



**CITY OF FOND DU LAC
POLICE DEPARTMENT**



VERBAL COUNSELING DOCUMENTATION

NAME OF EMPLOYEE: Detective William Ledger
DATE OF INCIDENT: Evaluation Period 01/07/2020-04/29/2020
CR# (If Applicable): N/A

On 04/23/2020 Captain Krause and Lead Detective Steve Kaufman met with Detective William Ledger regarding concerns of Detective Ledger's overall demeanor, accountability and following of written/verbal orders for the evaluation period of 01/07/2020-04/29/2020.

Captain Krause expressed concern regarding comments Detective Ledger has made regarding the accreditation process and subsequent daily training bulletins (DTB's) issued by Assistant Chief Goldstein. Det Ledger has repeatedly made negative comments regarding both of the aforementioned, and the negative comments are counterproductive to the mission of CID and the police department, contrary to policy 1001.4 (a) 1 i, interpersonal relationships. Det Ledger was advised that several individuals within CID helped the police department reach accreditation status and that negative comments regarding the process and outcome are offensive.

Captain Krause addressed Det Ledger's failure to use WhatsApp. Captain Krause implemented the use of WhatsApp in an effort to avoid the duplication of effort, ensure safety of Detectives, streamline activity, and provide an overall tool to be utilized to better facilitate case management. The use of WhatsApp was discussed in Detective meetings on 08-19-2019, 01-10-2020, both meetings were attended by Det Ledger. In a meeting between Detective Ledger and Captain Krause in early 2020, Captain Krause advised Det Ledger that he was not logging things into WhatsApp as requested. Det Ledger stated that he did not believe WhatsApp was a useful tool for CID, and that it was better suited for SWAT calls. Captain Krause explained the need once again, and Detective Ledger has failed to appropriately log activity on a regular basis since that meeting. On April 14th Captain Krause requested availability status from everyone in CID reference an arson investigation which was to be concluded with several interviews and search warrant executions on 04/16/2020. Everyone in CID provided their status with the exception of Det Ledger. When confronted with this event, Detective Ledger indicated that he missed it because he had turned the WhatsApp notifications off and doesn't check it. Detective Ledger rarely advises his status in WhatsApp groups and when he does the entries are typically "available" or "available by phone or radio" giving no indication what he is working on, or where. Captain Krause frequently notices that Det Ledger is not present in the building during his normally scheduled shift, and his whereabouts are unknown. This activity does not allow Captain Krause to properly oversee and manage the operations in CID. This behavior is in direct conflict of policy 1001.4 as it relates to accountability in sub-section (a)1iv, policy 320.4 as it relates to verbal or written orders, 320.5.7 as it relates to performing an/or carrying out proper orders and 320.5.1(b)-Disobedience of any legal directive or order issued by any department member of a higher rank.

On February 4th, 2020, Captain Krause had to send out a directive that no flexing of schedules would be permitted without approval from Captain Krause. In the days preceeding February 4th Det Ledger had flexed his schedule from 10 A.M.- 6 P.M., without consulting with Captain Krause, in order to work an overtime shift on patrol, leaving the Detective Bureau with less than appropriate staffing. When confronted about this event, Det Ledger indicated that he did this to "help out patrol" and that after this conversation he wasn't going to help them out any longer. Det Ledger's primary assignment and focus is his work as a Detective, not patrol. This action was in violation of the Local 12 contract, article 4.01 (E).

On March 23rd, 2020, Captain Scott Krause was notified by Assistant Chief Steve Klein that a random audit of MDC messages had been conducted and that Detective Ledger had some messages in his MDC log which did not comply with departmental policy 422.4 regarding MDC usage. Verbal counseling documentation was completed reference that incident, see documentation for more information.

Captain Krause has observed an overall negative attitude commonly displayed by Detective Ledger. Detective Ledger commonly exhibits avoidance, and when present, is commonly vocal about displeasures with the police department and administration, in violation of the Department's Core Values, specifically policy 1001.4 (a) 1 i.

