send emails questioning McKesey and Mckesey does not like being questioned. Mckesey thinks she knows everything, and she does not like being challenged.

Angel Cardona

Cardona said that working with Mckesey was good and bad. He said he got to the point where he felt like if he didn't do what she wanted on or off duty, he would be retaliated against. He had to get vape juice for her before he got on duty or alcohol, during or after shift or after they finished an investigation, technically when they were still on shift but done with that part. Cardona said that he was the runner. He said Mckesey was so well connected if he did not do what she said he was screwed. Cardona said that McKesey expressed she could make him or break him when it comes to going to the K-9 unit because she knew that was something he wanted. He said he felt he could never do anything right.

Cardona said that Mckesey and Burkhart argued and fought like brother and sister. Cardona said that sometimes she would belittle Burkhart. Cardona said she would convey that Burkhart couldn't get anything right or he was slow because he was old. She would do that in the presence of their team. Cardona said that she would talk about him, she nicknamed him "can't get right". I asked what Mckesey would say about Burkhart. Cardona said that McKesey would make comments about Burkhart's ethnicity when he would eat his Chinese rice or rice and seafood. Cardona said that Burkhart would not say anything, but he did sometimes look like he was bothered. Cardona said that he would try and change the subject to lighten the mood. McKesey would tell him to stop deflecting. Cardona said no one would speak up because she had a reputation for being untouchable because of the people she knew. Cardona said that McKesey did not follow the chain of command all the time. He said it was scary because she could go directly to the Chief. Cardona said that Mckesey called him lazy and stupid. He said it



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made him feel like shit. He said he can't remember if it was in the presence of anyone else. I asked if he could remember the context of how it was said. Cardona said he did something she didn't like, he was trying to get the files together for a case and she didn't think that he did a good job. Cardona said the stress of his work made him consider suicide. Cardona said he felt he was targeted to be moved from the unit. Cardona said that Mckesey told him he should be more like Bragg. Cardona believed if you said something against Mckesey, you would be black balled or fired. Cardona said that Mckesey reprimanded him like he was a kid.

Cardona said Mckesey did have him purchase alcohol. She would usually pay him through Cash app. Cardona said he did purchase on duty, and he saw her drink alcohol on duty. Cardona said Mckesey told him to drink on duty. Cardona said that he was about to serve his first search warrant and she gave him a shot of Patron before he executed the warrant, and she drank alcohol with him. McKesey told him to do it to calm his nerves. Cardona said that he didn't want to do it, but he did because he was afraid to say no. Cardona said she then drove to the incident location, and he was a passenger in someone else's car. Cardona said he would get alcohol right before they got off or right before they came on.

Cardona said that when he first started working with the unit the money was collected in a bag and it went with Lt. McKesey. He said it wasn't counted until it was at her office, and she would put it in a safe.

Cardona said he was in a bad mental state and suffering from depression while he was in the unit. He said he just wanted to leave everything behind him.

Crystal Gaddsten-Foster

Foster said that she worked for Mckesey when McKesey became an acting sergeant. Foster said that she was moved from the shift about three weeks after Mckesey was moved over the unit as the acting sergeant. Foster said that she believed McKesey did not like her, and she does not know why. She was moved from the unit without any explanation. Foster said that her encounters with McKesey were hostile. She gave examples of how McKesey treated her with hostility. Foster said that McKesey tried to have Captain O'Neil write her up because she decided to come to work on time instead of at a delayed time she previously requested. Foster also asked McKesey to show her how to do a tactical plan. She said McKesey intentionally gave her a bad idea for car position. Mckesey seemed to show distrust toward Foster. Foster also said that McKesey told lies. Foster said that she was set up to get kicked off the unit without anyone telling her what the problem was or giving her an opportunity to correct the problem. Foster also said that McKesey tried to create a divide between her and other officers.



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Foster said that she does have fears of retaliation. Foster said that she has heard McKesey yell at people and belittle them.

