



LEXINGTON POLICE DEPARTMENT
PERSONNEL ORDER
Lexington, Kentucky

DATE OF ISSUE
August 7, 2025

EFFECTIVE DATE
August 8, 2025

NUMBER
PO:25-320

TO:
RESIGNATION

AMENDS:

INDEX AS:
OFFICER
JOHN GIBBONS II / 58953

RESCINDS:

This is to advise on the resignation of Officer John Gibbons II to be effective, August 8, 2025.

Lawrence B. Weathers

Lawrence B. Weathers
Chief of Police

LBW/rmh



Lexington-Fayette Urban County
Division of Police
MEMORANDUM
Lexington, Kentucky

DATE OF ISSUE
August 8, 2025

EFFECTIVE DATE

NUMBER
REVISED
COP:
25-0170

TO: Commander David Biroschik Public Integrity Unit	SUBJECT: Formal Complaint PIU2025F-007 Officer John Gibbons II / 58953
FROM: Lawrence B. Weathers Chief of Police	

I met with Officer John Gibbons on July 1, 2025, in regards to a formal complaint. Officer Gibbons requested to have this complaint presented before the Disciplinary Review Board.

Officer Gibbons was scheduled to meet with the Disciplinary Review Board on July 28, 2025. The Disciplinary Review Board recommended termination.

Prior to me meeting again with Officer Gibbons, he submitted his resignation, effective August 8, 2025.

Lawrence B. Weathers
Chief of Police

LBW/rmh

Attachment



LEXINGTON POLICE
DEPARTMENT
MEMORANDUM
Lexington, Kentucky

DATE OF ISSUE
July 28, 2025

EFFECTIVE DATE

NUMBER
PIU25-060

TO:
Lawrence Weathers
Chief of Police

SUBJECT:
Disciplinary Review Board Findings
& Recommendation - PIU 2025F-007
Officer John Gibbons II 58953

FROM:
Commander David Biroschik
Bureau of Investigation
Public Integrity Unit

On Monday July 28, 2025, the Disciplinary Review Board convened to review the formal complaint filed by Lieutenant Nathan Williams against Officer John Gibbons for violation of General Order 1973-02L, Disciplinary Procedures of Sworn Officers, Appendix B, Operational Rule 1.02 Misconduct.

Below is a list of the Disciplinary Board Members:

- Assistant Chief Brian Maynard
- Assistant Chief Sam Murdock
- Commander Darin Salyer
- Commander Dan Burnett
- Commander Chris Cooper
- Sergeant Brad Hawkins
- Sergeant William Powers
- Ms. Darlene Barber (Citizen Member)
- Ms. Allison Connelly (Citizen Member)

The Board reviewed and discussed information compiled during the administrative investigation conducted by Lieutenant Joe Anderson. The Disciplinary Review Board found Officer Gibbons' conduct to be improper and made a recommendation of a Termination. This matter is being forwarded to you for consideration.

Officer Gibbons was advised of the findings of the Disciplinary Review Board and their recommended discipline. Officer Gibbons was advised he would be contacted by the Office of the Chief to set a date for you to confer with him.

Per the current Collective Bargaining Agreement Article 15, Section 5/I; a copy of this memorandum was mailed to Officer Gibbons.

(e-mailed)
Commander David Biroschik
Bureau of Investigation
Public Integrity Unit



Lexington-Fayette Urban County
Division of Police

MEMORANDUM

Lexington, Kentucky

DATE OF ISSUE

July 2, 2025

EFFECTIVE DATE

NUMBER

COP:
25-0149

TO:

Commander David Biroschik
Public Integrity Unit

SUBJECT:

Formal Complaint PIU2025F-007
Officer John Gibbons II / 58953

FROM:

Lawrence B. Weathers
Chief of Police

I met with Officer John Gibbons on Tuesday, July 1, 2025, in regards to a formal complaint. I have recommended Termination.

Lawrence B. Weathers

Lawrence B. Weathers
Chief of Police

LBW/rmh

Attachment



LEXINGTON POLICE
DEPARTMENT
MEMORANDUM
Lexington, Kentucky

DATE OF ISSUE
June 17th, 2025

EFFECTIVE DATE

NUMBER
PIU 25-044

<p>TO: Lawrence Weathers Chief of Police</p>	<p>SUBJECT: Summary of Formal Complaint on Officer John Gibbons II PIU 2025F-007</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 May 29th, 2025, Lieutenant Nate Williams filed a formal complaint against Officer John Gibbons II that alleged the following:

On Saturday, March 29th, 2025, Officer Gibbons was on-duty in his marked police vehicle and found to be disoriented, confused, and obviously impaired by his supervisor after consuming the over-the-counter substance kratom. An inquiry was conducted and it was learned Officer Gibbons also consumed kratom while in uniform and on-duty in his marked police vehicle on June 13th, 2024, causing him to become disoriented and confused in what appeared to be a "psychotic" state. Observing his behavior, a citizen contacted 911 to report the emergency, requiring medical and police personnel to respond and assist.