The aforementioned is not in compliance with departmental contracts, policies, core values and standards. Any further violations will result in discipline.

***The sole purpose of this form is to document verbal counseling.
It is not intended to represent discipline of any kind.***

Supervisor: *SKL #122*

Date: *04/29/2020*

I have received this counseling:

Employee: *Brian Ledger*

Date: *4/29/20*

**CITY OF FOND DU LAC
POLICE DEPARTMENT**

EMPLOYEE WARNING

☒ Verbal Warning

☐ Written Warning

Date: 8-2-15 Time: 11:49 ☐ a.m. ☒ p.m.

Name of Employee: Det. William Ledger

This warning is given as a reprimand and to remind you to improve your conduct and/or your work or further action will be taken.

Type of Infraction

- ☐ Attendance
- ☐ Sick Leave
- ☒ City Rules
- ☒ Conduct
- ☐ Safety
- ☐ Work Performance

Supervisor's Detailed Comments on Infraction:

Det. Ledger sent an email to a Connor Meek after seeing Mr. Meek speak on the situation in the city of Baltimore, MD. Det. Ledger sent this email from his city owned/issued cell phone which clearly shows the email as [REDACTED] Det. Ledger's actions were in violation of the City of Fond du Lac Police Department Policy 519.04.1(A)(3), City of Fond du Lac Handbook III.B and the City of Fond du Lac's acceptable use of the Telephone System. This email gave the impression that Det. Ledger's opinions were that of the City of Fond du Lac Police Department and this was not the case.

Employee's Initials JK

During Det. Ledger's run for the Office of Sheriff for Fond du Lac County in the spring and summer of 2012 he was counseled on his comments on open forums that were open to the public and became some what personal.

Employee's Initials JK

Has employee been warned before for this offense? ☒ Yes ☐ No

If yes, was previous warning ☒ verbal or ☐ written?

Who gave previous warning? Captain McKeough #122

Remarks concerning prior warnings or disciplinary action:

Capt. McKel *122
Supervisor

W.M. B.
Chief of Police

I have received and read this warning:

[Signature]
Employee

Distribution: Employee
Local 12
WPPA Representative
Human Resources
City Manager



CITY OF FOND DU LAC
POLICE DEPARTMENT



VERBAL COUNSELING DOCUMENTATION

NAME OF EMPLOYEE: SWAT Operator William Ledger

DATE OF INCIDENT: 04/01/14

CR# (If Applicable): N/A

On 04/01/14, SWAT Team Leader Hahn and I met with SWAT Operator Ledger. The purpose of this letter is to document what was discussed and agreed upon during the meeting.

There have been some reoccurring issues that were addressed with Operator Ledger during the meeting. One of which, was Operator Ledger showing up late on a regular basis for monthly SWAT training. Operator Ledger stated that the reason why he has been late to SWAT training is because of child care issues. We have come to a temporary agreement with Operator Ledger that in the future, if training starts at 0800 hours, he will arrive no later than 0815 hours. Operator Ledger was also advised that this issue may be put to a "team vote" on 04/22/14. If it is decided by the team that training will remain at 0800 hours, Operator Ledger will need to make arrangements to arrive at 0800 hours in the future. He stated that he should be able to make such arrangement.

Another issue that was addressed was the fact that Operator Ledger was the only SWAT team member not to complete a training video critique assignment. On 03/14/14, SWAT Commander Krause assigned every SWAT team member to view the video recordings of SWAT training held on 03/11/14. Along with this, Commander Krause also assigned everyone to complete and send him training critiques from the videos with a due date of 03/28/14. On 03/28/14, Team Leader Hahn sent an e-mail to Operator Ledger (along with several other team members) as a reminder to complete the training video critiques and send them to Commander Krause. On 03/28/14, Operator Ledger replied to Team Leader Hahn's e-mail stating, "Yes I've watched the videos. Here's my review: We need more practice and the videos came out good." No further critiques of the training videos were completed by Operator Ledger.