Brendan O'Neil

O'Neil said that McKesey is a very hard worker. She is difficult with other employees. When she is involved with other people there is always a problem. O'Neil said that she does get results. O'Neil said McKesey reports to the Chief. There is no real authority over her. She was brought over to the agency by the Chief, so that is another problem in itself. McKesey's word is golden with the Chief, and he will allow her to do what she wants to do. When McKesey's superiors try to manage her, it is usually overruled by the Chief. O'Neil has not had any specific challenges, but he was aware of the challenges of others. O'Neil gave me an example of the Chief and McKesey getting Gaddsten-Foster moved without any involvement of the chain of command or documentation showing there was a performance issue. O'Neil said that he has not seen her display any hostile speech. He said she is pretty pleasant. He said she does not follow chain of command. O'Neil said that he was aware that Burkhart had some type of problem with McKesey. O'Neil does remember Burkhart asking him if he could come and work for him on his team. O'Neil said that many people have left McKesey's team. He said that if anyone gives McKesey push back, she is on a mission to destroy them. O'Neil said some people get along with McKesey on her team.

O'Neil said that there are fears of repercussions if you say or do anything against Lt. McKesey. He said that is why her supervision has never done anything to correct her behaviors. They are afraid of the retaliation. O'Neil said everyone knows the Chief will agree with McKesey, so they don't even bother. O'Neil said he does not have any examples of McKesey officially lying to him, but it's common knowledge in the agency that she lies. O'Neil said when she is untruthful, no one bothers to write her up because it won't go anywhere because the Chief will protect her.

Lt. Charles Cook

Lt. Cook believed that Lt. McKesey encouraged officers in her unit to write complaints about him to get him moved from the unit as her manager. (Bragg and Burkhart confirmed that they were encouraged and coerced into writing those complaints against Cook to get him removed).

Lt. Cook was told when he became McKesey's manager that she runs things, and he was there just because of the position vacancy. I asked Lt. Cook about money collection. Lt. Cook said that he inquired about the accountability of the money and checks and balances with the money. He was told by McKesey that she answers to the Chief for fund balancing. Cook said that McKesey was in complete control of the assets and monies seized.



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Cook said that McKesey is the type of person that has to have her way, if she didn't get her way, she would call the Chief. Cook said that McKesey does not follow chain of command. Cook said many people have made complaints verbally about McKesey, but no one would put it in writing. Cook told me that he was really reluctant to give me details because he feared retaliation. Cook said McKesey is a hard worker that brought a lot of resources to the agency. Cook said that McKesey butted heads with some people in CID. Cook said that McKesey may have called Cardona stupid.

Cook said the fear of repercussions in the agency in regard to McKesey is valid. If you don't do what she wants, she will have you moved. Cook said that McKesey was placed in her position because she brought in several millions of dollars in seizure assets from her last agency. Cook said she has a direct line with the Chief. Cook said before she made Lieutenant, he was going to write her up for not wearing a body camera but decided not to do it. Lt. Cook said he was concerned about potential repercussions if he reprimanded her.

Octavius Fears Interview

Fears said that he had very limited experience working with McKesey. He said he did not know a lot about her or working with her.

Benjamin Griggs Interview

Griggs said that he did not have a great experience working with Lt. McKesey. He said that she wanted to dictate how SWAT did search warrants. Griggs said that he was never willing to put SWAT lives in jeopardy for narcotics to make property cases. Griggs said he did not want to do dynamic entries and she didn't agree. Griggs gave me an example of the challenge he had with McKesey. Griggs said she does not like to be told 'no'. He said her communication with people is below the standard of supervision. She calls people out and yells at them in the presence of others. If she does not get her way she will go directly to the Chief. Griggs said that the dynamic of McKesey going directly to the Chief causes a problem with morale.

Dennis Booker Interview

Dennis Booker said that he has not had a good experience with Lt. McKesey. Booker said that McKesey brings lies and questionable practices, officer harassment, investigation inhibiting and witness badgering. Booker gave me an example of when McKesey told a lie. Detective Booker gave me an example of the mentioned behavior. Booker told me about a suspect that was shot at Grady hospital and McKesey came to the hospital and became aggressive with the patient by trying to take his cell phone.



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Booker said that McKesey has a reputation for being all about the money on a scene. Booker said that he flees the scene if there is any money there because he doesn't want to be anywhere around when McKesey and her unit start collecting money.