Officer Gibbons also consumed kratom while off-duty, resulting in at least one incident where he was found to have suffered seizure-like activity and another where he was involved in a single-vehicle collision caused by the side effects of the substance. Officer Gibbons has repeatedly consumed kratom, both on and off-duty, becoming disoriented, confused, and suffering seizure-like activity. This conduct fails to reflect most favorably on the department and casts doubt on the officer's integrity, honesty, judgement, and character. Officer Gibbons' actions have brought the department into disrepute and reflects discredit upon himself as an officer.

If the above allegation is true, Officer Gibbons has violated General Order 1973-02L, Disciplinary Procedures of Sworn Officers, Appendix B, Operational Rule 1.02 Misconduct.

Allegations

On March 29th, 2025, at 0130 hours, Officer Gibbons was on-duty in his marked police vehicle and talking on the phone with Detective Morgan Sizemore. Detective Sizemore became concerned for Officer Gibbons based on his change in behavior and called his supervisor, Sergeant Phillip Johnson. She stated it sounded as if Officer Gibbons was having a seizure. Sergeant Johnson was aware Officer Gibbons had a history of becoming noticeably impaired

when he ingested kratom. Sergeant Johnson located Officer Gibbons and found him to be disoriented and confused. Sergeant Johnson advised Officer Gibbons he was going to search his vehicle based on his belief Officer Gibbons was consuming kratom again. Sergeant Johnson located two empty bottles of a liquid kratom product in the glove compartment of Officer Gibbons' vehicle. Sergeant Johnson took possession of Officer Gibbons' duty belt and secured them in the trunk of Gibbons' vehicle, with Sergeant Johnson in possession of the keys. Sergeant Johnson contacted Lieutenant Nate Williams, with Lieutenant Williams responding to the scene. Officer Gibbons confirmed he had consumed kratom prior to being located by Sergeant Johnson and the decision was made to immediately relieve him of duty. Officer Gibbons underwent a drug and alcohol screening with the on-call Concentra employee. We were advised the test results were negative. Officer Gibbons' vehicle and equipment were collected and Sergeant Johnson took him to his residence.

Investigation

There is no BWC for this incident. I researched kratom and its effects when consumed, with a focus on the exact drinks Officer Gibbons admittedly consumed on the night of the incident. I also inquired about the testing capabilities of the lab used by Concentra. I spoke with BOA personnel regarding their conversations with HR as it related to requesting the test for kratom. I conducted interviews with Lieutenant Williams, Sergeant Johnson, Detective Sizemore, Officer Norden, and Officer Gibbons.

What is "kratom"?

"Kratom commonly refers to an herbal substance that can produce opioid-and stimulant-like effects. While there are no uses for kratom approved by the U.S. Food and Drug Administration, people report using kratom to manage drug withdrawal symptoms and cravings (especially related to opioid use), pain, fatigue, and mental health problems. Kratom refers to both *Mitragyna speciosa*, a tree native to Southeast Asia, and to products derived from its leaves that are marketed as herbal supplements. Kratom leaves contain many chemical compounds (known as bioactive alkaloids) that can affect the body. The most well-studied compounds related to kratom are mitragynine and 7-hydroxymitragynine. People who use kratom report both stimulant-like effects (increased energy, alertness and rapid heart rate) and effects that are similar to opioids and sedatives (relaxation, pain relief and confusion). Like all drugs, kratom's effects may depend on the amount taken, potency (concentration and strength), formulation of the product, the way it is ingested, other drugs in a person's system, a person's underlying medical conditions, and a person's previous experience with the substance, among other factors. In case reports, clinicians report seeing patients with a wide range of rare but serious adverse effects associated with kratom exposure – including mental and neurological symptoms (confusion, tremors and seizures), heart and lung problems (high blood pressure and slow breathing), gastrointestinal problems (nausea and vomiting) and liver problems. (<https://nida.nih.gov/research-topics/kratom#kratom>)

The actual product Officer Gibbons' was in possession of was "Xtreme Speciosa Kratom Xtra Strength Extract Shot 150mg, 12ml". The label advises a serving size of "6mL" with 2 servings per container. The label warns not to consume more than 2 servings in 24 hours. Officer Gibbons had two empty bottles in the glove compartment of his vehicle. Each serving contains 75mg of *Mitragyna speciosa* extract.