Operator Ledger stated that he did not have any excuses for not completing this video critique assignment. I advised Operator Ledger that he needed to complete his training video critiques by 04/22/14, and I gave him suggestions as to how the assignment should be completed. He agreed to get them done by 04/22/14.

One final issue that was brought up, was that Operator Ledger was the only SWAT operator who did not complete his assigned SWAT standard operating procedure. Operator Ledger was given several extended due dates to have his assigned S.O.P. completed by, but it was never completed. Operator Ledger's assigned S.O.P. was eventually reassigned. I advised Operator Ledger that if an S.O.P. is re-assigned to him in the future, he will need to complete it by the assigned date. He agreed that he would complete it, if it is re-assigned to him.

Supervisor: B. H. # 21

Date: 04-14-14

I have received this counseling:

Employee: [Signature]

Date: 4/14/14

**CITY OF FOND DU LAC
POLICE DEPARTMENT**

EMPLOYEE WARNING

☒ Verbal Warning

☐ Written Warning

Date: April 6, 2020 Time: 11:50 ☒ a.m. ☐ p.m.

Name of Employee: **Detective William Ledger**

This warning is given as a reprimand and to remind you to improve your conduct and/or your work or further action will be taken.

Type of Infraction

- ☐ Attendance
- ☐ Sick Leave
- ☐ City Rules
- ☒ Conduct
- ☐ Safety
- ☐ Work Performance

Supervisor's Detailed Comments on Infraction:

On April 6, 2020, the Department was made aware of a concern of an inappropriate comment on a Facebook post of Detective William Ledger's private account (Name and Photo associated). One of the messages from Detective Ledger's Facebook account to a "David Jacob" stated: "This is one of the Lenz brothers who doesn't live at the house and just rents it out every weekend to any Tom, Dick or Harry who comes up to their quiet neighborhood and raises hell. Would you like that next to your house every weekend? So take your Gestapo comment and stick it up your piehole!!"

The Department does not intend to prohibit or infringe upon any communication, speech or expression that is protected or privileged under law. The department reviewed the Facebook comments and carefully balanced the individual employee's rights against the department's needs and interests when exercising a reasonable degree of control over employee speech and expression. Detective Ledger has a trusted position in the Fond du Lac community, and thus his statements have the potential to contravene the policies and performance of this department. Detective Ledger's comments on this Facebook post reflects unfavorably upon the mission, reputation, and professionalism of the Fond du Lac Police Department and its employees. Detective Ledger needs to carefully consider the implications of his speech or any other form of expression when using social media.

Detective Ledger explained that he was sticking up for friends of his. Detective Ledger explained that he took offense to comments by "David Jacob." Detective Ledger stated it might not be an appropriate comment.

Employee's Initials



Relevant Policy:

There is reason to believe that Detective Ledger violated the following policy:

Policy 320 – Standards of Conduct
320.5.9 Conduct

- (f) Discourteous, disrespectful or discriminatory treatment of any member of the public or any member of this department, representatives of other partner agencies, or the City.
(3) Department members will be courteous in their relations with the public, avoiding harsh, violent, profane, or insolent language or manner, and shall maintain objective attitudes, regardless of provocation.

Additional history:

On November 11, 2016, Detective William Ledger was counseled for a photograph post where the concerns expressed was that the photograph made lite of domestic violence and was unprofessional for a law enforcement officer to be part of. Detective Ledger was reminded that his conduct both on- and off-duty should reflect the core values of the Department of Honor, Integrity, and Professionalism and be in accordance with the Code of Conduct Policy (Policy 101 in 2016). Detective Ledger was advised that future incidents of this nature could result in discipline.

On August 2, 2015, Detective William Ledger received an Employee Verbal Warning for an email sent from his city owned/issued cell phone about a situation in the city of Baltimore, Maryland that gave the impression that Detective Ledger's opinions were that of the City of Fond du Lac Police Department and this was not the case.