Booker said he does have concerns of repercussions because McKesey acts with impunity and her actions indicate she is protected and untouchable. Booker said if you go against Lt. McKesey she will come after you. Booker said he doesn't know what she is capable of doing.

Agent Jonathan Banks (HIDTA) Interview

I spoke with Agent Banks. He works for HIDTA. Banks told me that Sgt. Burkhardt brought an informant forward to help him in a case. Banks said in the first meeting with the informant McKesey and others were present. Banks said that McKesey became aggressive with the informant.

Banks said that he remembers that Sgt. Burkhardt would try to speak and McKesey would tell him to be quiet or let her talk. Banks said the behavior was unprofessional especially for a supervisor. He said he was not sure what was going on, but it was uncomfortable for him to see McKesey speak to Sgt. Burkhardt in a demeaning and degrading way, especially in his presence and the presence of others. Banks said that he told Sgt. Burkhardt that because of McKesey's behavior he did not want to work with the South Fulton SOD unit if she was involved. Banks said that he had to remove the informant from that environment and take her to his office so she would not be subjected to McKesey's behavior.

Shannon McKesey Interview

McKesey said she does not know why these complaints were made. She said that she believes it was because she finally documented problems and that caused the complaint. Shannon said she helped Burkart in the sergeant's promotion process, but she did not want him as her sergeant. She said she did not want him to be her Sergeant because he has to be kept in a box. She said she did not write him up prior to the time before he left the unit. McKesey said she did an evaluation so that Burkhardt could see the complaints officers were making about him. McKesey said that Burkhardt would not follow directives. I asked McKesey if she called Burkhardt Fluffy, she said he calls himself Fluffy. I asked if she called him that because of his weight. She said no. I asked if she asked Sgt. Burkhardt about taking his pill. She explained that she would ask him about the pill when he was jittery. McKesey said that she did not make any jokes about Asian males. She said Burkhardt joked that he was only Asian from the neck up. McKesey said everyone was around when the guys joked around. McKesey said she does not know why others would have said she was the one making jokes about Burkhardt. I asked if she ever called anyone stupid, lazy or a liar. She said that she could not recall if she ever said that to her subordinates. I



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asked if she ever had gone to any other officers and made those comments about others. She said that she would go to others and say, “why is he acting lazy today”. Lt. McKesey said that she would have Burkhart’s subordinates talk to him about his performance issues. McKesey said she encourages her employees to complain to the person that they have the complaint with. She gave me an example. McKesey said that she did talk to Investigator Reed about Burkhart’s performance. She said that she did ask Reed to discuss performance with Burkhart because she believed Burkhart and Reed are friends and he would listen to Reed. McKesey said that she also asked Captain Hicks to speak to Burkhart. I asked if anyone has ever told her that she needs to speak to others in a better manner. She said not that she can recall. I asked about the anonymous survey that she sent to her subordinates and her calling Reed about his answers. She said she did call Reed because people complain about Burkhart, but it was not expressed on the survey. McKesey said people complained about Burkhart not meeting their needs. McKesey said she did not understand why her team would not talk to Burkhart about his performance issues. She said that they told her that he would not listen to them but would listen to her. McKesey said that the Major was asked if anything was documented. McKesey then said that the Captain and the Major were looking out for their people (former Fulton County employees). McKesey said that she kept requesting him to be moved, and they kept saying give him a chance. McKesey said she did not put anything in writing because she felt the Captain should have watched Burkhart to see what he was doing wrong.

I asked McKesey if she ever lied to Burkhart. She said no. I asked if she expressed to him that she wanted him removed from her team. McKesey didn’t answer the specific question but said that Burkhart would rant about her having him moved whenever she reprimanded him. I asked McKesey who she complained to about Reed not performing at HIDTA. She said Burkhart. I asked who complained to her. McKesey said at first Reed was working well. She said he was on team 4 at HIDTA and that is the team she wanted because that team generates money and that is what she needed for asset forfeiture. McKesey said Reed changed. McKesey said that she thought it was a man thing. Reed was transferred from Team 4 to Team 2. She said Officer Christmas told her about Reed’s new team. She said Christmas told her Reed was not producing. McKesey said she called Officer Everett and Everett told her how Reed was performing. McKesey said that she asked Rufus if Reed can go back to Team 4 (money team) instead of Team 2 because Team 2 is doing the agency no good. She was told no because Team 4 did not want Reed.