No exact advertisement could be located for this product because of internet security concerns. The advertisement for a similar "shot" (the only difference noted is the quantity is 10ml and the absence of "150MIT" on the label) claims "With a higher concentration, kratom extract allows users to take smaller doses while still receiving the full effects...One of the key advantages of kratom extract is its rapid absorption, meaning you can feel its effects more quickly. Users often report feeling increased energy, improved mood, and relief. Some also mention experiencing a sense of euphoria. It's generally recommended to start with a small dose, such as half the shot, to assess your tolerance. Some users find that even a small amount is very potent.

<https://amsterdamsmoke.shop/products/viva-xtreme-speciosa-kratom-xtra-strength-extract-shot-10ml>

Interview with Officer Dawn Norden

Officer Norden was interviewed on April 28th at 1308 hours in the PIU office with Commander Biroshchik also present. Officer Norden is close friends with Officer Gibbons' step-mother and is also friends with his father, . Officer Norden is also friends with the owners of

Officer Norden advised reached out to her because of Officer Gibbons' possibly having an issue with alcohol sometime in October of 2022. Officer Norden referred them to and Officer Norden had no further information regarding this time period.

Officer Norden advised when Officer Gibbons wrecked his personal vehicle (off-duty) in Madison County on October 11th, 2024, his parents and step-parents asked the doctors at the hospital he was being treated at to test him for kratom due to their belief he was consuming it and it contributed to his physical condition that ultimately caused the one-vehicle collision. It is unknown if they tested for anything as Officer Gibbons is an adult.

Officer Norden mentioned an incident at a local Rally's restaurant sometime in 2024 where Officer Gibbons had a possible seizure while on-duty. She stated multiple bottles of kratom were found in his cruiser. She advised she believes Officer Gibbons was on restricted from driving at this point and was assigned to tele-serve duty. On December 31st, 2024, Officer Fortenberry called to check on him and as they were speaking, Fortenberry heard a "gurgle" sound and began to call people in an effort to get someone to his apartment. Officer Gibbons' dad, mom, and step-mother went to his apartment and were let in by a friend (unknown name) who had a key. The step-mother was texting Officer Norden during this and Officer Norden proceeded to the apartment as well, bringing the owners of with her. Officer Norden stated Officer Gibbons "had definitely blacked out" and after "a couple hours" he consented to go to again.

Officer Norden stated on March 29th, she received a text from Officer Gibbons' step-mother at approximately 0300 hours. Officer Norden received the text and was then advised later that morning there was another incident with Officer Gibbons that occurred on-duty and involved him consuming kratom to the point of impairment. Officer Norden also stated she talked to Detective Sizemore about Officer Gibbons. Detective Sizemore relayed Officer Gibbons told her he purchased kratom two weeks after coming back from . The interview was concluded at 1318 hours.

Interview with Detective Morgan Sizemore

Detective Sizemore was interviewed on April 29th at 1419 hours in the PIU office with Lieutenant Taylor also present. Detective Sizemore advised she has been close with Officer Gibbons for approximately four years and decided to explore in late summer of 2024. when Officer Gibbons left for on April 3rd, 2024.

Detective Sizemore advised on March 29th, at approximately 0130 hours, she was talking to Officer Gibbons on the phone and knew he was still on-duty. She stated as they were talking, he stopped talking while mid-sentence. She asked him if he was still there and he replied "Yes" but then stopped talking again. She asked him if he could hear her. He did not respond but then she heard him say "Fuck" in "kind of in like a grunting tone and then gurgling." She advised yelled for him for five or six seconds and got no response. She hung up and called his sergeant, Phillip Johnson. She told Sergeant Johnson she believed Officer Gibbons had overdosed and asked him to check on him. Detective Sizemore and Officer Gibbons use an app where they share their location and she used that to direct Sergeant Johnson. They stayed on the phone together until Sergeant Johnson found Officer Gibbons and they hung up.

Detective Sizemore advised she then received a call from Officer Gibbons asking what was wrong. She replied "I'm asking what's wrong with you? It sounded like you had an overdose so I called your supervisor to check on you." His response was something similar to "No, no, I promise I'm fine." She stated "You didn't sound fine. I sounded like you were overdosing or having a seizure, whatever the use of the kratom has caused you in the past." He continued to advise he was fine. Detective Sizemore heard Sergeant Johnson say something close to "Are you serious?" in the background. She asked Officer Gibbons if Sergeant Johnson was searching his vehicle and Officer Gibbons told her he was. She heard Sergeant Johnson say "Are you serious?" again and she assumed he found kratom or something in his vehicle and she hung up. Officer Gibbons called her right back and was apologetic. They stayed on the phone while Officer Gibbons was told to stand at the rear of his car while Sergeant Johnson was deciding on the next steps. She asked him why he was doing this again and he advised he did not intend to do it. She told him she did not have anything else to say to him and hung up.

