



LEXINGTON POLICE DEPARTMENT  
**PERSONNEL ORDER**  
Lexington, Kentucky

DATE OF ISSUE  
June 20, 2025

EFFECTIVE DATE  
June 19, 2025

NUMBER  
PO:25-224

TO: RESIGNATION	AMENDS:
INDEX AS: OFFICER CLINT LEACH / 55082	RESCINDS:

This is to advise on the resignation of Officer Clint Leach to be effective, June 19, 2025.

Lawrence B. Weathers  
Chief of Police

LBW/rmh



LEXINGTON POLICE  
DEPARTMENT  
**MEMORANDUM**  
Lexington, Kentucky

DATE OF ISSUE  
May 29, 2025

EFFECTIVE DATE

NUMBER  
PIU 25-038

<p>TO: Lawrence Weathers Chief of Police</p>	<p>SUBJECT: Summary of Formal Complaint on Officer Clint Leach PIU 2025F-005</p>
<p>FROM: Lieutenant Joe Anderson Bureau of Investigation Public Integrity Unit</p>	

Sir,

This memorandum will provide a synopsis of the investigation; however, other supporting documents may be viewed in conjunction with this memorandum.

On April 28<sup>th</sup>, 2025, Lieutenant Steven Wiggins filed a formal complaint against Officer Clint Leach that alleged the following:

*Over the course of the last 10 months (06-11-24 through 04-18-25), Officer Clint Leach has exhibited a pattern of unsatisfactory performance in which his actions have raised officer-safety concerns.*

*During this period Officer Leach has received multiple <sup>for</sup> insubordinate actions regarding his inability to dock his BWC according to departmental policy. He received <sup>for</sup> regarding his failure to respond to a call for emergency backup and then failing to clear from the call in an appropriate time frame. He also received <sup>for</sup> failing to respond to a dispatched priority call.*

*Officer Leach was issued a Performance Development Plan on November 26, 2024, with a follow-up on April 1, 2025. In this plan Officer Leach was counseled and cautioned about the use of his vacation/holiday/sick time. Although there appeared to be a slight improvement in his actions another incident involving his last-minute use of sick time occurred on April 14, 2025.*

*Officer Leach's Annual Performance Review and Performance Development Plan documented the above issues, along with his lack of teamwork and noted general bad attitude, lack of teamwork and lack of communication with co-workers.*

If the above allegation is true, Officer Clint Leach has violated General Order 1973-02L Disciplinary Procedures of Sworn Officers, Appendix B, Operation Rule 1.11 Unsatisfactory Performance, which states:

*Officers shall familiarize themselves with all rules, regulations, directives, policies and procedures of the department, and maintain sufficient competency to properly perform their duties and to assume the responsibilities of their rank and assignments. Officers shall perform their duties in a manner which will*

tend to establish and maintain the highest standard of efficiency in carrying out the functions and objectives of the department.

Unsatisfactory performance/inefficiency may be demonstrated by:

1. Repetitious or consistent lack of knowledge of the application of laws required to be enforced.
2. An inability to perform assigned tasks.
3. The failure to conform to work standards established for the officer's rank or position.

In addition to other indications of unsatisfactory performance/inefficiency, the following will be considered prima facie evidence of unsatisfactory performance/inefficiency: repeated poor performance evaluations, or a written record of repeated infractions of rules, regulations, policies, and procedures.

### Interview with Lieutenant Jesse Palmer

Lieutenant Palmer was interviewed on May 14<sup>th</sup> at 1123 hours in the PIU office. Lt. Taylor was also present. Palmer was the lieutenant over Officer Leach until November 26<sup>th</sup>, 2024. Palmer stated Sergeant Bottoms conducted a \_\_\_\_\_ with Leach on June 11<sup>th</sup>, 2024 for not docking his BWC according to policy. Palmer advised Bottoms relayed to him Officer Leach understood the policy and it would not be an issue again.

Bottoms issued a \_\_\_\_\_ to Leach on July 1<sup>st</sup>, 2024. This was also for not docking his BWC properly. The actual failure to dock occurred on June 19<sup>th</sup>, 2024, 8 days after he was initially counseled. In that session, \_\_\_\_\_ and did not have much discussion with Sergeant Bottoms.