I asked McKesey why she has such a high turnover rate in her unit. She said she moved Gaddsten because she wasn’t doing anything. She was never written up. She said Cardona was looking into another division, but he had to go back to the road. McKesey said Blaylock could not write a report. She said Blaylock said her medication was making her act bipolar and she



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took offense to that and told him about his writing challenges. McKesey believes that the turnover rate is high because people are not meeting her expectations.

I asked McKesey if she ever told informant Lucky that if he didn't use a GPS device he would be charged with crimes. She said no. I asked about the female informant from HIDTA (postal inspector). McKesey started explaining before I completed the question. McKesey basically said the informant was a liar and Burkhart believes anything. My question was about what McKesey said to Burkhart during that meeting because it was expressed that she was rude to the informant and Burkhart. McKesey said she did not address anyone in an inappropriate manner. McKesey then started saying Burkhart has a problem with his wife, so he has a problem being corrected by her because she is a woman.

I asked McKesey if she remembers the occasion when she tried to retrieve a disk of pictures for the media in a drug case and was later told there were juvenile trafficking victims' pictures on the disk. She said that she did not recall.

I asked McKesey if she requested Burkhart to keep money in his desk. She said yes. She said she could do that if there was supervisor approval. She said she notified Captain Hicks.

I asked McKesey about her experience with Allen. She said she sympathized with Allen. I asked if she ever ridiculed Allen in public. McKesey said she did bring up in their open meeting that she might have a challenge writing tickets. McKesey said that Allen was never written up for performance or inappropriate attire.

I asked McKesey if she encouraged her officers to write memos to get Lt. Cook removed from the unit. She said no. I asked why her team said she encouraged them to write a memo to get him removed. She said that when they complained to her, she told them to put it on paper.

I asked McKesey if she always follows the chain of command. She said for the most part yes. She said the issue is that the Chief will speak to her about the asset forfeiture and money. McKesey said that Major Pritchett spoke to the Chief about her talking to him before speaking to her and the Chief responded to Major Pritchett that he was the Chief and if he asked McKesey a question, she was to respond to him. McKesey said that she does not go directly to the Chief to get her way when she is told no.

I asked if she ever asked her officers to purchase alcohol for her off the clock? She said yes and offered an explanation. She said that she did not add any time to their time sheets. I asked if she ever had officers purchase alcohol on duty. She said she doesn't recall asking anyone to make a purchase on the clock. She said she did not buy her own alcohol because she was too busy or too



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tired. McKesey said she does not recall asking Burkhart to purchase alcohol for her on or off duty. McKesey said she did not ask Reed to purchase alcohol on duty or off duty. McKesey said she could not recall if she asked Cardona to purchase alcohol on duty or off duty. I asked McKesey if she ever drank alcohol while she was on duty. She said no, I asked what about on the clock. She said no. I asked if she ever permitted her officers to drink while they were on duty. She said, not that I knew they were doing it. I asked if she ever told Officer Cardona to take a shot before he served a search warrant. She said, not that I can recall, no. I then asked which was her answer. She said that she did recall telling him he needed to take a shot because he was acting so nervous, but she does not know if he did it or not. I asked McKesey if she gave him a shot of alcohol. She said no. I asked did she drink with him after she said that. She said no. I asked if she drank alcohol in any proximity close to the time, she made that statement. McKesey said no, not that she could recall. I asked if Officer Cardona ever mixed a drink for her at work. She said no, not that she could recall.

I asked McKesey if she ever called Cardona stupid, lazy or a liar? She said no. I asked if she called him “can’t get right”? She said yes, we call all the new people “can’t get right”.

I asked McKesey if she ever used the word “NIGGA” at work. She said yeah. I asked if it was in the presence of others. She said no. I asked if she ever used the word in the presence of someone white. McKesey said yes. She said she also used it in the presence of black people.

