

November 14, 2010

Via First Class Mail and electronic-mail

As some of you are probably aware, I regretfully resigned from the LaFayette Police Department at the end of October. I would like to take this time to thank all of you for the opportunity to work for the City of LaFayette. I enjoyed getting to know and working with many of the great employees that make up the City of LaFayette. Most of all, it was my honor to serve and protect the citizens of LaFayette.

With that being said, I cannot in good conscious leave without making the city leaders aware of serious problems which exist within the LaFayette Department of Public Safety. What I describe to you in this letter is not rumors or innuendo; it is fact that can be proven or verified if chosen to do so in the proper manner.

The first and most important issue I would like to bring to your attention is Director Tommy Freeman's conduct. The average person spends 50-60% of their waking hours at work. I feel that no employee should spend that amount of time being verbally and mentally abused or in fear under constant threat of losing their job. By lashing out at employees and citizens in a loud and boisterous manner, using profanity laced tirades, Director Freeman promotes a very hostile work environment. I have been and have witnessed several other officers, even citizens, victimized in this manner by Director Freeman. Director Freeman has anger management issues, and he has admitted that he was ordered to take anger management classes while employed at Griffin Police Department. I feel it has demoralized the department and is a serious problem which deserves your immediate attention. I am enclosing a statement from an independent witness who observed this type of conduct by Director Freeman.

There is a clear double standard between a select few and the rest of the department, and how things are handled depends on who is involved. City policy is used at Director Freeman's discretion and is only adhered to in certain instances. I share with you in this letter only some of the many examples of this double standard.

One example is a recent internal investigation involving Lt. Robert Dunn and Sgt. Wesley Steele and how evidence was handled. The investigation revealed that Sgt. Jimmy Pledger, who had recently retired, had the evidence in question, a scope, in his possession and gave a statement that Director Freeman and the armorer/evidence custodian had given him the scope. Even after the discovery that Director Freeman had given away property that wasn't his to give away, Lt. Dunn and Sgt. Steele were then suspended and ordered to reimburse the City for the evidence. During initial consultation with GBI Agent Sims, where multiple officers were present, Director Freeman commonly referred to Lt. Dunn as a "son of a bitch." This GBI investigation is available under the Open Records Act should you wish to read the full details of the case.

Another example is on Thursday, August 19, 2010, when Director Freeman was involved in a two car motor vehicle accident which occurred near the Public Safety building on

Wardlaw Street in the city of LaFayette. Director Freeman was driving his assigned city vehicle, and the other vehicle was a city employee in a privately owned vehicle. Damage was done to Director Freeman's vehicle and is visible in plain view. The damage to the other vehicle is unknown. According to LaFayette Police Department policy, "Vehicle Accident/Report and Review Process" (Chapter 12-6), NONE of the policy was followed.

High ranking personnel within Director Freeman's command staff conspired to cover up an inappropriate relationship between a female high school student and a person of authority during the course of their official duties. These officers openly discussed how covering up this incident would help them with their professional careers at LaFayette Police Department. One of these officers also discussed activity he participated in during the course of his duties which constitute unethical, immoral and criminal behavior. As I mentioned above, these are only some examples of the misconduct within the department. Any of the issues mentioned herein can be investigated and verified, and in some cases audio tapes are available.

It has been my experience that Director Freeman has no concern or respect for the employees of LaFayette Department of Public Safety or for the citizens of LaFayette. My hope is that someone reading this letter will realize how important it is to take responsibility as a leader and do what is best for the department and for the city – to stop this abuse and unethical behavior. I hope as you read this letter you will ask yourself how you would feel if you or one of your family members worked in this type of environment.

A leader leads by example, whether he intends to or not.

Sincerely,

A handwritten signature in blue ink that reads "Paul D. Vaughn". The signature is fluid and cursive, with the first name "Paul" and last name "Vaughn" clearly legible, and "D." as a small middle initial.

Paul D. Vaughn
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