Detective Sizemore stated she got a call from Sergeant Johnson 5-15 minutes later advising her Officer Gibbons had been relieved of duty. She received another call a short time later asking if they could bring Officer Gibbons to her house. She agreed, then called his mother and told her what had occurred and asked her to come over as well. Detective Sizemore advised once Sergeant Johnson arrived with Officer Gibbons, she was told they were waiting on Concentra to arrive and perform the drug and alcohol testing. That task was completed and she advised Sergeant Johnson gave Officer Gibbons a ride back to his apartment.

Detective Sizemore was not present at the incident on December 31st, 2024, but she received a phone call from a friend of Officer Gibbons. During this phone call, the friend described how Officer Gibbons sounded on the phone with him and Detective Sizemore stated "the way he described it sounded exactly what I heard on the 29th." Detective Sizemore also added "I didn't see either one. But it was very similar to how that friend explained what he heard, to which I would assume is some kind of seizure activity or an overdose from the kratom." The interview was concluded at 1430 hours.

Interview with Commander Brian Peterson

Commander Peterson was interviewed on May 13th at 1025 hours in the PIU office with Lieutenant Taylor also present. Peterson met with Officer Gibbons on March 10th before his return to duty in an effort to gauge Officer Gibbons' readiness. They discussed Officer Gibbons' support system and Officer Gibbons expressed his motivation to return to work. There was no discussion of kratom use or when the last time Officer Gibbons consumed kratom. Officer Gibbons returned to duty on March 11th (working teleserve for two weeks before returning to his regular assignment on patrol on March 24th confirmed by the patrol roster). On March 29th, Commander Peterson received a phone call from Lieutenant Williams advising him of Sergeant Johnson's discovery of kratom in Gibbons' vehicle after checking on him for Detective Sizemore. Commander Peterson notified Assistant Chief Newman and the decision was made to relieve Officer Gibbons of duty and to conduct reasonable cause drug/alcohol testing. Commander Peterson spoke to Concentra and specifically requested they test for kratom. It was later learned that substance was not tested for as they do not test for legal substances. Commander Peterson advised he also directed Lieutenant Williams to ensure Officer Gibbons was not a danger to himself or others and that his family and Detective Sizemore had the support they needed. The interview as concluded at 1033 hours.

Interview with Lieutenant Nate Williams

Lieutenant Williams was interviewed on May 1st at 1405 hours in the PIU office with Commander Biroshchik also present. Lieutenant Williams was Officer Gibbons' assigned lieutenant and met with him on March 10th as part of the process for Officer Gibbons returning to duty. Lieutenant Williams advised Officer Gibbons had first met with Sergeant Johnson and admitted he had become addicted to kratom. Lieutenant Williams advised Officer Gibbons looked "really healthy. It looked like he'd been exercising, working out...he seemed to be in a good place." Lieutenant Williams knew Officer Gibbons had been to _____ and appeared to have worked hard to get healthy.

On March 29th, 2025, Lieutenant Williams and his officers were still on-duty working the NCAA assignment. At approximately 0200 hours, Lieutenant Williams received a phone call from Sergeant Johnson. Sergeant Johnson repeated the conversation he had with Detective Sizemore regarding Officer Gibbons. Lieutenant Williams was advised by Sergeant Johnson he believed Officer Gibbons had used kratom again based on Officer Gibbons' admission he had used it. Lieutenant Williams was also notified by Sergeant Johnson he had located two bottles of kratom in Gibbons' vehicle.

Lieutenant Williams notified Commander Peterson and the decision was made to relieve Officer Gibbons of duty. Lieutenant Williams met with Sergeant Johnson and Officer Gibbons and described Gibbons as "very lethargic, wouldn't make eye contact...his lips were really dry and chapped and kept licking his lips." Lieutenant Williams advised Sergeant Johnson mentioned having seen Officer Gibbons using kratom on "a few occasions" and "he believes that he used it much earlier and was on the downslope off of using it."

Lieutenant Williams help confirm Officer Gibbons was not a danger to himself or others and had a support-system in place. Once this was done, they took Officer Gibbons to his apartment left. This interview was concluded at 1413 hours.

Interview with Sergeant Phillip Johnson

Sergeant Johnson was interviewed on May 1st at 1547 hours in the PIU office with Lieutenant Taylor also present. Sergeant Johnson knew Officer Gibbons had just returned from

Sergeant Johnson stated in June of 2024 (it was June 13th), he was working his normal 2nd shift assignment and toward the end of their shift (0100hours), a Signal 7 was broadcast for an officer passed out behind the wheel of their vehicle in the drive-through of the Rally's on Georgetown Street. Sergeant Johnson responded and stated Officer Gibbons was "very confused, didn't, you know, recognize me, know what was going on, very disoriented." Sergeant Johnson advised they were unsure what the issue was and thought it was a possible exposure to fentanyl so they quarantined his vehicle. Sergeant Johnson accompanied Gibbons to the hospital and stayed until he was released "six or seven hours later". He advised Gibbons was "slowly coming back to normal at that point." Sergeant Johnson believed it was low blood sugar or a reaction from consuming too many energy drinks combined with lack of sleep. He also stated the hospital staff advised it was possibly over-exertion, too much caffeine, not enough sleep, and low blood sugar. Sergeant Johnson was told there was kratom bottles in his vehicle but was not familiar with the product or plant and believed it was a brand of energy drink. A Health & Safety report was completed, documenting the hospital staff contributed the incident to low blood sugar.