I asked McKesey if she tried to contact Bragg when he was on FMLA. McKesey said that she did not know he was on FMLA when she was contacting him.

I asked McKesey what challenges she was experiencing with CID? She said CID has a problem with Tealer. McKesey said that she remembers once when Captain Dennard spoke to her about a seized car, that was one of the times there was a problem. McKesey said she knows that CID takes the lead in their investigations. I asked McKesey how things work when there are two investigations running on one case. She said that they everyone does there investigation then they are supposed to come together and talk about it. McKesey said that that she has spoken with CID about not being detailed enough in their drug warrants. She said two people were receptive to her suggestion.

I asked if she ever projected her wishes as the Chief’s wishes. She said no. I asked if she circumvents proper procedure to assert her will. She said she hates the word circumvent and then started saying she was not part of the clique. She started talking about SWAT and how they don’t always comply with what she thinks is best. She said they are a support unit. McKesey said they view her decision and reporting of their contrary decision as circumventing.



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I asked McKesey if she asked the property and evidence staff if they would leave the door open to their secured area so that officers on an outside operation could use the restroom. She said yes. She said the door is always open.

I asked McKesey about the incident where she was denied a copy of King's search warrant. She said she both King and Weathers denied sending her the search warrant. McKesey said that she told Major Pritchett and The Major believed King's behavior was disrespectful.

I asked McKesey if she ever told Tealer that people didn't like him and didn't want to work with him. She said yes. She said that people say that he steals their ideas. McKesey said she was always in the middle when people complained about Tealer. McKesey said an officer from Clayton County, Lt. McKay said he would not work with him. McKesey said that King said he would not work with Tealer. McKesey said the gang staff did not want to work with Tealer. I asked McKesey if she told Tealer that Major Pritchett, Captain O'Neil and Captain Hicks would talk to her about him. She said yes. McKesey then described that when people called about Tealer, she would hear Major Pritchett or Captain O'Neil say something about Tealer.

I asked McKesey if anyone ever said anything to her about collecting evidence improperly. She said Helen Weathers said that she doesn't wear gloves, but she was wearing gloves on the occasion when a case ended in another jurisdiction. She said Helen lied and said she was not wearing gloves because Helen was annoyed that South Fulton was taking the case.

I asked her what the policy was for collecting money for asset forfeiture. McKesey said that anytime an amount is seized over \$2500.00 Spurgeon is supposed to come out. She said if you called Spurgeon out to the scene, he was busy doing something else. McKesey talked about one of the cases. McKesey then said when forfeiture money is collected the body camera has to be on and two people have to stand there, a supervisor and another person, both people have to sign off on the money. They take it down to Spurgeon then she or another supervisor goes down to pick it up and bring it to the safe. McKesey said it was done that way because Spurgeon had released seized money. McKesey said after the agency was sued, Spurgeon is now forced to come out to scenes.

McKesey said that her unit has not had any discrepancies with money. I asked McKesey if she ever collected money by putting it in a bag, not counting it and driving away. She said that happened initially. McKesey said the bags are sealed and photographed before it leaves the scene. She said it happened on every occasion. She said she has never left the scene without a sealed bag. McKesey said that she has been reprimanded for not wearing her body camera, but ultimately, she had the camera.



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I asked Lt. McKesey if she has ever taken any money for personal use. She said no. I asked McKesey if people should be concerned about repercussions if they participated in this investigation. She said no.

Evidence

Cash App receipts for alcohol purchases from the liquor store from Officer Bragg and Officer Cardona. Emails from Lt. Tealer indicating that he has tried to be helpful to SOD. Audio from Tealer and McKesey conversations. Audio from Sgt. Burkhardt with conversations between he and McKesey.

Polygraph

Polygraph tests were given to the following people: Burkhardt, King, Bragg, Cardona, Reed and McKesey. McKesey disclosed that she had sex with Reed and that she participated in “choir practice”. Burkhardt, King, Bragg and Cardona were truthful in their test. McKesey’s test showed she was being deceptive.