The \_\_\_\_\_ was issued on December 3<sup>rd</sup>, 2024. The incident addressed with this one occurred on November 1<sup>st</sup>, 2024. Officer Leach was dispatched to a Signal 7 involving a foot pursuit. Officer Leach never moved from his location and never responded to the call. He held the call for nearly 40 minutes before clearing himself. It is documented in the \_\_\_\_\_ Officer Leach advised he "didn't want to work" and had 38 hours of scheduled off-duty work coming up. He also stated there were "enough units already there". CAD confirms Leach was dispatched at 1541 hours and cleared himself at 1619 hours.

The \_\_\_\_\_ was also issued on December 3<sup>rd</sup>, 2024. The incident in question occurred on November 5<sup>th</sup>, 2024. Officer Leach was parked on Providence Place, not on a call, when several units were dispatched to a vehicle fire on Providence Place. Officer Leach advised he did not hear the call and did not respond. A short time later, Officer Leach was dispatched to a different call and realized he could not exit Providence Place because of the police and fire vehicles at the scene of the vehicle fire. Officer Leach waited approximately 5 minutes to notify dispatch he was unable to proceed to his dispatched call. This was the \_\_\_\_\_ that involved Lieutenant Palmer.

I asked Lieutenant Palmer to review the items listed in the Performance Development Plan (PDP) issued to Officer Leach on November 26<sup>th</sup>, 2024. The items were listed as follows: being out of primarily assigned beat area or out in the county, not being in assigned sector during duty hours, not booking in own evidence, not going to dispatched calls, not responding

to priority incidents when nearby, and a noted general bad attitude and lack of communication with your co-workers. Palmer advised by being far out near the county line, Officer Leach created an officer-safety issue as his response time was increased since he was further away. This led to other officers handling the call before he arrived or having Leach disregard and taking the call for him since he was so far away. Leach would also be assigned to Beat 4A in West Sector, but he would be "way out" in Beat 4B of West Sector.

Palmer advised the supervisors began to watch Leach's BWC to see his location and observed him going to his residence in East Sector "well before" the end of his shift. Palmer remembered one incident where Leach stated he went home to retrieve an item when he was found to be out of his sector while first shift officers were still taking calls for service.

Palmer advised Leach was not booking his own evidence in and Leach had previously told them his girlfriend (now fiancé), \_\_\_\_\_, was extremely jealous. Leach's response to this was to avoid being around women, to include women working at Reports Desk, which is close in proximity to the booking station at headquarters.

Palmer advised the section of the PDP stating Leach should proceed to his dispatched calls and respond to priority calls when he is near them was in response to the incidents previously discussed (the Signal 7 and the vehicle fire).

Palmer stated Officer Leach was "very non-social with anybody" and would abruptly leave roll call as soon as the formal portion was over. Palmer compared this with how Leach used to be when Palmer was a new sergeant and described Leach now as "a whole different person".

Palmer was aware Leach believed other officers were "leaking" information to his ex-wife and taking her side in the divorce. Palmer advised Leach stated he did not trust officers and that is why he did not talk or socialize with them. Palmer added Leach explained \_\_\_\_\_ was extremely jealous and she did not want Leach to talk to any women. According to Palmer, Leach agreed this demand was not reasonable and "he would work on it".

Palmer spoke about Leach not answering the radio at times. Leach explained he was tired because he and \_\_\_\_\_ were "constantly on the phone with each other" and she \_\_\_\_\_ . This was reportedly being done to ensure Leach was not seeing other women while \_\_\_\_\_ was working. Palmer stated he reviewed some of Leach's BWC video and observed times where Leach would be on the phone with \_\_\_\_\_ via Bluetooth and leave the vehicle to handle a call. Leach would return to the vehicle and \_\_\_\_\_ would still be on the open phone line waiting for him.

Palmer stated Leach stopped his positive verbal responses once Palmer and Sergeant Bottoms warned him they were prepared to begin issuing \_\_\_\_\_ in response to his behavior not changing and him continuing to perform in an unsatisfactory manner. At the end of Palmer's tenure on West 1<sup>st</sup>, he stated Leach "repeatedly showed us his words were completely the opposite of his actions". The interview was concluded at 1151 hours.

## Interview with Lieutenant Steven Wiggins

Lieutenant Wiggins was interviewed on May 14<sup>th</sup> at 1205 hours in the PIU office. Lieutenant Taylor was also present.