Sergeant Johnson was also aware Officer Gibbons and Detective Sizemore were involved in a critical incident in 2022. Shortly after that incident, Officer Gibbons

Sergeant Johnson advised he did not hear any more about kratom and Officer Gibbons until the incident on December 31st, 2024 and he was notified about Officer Gibbons overdosing and . Sergeant Johnson responded to Gibbons' apartment that night and assisted in getting him help.

Sergeant Johnson met with Officer Gibbons on March 10th to ascertain if Officer Gibbons was ready to return to full duty. Officer Gibbons stated he was continuing and they discussed his overall life situation and stresses, and how to manage that stress. Officer Gibbons seemed like "he was back to his normal self." Sergeant Johnson believed Officer Gibbons was ready to return to duty.

On March 28th, 2025, Sergeant Johnson stated they reported for their shift working the NCAA detail. They all cleared the parking garage where they were stationed at approximately 2200 hours. Sergeant Johnson received the phone call from Detective Sizemore at 0130 hours. He stated Sizemore told him she was just on the phone with Gibbons and it sounded like he had a seizure. Sergeant Johnson stayed on the phone with Sizemore and she directed him to Gibbons' location. Sergeant Johnson found him in the area of Liberty Road near Mapleleaf Drive and directed him to pull behind the Speedway on Liberty Road. Once parked, Sergeant Johnson approached his vehicle and described him as having "that same kind of look and I could tell it was similar to how I, he looked on New Year's Eve when I saw him. He was just kind of confused. He physically looked fine, but he was just kind of disoriented. He didn't remember that he had just been on the phone with Morgan. He said he hadn't talked to her since 9:00 pm. I had tried to call him too on my way over there and he didn't answer. And I was like, where's

your phone? He was looking for his phone for a while and couldn't find it. And then I was calling it to try to find it and I could hear it buzzing and it had fallen between his outer carrier and his shirt. He was disoriented and confused." Sergeant Johnson searched his vehicle and located two empty bottles of kratom in the glove compartment. Officer Gibbons told him the kratom bottles were "old" or "from before". Sergeant Johnson immediately admonished him and replied "No, no it's not." Sergeant Johnson directed Officer Gibbons to remove his duty belt and then he called Lieutenant Williams. Sergeant Johnson then began the process of relieving Officer Gibbons of duty and getting him to a safe place while coordinating testing with Concentra.

Sergeant Johnson spoke with Officer Gibbons during the ride and Officer Gibbons admitted to consuming kratom earlier in the night. They also discussed the issue of numerous officers approaching Gibbons in the parking garage earlier in the night and asking how he was doing and other well-intended questions. Sergeant Johnson stated he cares a great deal for Officer Gibbons but understands addiction and simply hopes Officer Gibbons gets and remains healthy. The interview was concluded at 1615 hours.

Interview # 1 with Officer John Gibbons

I interviewed Officer Gibbons on May 16th at 1032 hours in the PIU office. Lieutenant Meredith Taylor was present, along with Kate Valdez as the FOP legal representative for Officer Gibbons. I asked Officer Gibbons to describe what happened on March 29th, 2024, when Sergeant Johnson found him to be disoriented and confused while on-duty after receiving the phone call from Detective Sizemore. Gibbons recalled driving outbound on Liberty Road near Old Todds Road and seeing a marked Tahoe (Sergeant Johnson) driving behind him and flash their bright lights at him. He then observed the emergency lights turn on, then off. Gibbons turned left into the Helmsdale Shopping Center and parked. Ofc. Gibbons advised Sergeant Johnson walked to his vehicle and stated Sizemore called him out of concern for him as he had stopped responding to her while they were on the phone. Gibbons then advised Sergeant Johnson place his duty belt in the trunk of his vehicle and then searched his vehicle, locating two empty bottles of kratom in the glove box. He then stated they left and he could not remember if they went to roll call after or directly to his (Gibbons') residence. This concluded his recollection of that night.