Detective Ledger also was counseled in the spring and summer of 2012 about his comments on open forums (open to the public).

Overall, the totality of your service record was considered in determining discipline, including your considerable length of service and your past disciplinary record. As a result, this warning serves as notice that any future instances will result in additional discipline up to and including termination of employment.

Employee's Initials DL

Has employee been warned before for this offense? ☐ Yes ☒ No

If yes, was previous warning ☒ verbal or ☐ written?

Who gave previous warning?

Remarks concerning prior warnings or disciplinary action:

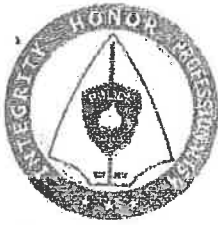
Supervisor

A.C. [Signature]
Asst. Chief of Police

I have received and read this warning:

[Signature] #739
Employee

Distribution: Employee
Local 12
WPPA Representative
Human Resources
City Manager



CITY OF FOND DU LAC
POLICE DEPARTMENT



VERBAL COUNSELING DOCUMENTATION

NAME OF EMPLOYEE: Detective William Ledger

DATE OF INCIDENT: 03/13/2020

CR# (If Applicable): NA

On 03/23/2020, Captain Scott Krause was notified by Assistant Chief Steve Klein that a random audit of MDC messages had been conducted and that Detective Ledger had some messages in his MDC log which did not comply with departmental policy 422.4 regarding MDC usage.

On 03/13/2020 at approximately 0037 hours Detective Ledger sent an MDC message to Officer Deering which stated "haa haa, exactly what I thought on scene and when you asked for his criminal history...his seat cushion really smelled like weed but some guys won't sniff the seat???????" Captain Krause advised Assistant Chief Klein that this technique is known through Captain Krause's past experience as a narcotics investigator to determine if someone is carrying illegal narcotics in their pants.

On 03/13/2020 at approximately 0038 hours Detective Ledger sent a message to Officer Deering which stated "I reached out to vance about Cheese's real name. I think the girl might come up with it....she was a cutie!!"

Assistant Chief Klein advised that Detective Ledger was made aware of a similar incident in the recent months involving another Officer using the MDC in their squad car in a manner which conflicted with department policy as Detective Ledger was representing the individual in his capacity as the Local 12 Union President.

Assistant Chief Klein advised Captain Krause that Detective Ledger was also warned regarding another message that Detective Ledger had sent within the month preceeding this warning.

On 03/23/2020 Captain Krause spoke with Detective Ledger regarding the aforementioned information, advising Detective Ledger that any future infractions of the listed policy (422) will result in disciplinary action.

**The sole purpose of this form is to document verbal counseling.
It is not intended to represent discipline of any kind.**

Supervisor: SttL #122

Date: 03/23/2020

I have received this counseling:

Employee: Birchley #133

Date: 3/23/20

CITY OF FOND DU LAC
POLICE DEPARTMENT

VERBAL COUNSELING DOCUMENTATION

NAME OF EMPLOYEE: William Ledger
DATE OF INCIDENT: 11-21-16
CR# (If Applicable): Facebook Halloween Costume Photo

On November 1, 2016, the Department was made aware of a concern by a local media outlet regarding a photo on Facebook of Detective Bill Ledger and his wife. The photo in question was a picture of Det. Ledger and his wife dressed in costumes with the caption "Don't talk back to the boss!" The photo was posted on the Face Book page of Detective Ledger's wife and appears was posted by her. The photo shows Det. Ledger with a black wig on, a camo baseball cap, white T-shirt with a plaid button down shirt with cut-off sleeves over it, cut off jean shorts and boots, while holding a Miller Lite can with a fist raised. It also shows his wife dressed in a blonde wig with pig-tails a gray colored sweatshirt, jean and had some type of padding in the stomach area to depict that she was pregnant and was also holding what appears to be a beer and had makeup on her face to depict a black eye. The concern expressed was that the photo made lite of domestic violence and was unprofessional for a law enforcement officer to be a part of.