Wiggins has been Leach's assigned lieutenant since mid-January. On April 1<sup>st</sup>, Leach was given a follow-up on his PDP. It was noted there were "positive efforts" on Leach's part and he improved on docking his BWC and staying in his assigned patrol area. It also raised the issue of Leach's use of sick, vacation, and holiday time. Leach was advised his balance of available time to take was "extremely low" and he should "plan ahead whenever possible to minimize disruption to staffing and maintain a safe and positive work environment."

The [redacted] issued to Leach was for an incident on April 14<sup>th</sup>. Wiggins advised on April 14<sup>th</sup> at 0547 hours, he received an email from Leach advising he would be using sick time for his shift beginning in 1 hour and 13 minutes. Leach also advised he did not have a working phone as he was switching carriers and there was an issue with his "eSIM". Leach also stated "I have a doctor's appointment that has been scheduled for some time now and I will have a note when I return to work." Leach then emailed in a doctors note on April 16<sup>th</sup> dated "4/15/2025" which read "Please excuse Clint Leach from work yesterday 4/14/2025 for illness". The note was signed by [redacted] from [redacted]. Wiggins went to [redacted] and spoke to personnel there and was informed Leach was not seen on Monday, April 14<sup>th</sup>. He was seen via telehealth on Tuesday, April 15<sup>th</sup>. Wiggins advised Leach informed Bottoms he made the appointment on April 6<sup>th</sup> and this claim cannot be substantiated. Wiggins and Bottoms met with Leach his next working day, Friday, April 18<sup>th</sup>, to issue and discuss his [redacted]. Leach advised them he did not sleep well Sunday night (April 13<sup>th</sup>) and that is also a reason he took sick time. Wiggins believed Leach was adding a reason for not being able to work.

Wiggins advised Leach had used 250 hours of sick time beginning in February 2024. This does not include a 3-month stint where Leach was assigned to BOA for an injury. During that 3-month span, Leach elected to burn additional sick time instead of working tele-serve. Wiggins also stated Leach would either text Bottoms during roll call and request to not be assigned to drive the patrol wagon or he would call in sick about an hour prior to his shift when he was assigned to drive the patrol wagon. Wiggins noticed a pattern where Leach obviously did not want to be assigned as the wagon driver.

Wiggins was informed by Lt. Whitcomb prior to taking over West 1<sup>st</sup> that Leach requested to get off work one hour early so he did not "run into" another female officer that worked second shift. Leach also requested that same female officer not be assigned to relieve him of guard duty or any other work function. Wiggins informed Leach no such concessions would be made and no problems or issues have been reported or observed.

Wiggins believes Leach has been taking his calls as ordered but also stated he used another 10 hours of sick time as soon as he accrued them. The interview was concluded at 1217 hours.

### Interview with retired Sergeant Anthony Bottoms

Retired Sergeant Bottoms was interviewed on the phone on May 19<sup>th</sup> at 0727 hours.

Bottoms was Leach's supervisor for all documented incidents. Bottoms advised during the meeting on the \_\_\_\_\_, Leach cited his off-duty work and getting marked "on-duty" in the field as reasons that contributed to his failing to dock his BWC. Bottoms stated Leach offered no excuses for his \_\_\_\_\_ and he appeared to follow policy regarding docking his BWC after that.

Bottoms advised Leach admitted "he didn't want to go, didn't wanna work." when he failed to respond to the Signal 7 on November 1<sup>st</sup>, 2024. Bottoms stated another sergeant noted Leach still showed as being marked out on the call even though he was never observed at the scene. His location was noted at that time and he had not moved since receiving the call to respond to the Signal 7. CAD shows Leach was dispatched at 1541 hours and cleared the call at 1617 hours.

Bottoms stated for the \_\_\_\_\_, Leach stated he never heard the call and "didn't pay much attention to it". CAD shows the vehicle fire was dispatched at 1328 hours. Leach was dispatched to an Attempt to Pick-Up at 1339 hours. He was disregarded at 1343 hours as he could not leave Providence because of the emergency units.

Bottoms remarked Leach spoke about his and his girlfriend's schedule when presented with his \_\_\_\_\_ for using sick time, giving him 7 days off in a row.

Bottoms and Wiggins recommended changing shifts or squads to offset any hardships. Leach stated he would talk to \_\_\_\_\_ and they would consider it.