I asked Gibbons how much of the two empty bottles of kratom found by Sergeant Johnson he had consumed that working day (being the 28th/29th as he is second shift). He responded "Um, I don't recall specifically how much of, of each of those that I've taken. I, I have no clue." I asked when he purchased those two bottles of kratom. He stated "Uh, I don't recall the exact date. It was, um, days prior. It wasn't the same day." I continued, asking him "Do you think it had been longer than a week or less than a week, or what would be a couple weeks?" He replied, "Honestly I don't remember at all." Ofc. Gibbons does not know if it was a specific event that led him to consume kratom on March 29th, or if it was "just cumulative stress".

I asked Ofc. Gibbons if he purchased additional kratom, other than the two empty bottles found by Sergeant Johnson, since he returned home from on February 19, 2025. He said "Yes". He advised they were the same size of bottles and he did not know how many bottles he purchased. He repeated he did not know when he consumed kratom on March 28th/29th. He added he consumed some out of each bottle. Ofc. Gibbons stated he had no recollection of the conversation with Sizemore on March 29th.

I inquired about the incident on December 31st, 2024. Ofc. Gibbons stated he and Sizemore had plans to go out and he planned to take a nap first. He consumed kratom before laying down and made a phone call. He then woke up to people in his apartment checking on him "from, um, I guess similar circumstances of me being on the phone and I guess seeming, um, off or like something was wrong." Ofc. Gibbons went to
in the early hours of January 1st, 2025.

We discussed the incident at the Rally's on Georgetown Road on June 13, 2024. Ofc. Gibbons stated it was shortly before the end of his shift and he stopped at the Rally's to get food and he consumed kratom. He stated "I don't recall the exact time. Um, and, um, I assume had the same adverse reaction. And, um, the next thing I recall was talking to, um, another officer who'd shown up there."

I asked him to discuss his collision in Madison County on October 11th, 2024. This collision was a single-vehicle collision where Ofc. Gibbons had his young child with him and struck the median on the interstate. He stated he went to pick up food he ordered and was informed when arriving he actually ordered it from another location. He then drove north on I-75 from Richmond when

"The next thing I recall was, um, being in my vehicle against the, uh, center median, um, con the concrete barrier. And, uh, shortly after an, an ambulance arriving." Ofc. Gibbons admitted to consuming kratom "that evening" but did not know the exact time. The collision occurred at 2205 hours.

I asked Ofc. Gibbons if he _____ around October of 2022 for something other than
kratom. He stated he went to _____ and

Ofc. Gibbons stated he has not consumed kratom since he returned from _____
on April 29th. He is still _____, along with weekly drug testing
that reportedly included testing for kratom by Capital Court Authority.

Ofc. Gibbons was asked if he is taking anything, any legal or illegal substances that could affect his work as a police officer. He replied "No, not to my knowledge." I asked when he began taking kratom after his return on February 19th and he stated "I honestly have no idea. I couldn't tell you." He was able to recall the kratom usage on March 29th was not his first time since returning on February 19th. When asked if he had started taking it prior to talking with his supervisors on March 10th, he responded "Not that I recall." Commander Biroshchik (entered the room toward the end of the interview) repeated his question "Not that you recall or no, you weren't taking it?"

Ofc. Gibbons replied "Not, not to my knowledge, no. Not at all." Commander Biroshchik added "You don't recall at that time if you were taking it that week that you were getting those interviews done? So you can't say yes or no is what you're saying?" Ofc. Gibbons responded "Correct". Commander Biroshchik added ": So I think this was towards the end of your week when, when this incident happened. Had you been taking it during the week leading up to this and just didn't have an incident?" Ofc. Gibbons replied "Yes. Correct."

Ofc. Gibbons discussed his OIS incident from September, 2022. He stated he didn't handle the administrative transfers and time off well, in addition to the actual incident. He advised he continued to deal with stress and issues in the same way and not talking about it. He stated he

is now “headed in a better direction” and he feels “a world better than I’ve ever felt before.” Ofc. Gibbons does now see how kratom use impacts him after reviewing the aforementioned incidents. He also understands the inherent danger in having an officer consume a substance that causes them to gurgel on the phone and render them unable to recognize friends and fellow officers. The interview was concluded at 1110 hours.

Interview #2 With Officer John Gibbons

Officer Gibbons was interviewed again on June 16th, 2025 at 1135 hours after being served with this formal complaint. Lieutenant Taylor and legal representative Kate Valdez were also present.

I asked Gibbons if he had consumed kratom prior to his on-duty collision on 08-31-2024. He replied “I believe so.” I asked him if he could get more specific and he advised at that point, consuming the liquid kratom product was “nearly an everyday occurrence”. I asked him if this behavior continued until December 31st, 2024 and he advised that his when the “nearly an everyday occurrence” stopped. The collision occurred on Sir Barton Way and Gibbons stated he was making a left turn when he struck the median, flattening the two drivers’ side tires and damaging the tire pressure sensor.