Findings

The complaints of Sgt. Burkhardt and Det. King for hostile work environment are **substantiated**. There were several substantiated violations of City of South Fulton Policy, South Fulton Police Department Policy and Labor Act Violations. There is a highly probable criminal violation of theft found in this investigation. All people in the polygraph were determined to be truthful **except** Lt. McKesey.

COSF City Policy Workplace Violence and Anti-Bullying 119-18 III E Bullying

The City will not tolerate acts and behaviors that are likely to result in workplace violence and bullying, which may include, but are not limited to, abusive language, hitting or shoving, threats of bodily harm, threats or violence arising out of sexual or racial harassment, brandishing of an object which may be used as a weapon, insubordination, the sending of threatening, harassing or abusive e-mail and faxes, using the workplace to violate protective orders, and stalking.

Definition:

E. Bullying: Unwelcome or unreasonable behavior that demeans, intimidates, or humiliates people either as individuals or as a group. Bullying behavior is often persistent and part of a pattern, but it can also occur as a single incident. It is usually carried out by an individual but can also be an aspect of group behavior.

Example: Verbal Communication- abusive and offensive language; insults; teasing; spreading rumors and innuendos; unreasonable criticism; and trivializing of work and achievements.



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This policy was violated by Lt. McKesey in her speech, actions, and targeting behavioral pattern of demeaning, insulting, spreading rumors, and unreasonable criticisms. The following people in her unit were affected: Burkhart, Bragg, Cardona, Gaddsten-Foster, Allen, and Reed. Others were affected by Lt. McKesey's bullying. The actual or perceived unwavering and unyielding support of her actions from the Office of the Chief made Lt. McKesey the ultimate bully.

SFPD Rules and regulation Manner of conduct 1.37 An employee, in the performance of his/her duty, or while off duty and in uniform, or while in any manner identifiable as a police employee, will maintain control of his/her temper. An employee will not use harsh, violent, profane, or insolent language to any citizen, or another employee, whether superior or subordinate. An employee will not use any term or language that tends to belittle, show contempt for or defame any race or ethnic group, except when it is necessary for police reports or testimony. An employee will maintain a professional manner and will be courteous and civil in his/her conduct.

This policy was violated every time Lt. McKesey used the word "Nigga" in a professional company. It also occurred when any joke about Sgt. Burkhart's Asian ethnicity was made or entertained without correction.

SFPD Rules and Regulations 1.64 Conduct Toward Superior and Subordinate Officers and Associates: Members and employees shall treat superior officers, supervisors, subordinates, and associates with respect. They shall be courteous and civil at all times in their relationships with one another, when on duty, and particularly in the presence of other members, employees, or the public.

This violation occurred when McKesey belittled and demeaned Sgt. Burkhart in front of the HIDTA agent. It happened on several occasions when Lt. McKesey would volunteer criticisms in officer meetings and debriefings, it happened on every occasion Lt. McKesey called or referred to her staff as stupid, lazy, or liars.

SFPD G.O.3 Canon 2 and Rules and regulation 1.54: Chain of Command An employee must observe the chain of command in his/her function as a South Fulton Police Department employee. An employee who has any complaint, grievance, or other matter relating to his/her function, may take the matter up the Chain of Command to the Chief of Police.

This violation occurred many times as stated by Major Pritchett, Captain O'Neil Captain Dennard, Lt. Cook, Lt. Triplett, and every person interviewed. Lt. McKesey said that she sometimes does not go through the chain of command.



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SFPD Rules and Regulations 1.24 Supervisors prohibited from borrowing money from subordinates.

The violation occurred when money was borrowed from Willis Reed for McKesey's child's dental care. All funds for alcohol purchases were not paid back to Willis Reed.

Labor Act Minimum Wage Violation Telling employees to purchase alcohol off duty without giving them pay for following an order from their supervisor.

SFPD Rules and regulations 1:36 Drinking on duty. An employee will not, while on duty or in uniform, consume or be under the influence or have an odor on his/her breath of alcoholic beverages.

This policy was violated on every occasion Lt. McKesey had a drink at work during duty.

SFPD G.O.7 Assigned Police Vehicles. General Regulations G. Officers on or off duty, who intend to consume or possess, or who have consumed any amount of alcoholic beverage shall never drive any City-owned vehicles.