Bottoms advised Leach would often sit out in the county, making his response time to most calls to be approximately 20 minutes. Leach stated he did this "to clear his head". Bottoms instructed him to not go beyond Ironworks Pike unless he was dispatched. Leach would also go home in East Sector to eat, staying longer than allowed, estimated at close to an hour.

Bottoms recalled Leach would approach other officers on a call and ask they book in his evidence for him. Bottoms was informed by others Leach did this to avoid the women at Reports Desk. This attitude extended to dispatchers and Leach would call Bottoms to request permission to not call the dispatcher after they requested him to. Bottoms instructed Leach to honor the request to call and to tell him if it was not related to work. Bottoms advised this happened "several times".

The issue regarding Leach not going to dispatched calls was highlighted by a call on June 3<sup>rd</sup>, 2024. Leach got marked out at West Roll Call at 1557 hours. At 1600 hours, two other officers are dispatched to Leach's area for a disorder. A sergeant advised at 1605 hours, he was at West Roll Call and did not see Leach. Two more officers are sent to a call also in Leach's area (431 Rogers Rd.) at 1607 hours. Bottoms observes Leach's BWC showing his location in the area of the two previous dispatched calls 15 minutes prior to 1608 (would be 1553 hours). Bottoms texted Leach at 1613 hours, asking him his location. Leach replied "Russell Cave and New Circle. I had to meet with Adam Dunn for property from my unauthorized use earlier. It wasn't booked in." Leach then responded to the call sent at 1607 hours.

On June 19<sup>th</sup>, 2024, Leach was sent to back a call of a disorder with a firearm being threatened (on Lin Wal Dr.) Leach never arrived as the first officer handled the call and had him disregard. Bottoms requested a memorandum from Leach regarding his overall response to the call. Leach submitted a memorandum after going to \_\_\_\_\_ and being placed on modified duty for approximately three months (where he burned sick time). In his memorandum, Leach stated he was leaving early (1550 hours) to pick up his "fiancé, who needed to be transported to \_\_\_\_\_

\_\_\_\_\_ was located at our shared home at the time. Typically, I would choose to get marked out for a task such as this. I did not make the decision to do so for this situation. The reason being is because recently on a separate day, I was marked out at West RC to meet with an Officer in reference to evidence that needed to be booked from a call we had shared together. I was informed by my Sergeant not to do that due to the possibility of another Officer having to take a call in my assigned beat." This is significant because BWC shows Leach at various locations that more or less line up with his memorandum. However, one location I did not see him near was Fleet Services. It is also noteworthy because Leach was not cautioned about being marked out at West Roll Call, he was cautioned about saying he was at a location when it was not true. This is in addition to the Signal 7 he failed to go to and the vehicle fire call he did not hear that occurred on the street he was parked on.

Bottoms confirmed Leach would avoid beginning roll call by saying he had to take his girlfriend's kids to school. Upon having his attendance made mandatory, Leach would not take an active part in roll call and leaves as soon as the briefing is done. Leach also blocked some female officers on his shift from calling him. This was discovered when one tried to call him to tell him he did not have to appear in court as requested. Bottoms stated this created an issue as fellow officers need to be able to communicate with each other to provide the service expected by the department and the community.

Bottoms also advised Leach had missed several calls because he fell asleep. This was never documented but they discussed this issue with him. Leach advised them he "he has stay up all night, um, on the phone with \_\_\_\_\_, his, his girlfriend. Um, and then during the day he stays up, but they're, they're constantly on the phone with each other. Um, and when they're not on the phone, he'd be sitting there and he would, uh, unfortunately doze off, uh, and ended up missing calls." \_\_\_\_\_ and Leach was working 1<sup>st</sup> Shift. I asked Bottoms if Leach said why they did this and Bottoms recalled "she's just jealous...they were newly together." Bottoms added "several" other officers advised when they pulled up next to Leach while both were in their vehicles, Leach would be on the phone with his window rolled up and not roll it down. This prevented any communication between Leach and other officers.

Bottoms relayed Leach advised he cut off communication with all officers because he felt information was getting back to people and making his life harder. Bottoms stated Leach was "a very good officer" before his personal issues began. Bottoms worked with Leach and spoke to him many times in an effort to help and guide him. Bottoms stated "he just never, never came around." The interview was ended at 0815 hours.