Officer Gibbons stated he has continued to progress well with his recovery and is in a really healthy place.

Summary:

- Concentra is ascertaining if their lab can test for kratom.
- BOA personnel stated they were advised HR will not test for legal substances, such as kratom.
- Officer Gibbons admitted to consuming kratom while on-duty on June 13th, 2024, causing a medical and police response at the Rally’s on Georgetown Road where he was found obviously impaired.
- Officer Gibbons admitted to consuming kratom while on-duty on August 31, 2024, resulting in a single-vehicle collision where he struck a median while making a left turn, flattening two tires and causing additional damage to his police vehicle.
- Officer Gibbons admitted to consuming kratom prior to driving his personally-owned vehicle while off-duty on October 11th, 2024 and crashing his vehicle into the median on I-75 with his child in the vehicle.
- Officer Gibbons admitted to consuming kratom on December 31st, 2024 while off-duty. He made a phone call and behaved in a manner that caused that person to summon help, where he was found to be obviously impaired, resulting in his leaving for until returning on February 19th, 2025.
 - Officer Gibbons stated from at least 08-31-2024 until 12-31-2024, his consumption of kratom was an “almost everyday occurrence.”
- Officer Gibbons admitted to consuming kratom while on-duty on March 29th, 2025 that resulted in Detective Sizemore calling Sergeant Johnson to check on his health, finding him to be obviously impaired.
 - Officer Gibbons admitted March 29th, 2025 was *not* the first time he had consumed kratom since being released from on February 19th, 2025.

- Officer Gibbons is unable to say if he was consuming kratom during the week of meeting with Sergeant Johnson, Lieutenant Williams, and Commander Peterson which was the week of March 10th, 2025.
- Officer Gibbons admitted to consuming kratom during the week leading up March 29th, but no known incident occurred.
- Officer Gibbons is not sure how many bottles of kratom he had purchased since returning home on February 19th. The two bottles found by Sergeant Johnson were *not* the first bottles he purchased since coming home.
- Officer Gibbons is unsure how much kratom he consumed the night of March 29th, but he drank some from each of the two bottles located in his glove box.
- Officer Gibbons stated he had no memory of the phone call with Detective Sizemore, losing his phone between his vest carrier and shirt, or being impaired on March 29th, 2025.
- Officer Gibbons was asked if he was addicted to kratom. He replied “I would say probably more of an addiction to whatever was going to help me with, um, the, I guess, issues that I hadn't resolved or hadn't taken care of. Um, I think it was pretty well anything that would, I guess mitigate me having to deal with everything that I've gone on or everything I was dealing with at the time.” Officer Gibbons advised he is now doing well and continues to and undergo testing from kratom.

Conclusion

Officer Gibbons' repeated consumption of kratom caused him to become extremely impaired on multiple occasions, both on and off-duty. This impairment resulted in multiple collisions and emergency medical responses. Officer Gibbons' conduct violated department policy, specifically General Order 1973-02L, Disciplinary Procedures of Sworn Officers, Appendix B, Operational Rules, 1.02 Misconduct. This rule states that:

Officers shall conduct themselves at all times, both on and off duty, in such a manner as to reflect most favorably on the department and to not cast doubt on the officer's integrity, honesty, judgment, or character. Misconduct of an officer shall include that which tends to bring the department into disrepute or reflects discredit upon the officer as an employee of the department, or that which tends to impair the operation and efficiency of the department or officer.

It has been demonstrably proven that Officer Gibbons violated General Order 1973-02L Disciplinary Procedures of Sworn Officers, Appendix B, Operational Rules, 1.02 Misconduct.

Lieutenant Joe Anderson
Bureau of Investigation
Public Integrity Unit

cc: file – PIU 2025F-007



Lexington Police Department
MEMORANDUM
 Lexington, Kentucky

DATE OF ISSUE
 May 29, 2025

EFFECTIVE DATE

NUMBER
 PIU: 25-034

TO:
 Assistant Chief Newman
 Bureau of Patrol

SUBJECT:
 FORMAL COMPLAINT

FROM:
 Lieutenant Joe Anderson
 Bureau of Investigation
 Public Integrity Unit

COMPLAINANT: Lieutenant Nathan Williams

ACCUSED OFC.: Officer John Gibbons II

ALLEGATION: Violating General Order 1973-02L Disciplinary Procedures of Sworn Officers, Appendix B, Operational Rule 1.02 Misconduct.

ALLEGED CIRCUMSTANCES: On Saturday, March 29th, 2025, Officer Gibbons was on-duty in his marked police vehicle and found to be disoriented, confused, and obviously impaired by his supervisor after consuming the over the counter substance Kratom. An inquiry was conducted and it was learned Officer Gibbons also consumed Kratom while in uniform and on-duty in his marked police vehicle on June 13th, 2024, causing him to become disoriented and confused in what appeared to be a "psychotic" state. Observing his behavior a citizen contacted 911 to report the emergency requiring medical and police personnel to respond and assist.