In speaking with Det. Ledger he indicated that his wife came up with a last minute Halloween Costume idea for them during trick-or-treat activities. He stated that the costumes were based off of the movie Joe Dirt. He indicated that his wife was the one that posted the photo on her private Face Book account and is also the one that captioned the photo. Det. Ledger stated he would never condone domestic violence and that his history of work (human trafficking taskforce, domestic homicide investigations) shows that he takes domestic violence very seriously. The photo incident took place while Det. Ledger was off duty.

Det. Ledger was counseled that as a Fond du Lac Police Officer, that his conduct both on and off duty should reflect the core values of the Department of Honor, Integrity and Professionalism. Fond du Lac Police Officers are held to the highest standards in both their professional and private lives in accordance to policy 101 Codes of Conduct. Detective Ledger was advised that future incidents of this nature could result in discipline.

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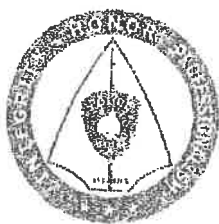
Supervisor: AC Kee

Date: 11/21/16

I have received this counseling:

Employee: Bill Ledger

Date: 11/21/16



CITY OF FOND DU LAC
POLICE DEPARTMENT



VERBAL COUNSELING DOCUMENTATION

NAME OF EMPLOYEE: Det. Ledger

DATE OF INCIDENT: 2/17/17

CR# (If Applicable): 17-1280

On Friday, April 21, 2017, Capt. McKeough and Lt. Braun met with Det. Ledger to discuss the findings of the pursuit review conducted on Det. Ledger's motor vehicle pursuit which occurred on 2/17/17 (CR#17-1280). During the discussion, Det. Ledger was advised department policy prohibits engaging in a motor vehicle pursuit when operating an unmarked/non pursuit-rated vehicle such as the civilian version Chevrolet Impala he was operating on the afternoon in question. As such, only those exigent circumstances which constitute an imminent, high probability of death would be considered as justification for violating this policy. These conditions did not exist on the afternoon of the pursuit.

*The sole purpose of this form is to document verbal counseling.
It is not intended to represent discipline of any kind.*

Supervisor: Capt. McKeough #102

Date: 5/1/17

I have received this counseling:

Employee: Det. Ledger

Date: 5/1/17

COPY

FOND DU LAC CITY POLICE DEPARTMENT

EMPLOYEE WARNING

Date: 11-26-03 Time: 6:59 P.M.

Name of Employee William Ledger Division Patrol

This warning is given as a reprimand and to remind you to improve your conduct and/or your work or further action will be taken.

Type of Infraction	Supervisor's Detailed Comments on Infraction
☐ Attendance	Officer Ledger failed to respond to a call in a timely manner on 11-26-03. It took officer Ledger 31 minutes to respond to a parking complaint when he was not busy with any other calls. Officer Ledger has been the subject of similar complaints in the past. Officer Ledger has received numerous warnings both verbal and written for similar infractions. Officer Ledger has failed to take the written and verbal warning to heart and has continued with these unacceptable response times. This warning serves as notice that Officer Ledger will face suspension and or termination for future similar complaints. See attachment for more information.
☐ Sick Leave	
☐ City Rules	
☐ Conduct	
☐ Safety	
☒ Work Performance	

Has employee been warned before for this offense? ☒ Yes ☐ No	If so, How? ☒ Verbal ☒ Written	By Whom? Lt.Kowalski Sgt. Klein, Sgt. Braun
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Remarks concerning prior warnings or disciplinary action : See Attachments

Supervisor <u>Sgt. Klein #153</u>	Superintendent <u>Capt W. J. Brown</u>
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I have received and read this warning.

Prepare five (5) copies for distribution as follows:

- 1 Employee
- 1 Steward
- 1 Personnel
- 1 Division Head
- 1 Business Agent

RECEIVED
NOV 26 2003
CITY PERSONNEL

Employee
William Ledger #38
12/25/03

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Disciplinary Policy