## **Interview with Officer Clint Leach**

Officer Leach was interviewed on May 19<sup>th</sup> at 1130 hours in the PIU office. Lieutenant Taylor was also present.

Leach advised his \_\_\_\_\_ for not docking his BWC according to policy was because he was wasn't going back to roll call and going straight to off-duty assignments. Leach stated his \_\_\_\_\_, for not docking his BWC properly 8 days after being counseled on the expectations. He advised he meant to go back and dock his camera but did not.

I then asked him about his \_\_\_\_\_ for calling in sick on April 14<sup>th</sup>. I asked him if he actually went to \_\_\_\_\_ on April 14<sup>th</sup> and he admitted he did not go. He advised he had a telehealth appointment scheduled but as he did not have a working phone, he could not make that appointment. He stated he went to their pharmacy around 1000-1030 hours. Leach admitted based on his email, a reasonable person would believe he was calling in sick based on his scheduled doctor's appointment (which was a telehealth appointment) and agreed he waited to mention he had not slept well the night before.

I asked him about his \_\_\_\_\_, which was for not responding to the Signal 7. Leach stated "...as soon as I had, um, acknowledged, I, I do remember hearing a bunch of other units either en route or getting 97 on the call. And I figured that there was plenty of units there and that I wasn't needed." I asked him about his statement on the \_\_\_\_\_ where he advised he did not want to work because he had 38 hours of off-duty scheduled. Leach stated "It's not that I didn't want to work, it's just that I, I was tired. It was the end of, towards the end of shift towards, I think it was the last day of the work week as well. So I, I just, I was kind of in that, you know, end of week, end of shift mentality." I explained to Leach the 40 hours we put in at our department makes all the overtime and off-duty work possible. He simply said "yes sir". I asked him why he waited nearly 40 minutes to clear himself from a Signal 7 he did not go to and he said "Again, it was the end of the work week, the end of the shift. I, I didn't want to go to another call." I summarized this incident by telling Leach it appeared he refused to go to a Signal 7 that he was sent by dispatch and then proceeded to hold the call so he did not receive another call before getting off work. He agreed, saying "Yes sir."

Leach advised on his \_\_\_\_\_, he only heard a traffic unit get dispatched somewhere. He was parked in the back portion of Providence and did not observe the vehicle fire until he attempted to leave for his dispatched call. Leach admitted he did not immediately notify dispatch he would be unable to go to his attempt to pick-up call.

I discussed his Performance Development Plan (PDP) with him. I asked him about being "out in the county" in his beat. He advised he was exhausted at work and would fall asleep so he drove the country roads in order to stay awake. I asked him if he ever stated to anyone, he went out in the county to "clear his head". He agreed he made that statement. I asked him if Bottoms then directed him to not go beyond Ironworks Pike unless dispatched and he confirmed that was true. I asked him if he understood the dangers caused when he stays far away in his beat. He advised he knew that increased his response time, increased the likelihood of another officer taking his call, or the other officer being the one to take a report.

Leach stated he would leave his sector to go to his residence to eat so he could save money because of his financial burdens. He stated he would wake up in time for work but not in time to pack his lunch. He also advised there were times he would leave his sector at 1600 hours. Leach confirmed we are to remain in our assigned sector until 15 minutes prior to the end of our assigned shift.

I asked Leach about the issue of not booking in his own evidence. He advised he would either ask his beat partners or \_\_\_\_\_ to book it in. I asked him why and he responded "I, I was a pretty bad officer. I, uh, I didn't want to do much of anything because I was, without getting into a lot of personal things... I worked a lot and at the end of the day I just, I, I really just wanted to be done because I, I had a lot on my plate and not only, uh, a lot with work, but like I said, with the divorce, um, I was tired. I, I really wanted to be done with work. Whenever work was done, I didn't want to do anything else. I, I really didn't wanna do one more thing and if I could have someone else do it for me, I did." Lieutenant Taylor asked him what he did with the items to be booked in between 1700 and 2200 hours since \_\_\_\_\_

. Leach advised it was "not evidentiary" and he would lock them in the back of his Tahoe. I asked Leach if there was any concern about being near Reports Desk with the female personnel that work there. He advised it was a concern because of "who I was before my divorce." I asked Leach if he could understand there is a middle-ground between acting inappropriately and refusing to be in the same, large room with people. He said, "Yes sir, I see that."