Officer Gibbons also consumed Kratom while off-duty, resulting in at least one incident where he was found to have suffered seizure-like activity and another where he was involved in a single-vehicle collision caused by the side effects of the substance. Officer Gibbons has repeatedly consumed Kratom, both on and off-duty, becoming disoriented, confused, and suffering seizure-like activity. This conduct fails to reflect most favorably on the department and casts doubt on the officer's integrity, honesty, judgement, and character. Officer Gibbons actions have brought the department into disrepute and reflects discredit upon himself as an officer.

ACTION REQUESTED:

- The Bureau Commander and Officer Gibbons 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 Gibbons.
- Officer Gibbons should contact the Public Integrity Unit to arrange for a time to provide a formal statement.

DATE

TIME

Bureau Commander *[Signature]* 5-30-25 0900

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

mr

enclosures

cc: Chief Lawrence Weathers
file - PIU2025F-007

**LEXINGTON POLICE DEPARTMENT
FORMAL COMPLAINT FORM**

FORM 111 (2/24)

File #: PIU2025F-007

FOR OFFICIAL USE ONLY

Employee Involved: John Gibbons II			Employee #: 58953	Hire Date: 04/12/2021
Present Assignment: Bureau of Patrol - East Sector				
Complainant: Lt. Nathan Williams		Complainant Address: 150 E. Main Street		
Complainant Phone #: (859) 258-3600	Alternate Complainant Phone #:	Complainant Email:		
Date of Incident: Various	Time of Incident: Various	Location of Incident: Various	Date and Time Reported: 5/29/2025	How Reported: <input type="checkbox"/> Letter <input type="checkbox"/> Phone <input checked="" type="checkbox"/> Person <input type="checkbox"/> Email

DESCRIPTION OF ALLEGATIONS:

On Saturday, March 29th, 2025, Officer Gibbons was on-duty in his marked police vehicle and found to be disoriented, confused, and obviously impaired by his supervisor after consuming the over the counter substance Kratom. An inquiry was conducted and it was learned Officer Gibbons also consumed Kratom while in uniform and on-duty in his marked police vehicle on June 13th, 2024, causing him to become disoriented and confused in what appeared to be a "psychotic" state. Observing his behavior a citizen contacted 911 to report the emergency requiring medical and police personnel to respond and assist.

Officer Gibbons also consumed Kratom while off-duty, resulting in at least one incident where he was found to have suffered seizure-like activity and another where he was involved in a single-vehicle collision caused by the side effects of the substance. Officer Gibbons has repeatedly consumed Kratom, both on and off-duty, becoming disoriented, confused, and suffering seizure-like activity. This conduct fails to reflect most favorably on the department and casts doubt on the officer's integrity, honesty, judgement, and character. Officer Gibbons actions have brought the department into disrepute and reflects discredit upon himself as an officer.

If the above allegation is true, Officer Gibbons has violated General Order 1973-02L Disciplinary Procedures of Sworn Officers, Appendix B, Operational Rule 1.02 Misconduct.

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

Complainant Signature: *Nathan Williams* Date: 5-29-25
 Subscribed and sworn before me this date: 5-29-25 Melanie R. Votaw KYNP20919
 (Date) (Notary)
 My Commission Expires: 2-3-29

Witness:
 Name: _____ Address: _____ Phone: _____

File #: PIU2025F-007

Employee: John Gibbons II

CHIEF OF POLICE

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

IC	General Order 1973-02L Disciplinary Procedures of Sworn Officers, Appendix B, Operational Rule 1.02 Misconduct.

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

Materials Reviewed: Reviewed PIU Summary Synopsis

Comments:

Recommend Termination

Lawrence B.

Digitally signed by Lawrence B. Weathers
Date: 2025.07.02 14:46:52 -04'00'

Signature: Weathers

Date: 7/1/2025

DISCIPLINARY REVIEW BOARD

Finding Policy Violation

IC	General Order 1973-02L Disciplinary Procedures of Sworn Officers, Appendix B, Operational Rule 1.02 Misconduct.

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

Comments:

Termination

Commander David

Digitally signed by Commander David Birochik
Date: 2025.08.06 12:18:30 -04'00'

Signature: Birochik

Date: 07/28/2025

CHIEF OF POLICE FINAL DETERMINATION

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

Comments:

Resigned effective August 8, 2025 prior to Chief's final recommendation

Lawrence B.

Digitally signed by Lawrence B. Weathers
Date: 2025.08.08 11:40:03 -04'00'

Signature: Weathers

Date: 8/8/2025

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