This policy was violated after she and Cardona had drinks on his first search warrant. She drove to the incident location in her police vehicle.

SFPD Rules and Regulation 1:31. F. Unlawful Order: No command or supervisory officer shall knowingly issue any order which is in violation of any law, ordinance, or Department rule.

Violated policy when Officer Cardona was told to take a shot of alcohol on duty to calm his nerves. Permitted other officers to drink on duty.

SFPD Rules and Regulations Truthfulness 1.32.A. All members of the South Fulton Police Department must tell the truth whether under oath or otherwise. He/she will not willfully or recklessly depart from the truth: In any official police investigation, inquiry, report, or statement.

The policy was violated when Lt. McKesey made untruthful statements in this internal affairs investigation interview and polygraph. A few examples include lying about having officers purchase drinks on duty, providing a shot of alcohol to an officer on duty, and deception during her polygraph evaluation.

SFPD Rules and Regulations Truthfulness 1.32.C. In any statement, he/she may make or cause to be made or distributed concerning any officer, whether superior or subordinate.



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The violation occurred when she made false statements to Tealer about Major Pritchett talking to her about him. The accusation is that CID does not cooperate with SOD.

COSF Workplace Discrimination and Harassment Number 118-18 IV. Supervisor/Management Responsibility.

Conduct of a harassing nature by a supervisor is particularly unacceptable and will not be tolerated. Supervisors are strictly prohibited from making any employment decision, directly or indirectly, based upon submission to, or rejection of, a request sexual directly or indirectly, based upon submission, or rejection of, a request for a sexual favor. Supervisors are also strictly prohibited from engaging in any conduct that could favor.

This conduct occurred when Reed and McKesey ended their sexual relationship. Reed said she started treating him differently. Lt. McKesey made decisions about Reed during their relationship that may have been based on his agreement to engage in a sexual relationship with her.

SFPD Rules and regulations 1.61 Responsibility of Superior Officers/ Supervisors A superior officer/supervisor will adhere to all Rules, Regulations, General and Special Orders, and procedures. He/she will present a good example as an employee to subordinates and will conduct him/herself in a professional manner with superiors, subordinates, and other persons. He/she will provide leadership and supervision and maintain the discipline necessary to obtain efficient, effective operation of his/her unit.

The violation occurred when McKesey failed to document the infractions made by her subordinates that caused them to be removed from the unit and neglected proper training for those in the unit after the deficiency was identified. Additionally, Lt. McKesey did not adhere to all rules, regulations, or procedures.

COSF General Order #35 Sealing, Marking, and Labeling Physical Evidence

Property collected by South Fulton Police Department personnel that is of evidentiary value shall be packaged, sealed, and labeled in such a manner to preserve the integrity of the evidence.

The violation occurred every time Lt. McKesey took money from the scene without placing the money in a sealed bag for integrity.

RETALIATION



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After the investigation started with the Smyrna Police Department, Detective King said that he was accused of having a fake Covid card. Sgt. Burkhardt, Helen Weathers, and Spurgeon Glenn were retaliated against for complaining or being a witness in the case with Lt. McKesey. Lt. McKesey made a complaint that led to their suspension. Before this complaint was filed, Lt. Tealer said he had to withdraw a complaint against Lt. Mckesey because of retaliation threats. Tealer withdrew the complaint because he did not want to lose his job. This is a violation of the **City of South Fulton Retaliation Policy**.

EQUAL EMPLOYMENT OPPORTUNITY AND PREJUDICIAL ACTS

Number: 106-18

III. Prohibition Against Retaliation

The City strictly prohibits retaliation against 1) any employee or citizen who opposes any act or practice they perceive to violate this policy; and 2) an employee who has made a charge, testified, cooperated, assisted, or participated (in any manner) in any EEO-related investigation, proceeding or hearing. Retaliation is a separate violation, distinct from the initial, underlying discrimination allegation. Individuals found to have engaged in retaliation will be subject to discipline without regard to whether there has been a finding of cause in the underlying, initial harassment complaint. Any employee who feels they have been subjected to retaliation should contact HR or the EEOC immediately.