I asked Leach about the issue with him not responding to calls. I asked him to detail the Lin Wal Dr. incident. He provided the same information contained in the memorandum he submitted to Bottoms. I reminded him the reason he provided for leaving sector at 1550 hours was to pick up his fiancé and take her to \_\_\_\_\_. I asked him if he ever made it to \_\_\_\_\_ that day. He advised they both took a personal vehicle there "later that night." I asked him if he sees the breakdown with stating you left work early to complete a work-related task and not doing so until hours later. He replied "Yes sir."

We then spoke about the 431 Rogers Rd. call. I asked Leach if he was ever at West Roll Call since a sergeant advised neither he nor his car was there. Leach admitted he never made it to West Roll Call. I then reminded him of his memorandum where he advised he was told not to get marked out at roll call. I told him that was not accurate, and he was instead told not to give his location as roll call when that was not true. He replied "Yes, that is more accurate. Yes sir."

Leach advised "I work way too much." when asked why he was so tired at work. He advised he works a lot of off-duty. I asked him about being tired because he stays on the phone with his fiancé while she \_\_\_\_\_. He said "Yes sir." I asked him to explain and he continued "...we would talk, um, but most of the time I would be asleep and she would have to, if she needed help with something, she would obviously call me and let me know, or ask me, let me know what she had and ask, you know, uh, a general, uh, you know,

. So it's not that I was up all night speaking with her. I still fall asleep on the phone, you know, even in the daytime, so." I asked him he actually fell asleep on the phone and he said "Yes, sir. Yeah, I would, I would fall asleep on the phone. Yes, sir. And that was probably about 2300 maybe that I would fall asleep." I asked Leach what he could be helping \_\_\_\_\_ with at 2300 since \_\_\_\_\_. He advised they would "just converse about anything about the day..." I asked him how often he stays on the phone until \_\_\_\_\_

he falls asleep and he advised "I'm pretty much on the phone with her majority of the time. And that's because we just talk about everything. It's not that it's, it's strictly . It's, um, it's anything and everything. And, and it's not every day that, uh, she works that I'm talking to her all hours of the night. Even, like I said, it, it'd probably be for the first little bit of . And then, like I said, I'll, I'll fall asleep and then she'll just hang up." I asked Leach if they also do this while he is working and she is off. He advised they did, adding "usually I'm on the phone with her. Yeah. If, if she's at home, then we're on the phone and we're talking. It's not where, uh, she's not asleep because she does sleep on the phone. It, that's, we just kind of play that phone tag." I clarified with him if she falls asleep on the phone with him too and he advised she does.

We spoke about his lack of communication with officers and his perceived bad attitude. I asked him to discuss his decision to block a female officer, resulting in her not being able to reach him to inform him he did not have to appear for court. He advised he stopped communicating with everybody because things he said would come back and he would be in trouble for something in his personal life. I told Leach we had to communicate at work and we do not have the option of saying otherwise. I asked him if why he blocked women from calling him and he stated "I'm not gonna be that person anymore." I asked him if he does not trust himself, creating this "all or nothing" situation. He replied "Correct." He continued he doesn't want to have any unnecessary contact and does not want anyone to think he is unfaithful. I explained to Leach he has gone from whoever he thinks he once was to now he is an officer who does not go to his calls, does not book in his own evidence, does not speak to anyone, blocks people he works daily with from calling him, along with the other issue we discussed. I advised he should aim for the middle ground between the two. I asked him if this made sense and he said "Yes sir." Leach did offer he was able to speak with women and offered proof by recalling he recently said "excuse me" to a female as he walked by her while leaving roll call.

Leach advised he enjoys work and wants to keep things mainly about work because of how things have gone in the past. He stated he has been through a lot and felt he had shown improvement on his PDP follow-up on April 1<sup>st</sup>. I confirmed it showed his BWC docking had improved and it mentioned he showed improvement in staying in his sector and beat as directed. I asked Leach if he needed anything and if he had a good support system in place. He advised he does have someone he talks to and he is doing much better than he was. The interview was concluded at 1228 hours.

## Conclusion

The complaint against Officer Clint Leach was filed in response to numerous incidents combining to contribute to his unsatisfactory performance. It has been confirmed Officer Leach refused to go to a dispatched Signal 7 because he was tired and had 38 hours of off-duty coming up, then held the call for 36 minutes to ensure he did not receive another call for service that day. It has been confirmed Officer Leach advised dispatch he was marked out at West Roll Call when he was not. It has been confirmed Officer Leach submitted a memorandum stating his reason for leaving sector early was to go to , which did not happen until hours later, making it unnecessary for him to leave his sector early, which he did. It has been confirmed Officer Leach asks other officers to book in his evidence because he does not want to be around personnel at Reports Desk, impairing the efficiency and morale

of his shift. It has been confirmed Officer Leach has cut off or minimized contact with fellow officers to the point it has impacted the efficiency of his shift. It has been confirmed Officer Leach emailed his sergeant he was taking sick time because of a scheduled doctor appointment, giving 1 hour and 13-minute notice and placing the shift below minimums. This was done 13 days after being warned about using excessive sick time and giving proper notice when the shift is short-staffed. That doctor appointment was found to be a telehealth appointment that Leach did not attend. It has been confirmed Officer Leach failed to hear a dispatched call for a vehicle fire on the street he was parked on, then waited 4 minutes to notify dispatch he could not proceed to his own dispatched call because he was blocked in by the responding emergency vehicles responding to the fire. It has been demonstrably proven that Officer Leach violated General Order 1973-02L Disciplinary Procedures of Sworn Officers, Appendix B, Section 1.11 Unsatisfactory Performance.

Lieutenant Joe Anderson  
Bureau of Investigation  
Public Integrity Unit

cc: file -- PIU 2025F-005



Lexington Police Department  
**MEMORANDUM**  
 Lexington, Kentucky

DATE OF ISSUE  
 April 28, 2025

EFFECTIVE DATE

NUMBER  
 PIU: 25-026

TO:  
 Assistant Chief Newman  
 Bureau of Patrol

SUBJECT:  
 FORMAL COMPLAINT

FROM:  
 Lieutenant Joe Anderson  
 Bureau of Investigation  
 Public Integrity Unit

**COMPLAINANT:** Lieutenant Steven Wiggins

**ACCUSED OFC.:** Officer Clint Leach

**ALLEGATION:** Violating General Order 1973-02L Disciplinary Procedures of Sworn Officers, Appendix B, Operational Rule 1.11 Unsatisfactory Performance.

**ALLEGED CIRCUMSTANCES:** Over the course of the last 10 months (06-11-24 through 04-18-25), Officer Clint Leach has exhibited a pattern of unsatisfactory performance in which his actions have raised officer-safety concerns.

During this period Officer Leach has received [redacted] for insubordinate actions regarding his inability to dock his BWC according to departmental policy. He received [redacted] regarding his failure to respond to a call for emergency backup and then failing to clear from the call in an appropriate time frame. He also received [redacted] for failing to respond to a dispatched priority call.

Officer Leach was issued a Performance Development Plan on November 26, 2024, with a follow-up on April 1, 2025. In this plan Officer Leach was counseled and cautioned about the use of his vacation/holiday/sick time. Although there appeared to be a slight improvement in his actions another incident involving his last minute use of sick time occurred on April 14, 2025.

Officer Leach's Annual Performance Review and Performance Development Plan documented the above issues, along with his lack of teamwork and noted general bad attitude, lack of teamwork and lack of communication with co-workers.

**ACTION REQUESTED:**

- The Bureau Commander and Officer Leach should sign the Acknowledgment Sheet and process this complaint.
- The Commanding Officer should provide the attached copy of the Form 111 and the Officer's Rights Packet to Officer Leach.

- Officer Leach should contact the Public Integrity Unit to arrange for a time to provide a formal statement.

DATE 4/28/25 TIME 1105

Bureau Commander D-1 B-X 44366

Supervisor [Signature]

Officer [Signature]

Accused officer would like the Public Integrity Unit to notify the FOP President or their designee that a formal complaint is filed against them. (Circle One) YES or NO

Returned to the Public Integrity Unit [Signature]

Joe Anderson

Lieutenant Joe Anderson  
Bureau of Investigation  
Public Integrity Unit

mrv

enclosures

cc: Chief Lawrence Weathers  
file – PIU2025F-005

**LEXINGTON POLICE DEPARTMENT  
FORMAL COMPLAINT FORM**

FORM 111 (2/24)

File #: PIU2025F-005

FOR OFFICIAL USE ONLY

Employee Involved: Officer Clint Leach			Employee #: 55082	Hire Date: 08/08/2016
Present Assignment: Bureau of Patrol / West Sector				
Complainant: Lt. Steven Wiggins #52640			Complainant Address: 150 E. Main St., Lexington, Ky 40507	
Complainant Phone #: (859) 258-3600	Alternate Complainant Phone #: N/A		Complainant Email: N/A	
Date of Incident: Various	Time of Incident: Various	Location of Incident: Various	Date and Time Reported: 04/17/2025 - 1300	How Reported: <input type="checkbox"/> Letter <input type="checkbox"/> Phone <input checked="" type="checkbox"/> Person <input type="checkbox"/> Email

**DESCRIPTION OF ALLEGATIONS:**

Over the course of the last 10 months (06-11-24 through 04-18-25), Officer Clint Leach has exhibited a pattern of unsatisfactory performance in which his actions have raised officer-safety concerns.

During this period Officer Leach has received \_\_\_\_\_ for insubordinate actions regarding his inability to dock his BWC according to departmental policy. He received \_\_\_\_\_ regarding his failure to respond to a call for emergency backup and then failing to clear from the call in an appropriate time frame. He also received \_\_\_\_\_ for failing to respond to a dispatched priority call.

Officer Leach was issued a Performance Development Plan on November 26, 2024, with a follow-up on April 1, 2025. In this plan Officer Leach was counseled and cautioned about the use of his vacation/holiday/sick time. Although there appeared to be a slight improvement in his actions another incident involving his last minute use of sick time occurred on April 14, 2025.

Officer Leach's Annual Performance Review and Performance Development Plan documented the above issues, along with his lack of teamwork and noted general bad attitude, lack of teamwork and lack of communication with co-workers.

If the above allegations are true, then Officer Leach has violated General Order 1973-02L Disciplinary Procedures of Sworn Officers, Appendix B, Operational Rule 1.11 Unsatisfactory Performance.

Continued on P. 2

I swear/affirm that the facts set out in the allegations herein are true to the best of my knowledge and belief.

Complainant Signature: *S. Wiggins* Date: 4-28-25

Subscribed and sworn before me this date: 4-28-25 (Date) *Melanie R. Votaw* (Notary) KY NP 20919

My Commission Expires: 2-3-2029

**Witness:**  
Name: \_\_\_\_\_ Address: \_\_\_\_\_ Phone: \_\_\_\_\_

File #: PIU2025F-005

Employee: Officer Clint Leach

**CHIEF OF POLICE**

[Finding: PC=Proper Conduct, IC=Improper Conduct, IE=Insufficient Evidence, PF=Policy Failure, UC=Unfounded Complaint]

Finding

Policy Violation


Chief of Police Determination:  Case Be Closed  Corrective Training  Recommend Disciplinary Action (see below)

Materials Reviewed:

[Empty box for Materials Reviewed]

Comments:

[Empty box for Comments]

Signature: \_\_\_\_\_

Date: \_\_\_\_\_

**DISCIPLINARY REVIEW BOARD**

Finding

Policy Violation


Disciplinary Review Board Recommendation:  Case Be Closed  Corrective Training  Disciplinary Action (see below)

Comments:

[Empty box for Comments]

Signature: \_\_\_\_\_

Date: \_\_\_\_\_

**CHIEF OF POLICE FINAL DETERMINATION**

Case Be Closed  Corrective Training  Recommend Disciplinary Action (see below)

Comments:

[Empty box for Comments]

Signature: \_\_\_\_\_

Date: \_\_\_\_\_

**ALLEGATIONS CONTINUED:**

Officers shall familiarize themselves with all rules, regulations, directives, policies and procedures of the department, and maintain sufficient competency to properly perform their duties and to assume the responsibilities of their rank and assignments. Officers shall perform their duties in a manner which will tend to establish and maintain the highest standard of efficiency in carrying out the functions and objectives of the department.

Unsatisfactory performance/inefficiency may be demonstrated by:

1. Repetitious or consistent lack of knowledge of the application of laws required to be enforced.
2. An inability to perform assigned tasks.
3. The failure to conform to work standards established for the officer's rank or position.

In addition to other indications of unsatisfactory performance/inefficiency, the following will be considered prima facie evidence of unsatisfactory performance/inefficiency: repeated poor performance evaluations, or a written record of repeated infractions of rules, regulations, policies, and procedures.