

Mayor Irwin,

02-01-09

We, the members of the Fox Lake Police Department, wish to inform you and the Village Board of certain situations which have occurred and require attention.

All members are doing their job! They are following all rules, regulations, policies and procedures. However, morale within the department is at an all time low and personnel are doing just what they have to. The morale issue is what we would like to address with you.

On many occasions various members of the department have approached Chief Behan with information and complaints about Lt Gliniewicz. Some of these complaints could be violations of state statute. To date the members of the police department have been disappointed time and time again with Chief Behan's lack of action. The following is a brief history of Lt Gliniewicz's behavior:

- Received 6, 5 day suspensions (30 days total) for an inappropriate sexual relationship with a subordinate. This officer also sued the department over this and the village has lost tens, if not hundreds, of thousands of dollars defending themselves.
- Received another suspension for damaging part of the records management program within the department.
- Was accused of sexual harassment and making threats to a dispatcher. Matter dropped by the dispatcher.
- Removed police reports from the police department and, in a public place, conducted reviews of the reports which included confronting officers about the reports.
- Observed by department personnel in bars after hours eating pizza while on duty.
- Observed by department personnel with certain women, not his wife, visiting different establishments within the village.
- Various members of the department have been approached by bouncers from different establishments and advised that Lt Gliniewicz had been escorted from the establishment in a highly intoxicated condition.
- Did not pay a bar tab at an establishment within the village that was in excess of \$300

- Various members of the department have been approached by bouncers from certain establishments and advised that Lt Gliniewicz is becoming a nuisance because he was drinking in the bar after hours and would not leave.
- Took his family on vacation to Wisconsin in his squad car.
- Allowed several civilian vehicles to fill their tanks with gas at the village pumps.
- Allowed members of the Explorer Post unsupervised access to the police department.
- Allowed an Explorer Advisor that was arrested for DUI by the department unsupervised access to the department and the incomplete report of the arrest.
- Allows members of the Explorer Post to operate department vehicles.
- Utilizes department equipment that should be on the road, for Explorer training at the expense of officer's on-duty.
- Allowed members of the Explorer Post to dress themselves in garments bearing POLICE, thereby misidentifying them as actual police officers.
- Somehow obtained control over a certificate for a free tattoo that was donated to the department. Used the certificate to obtain a tattoo while on-duty. The time was later charged as a vacation or comp day after members approached Chief Behan.
- On several occasions at different department Christmas parties, inappropriately touched women (grabbed their breasts). Complaint was made to Chief Behan.
- Was found in an intoxicated condition in public at or near an Antioch bar by Antioch Police Dept. There are allegations that he was belligerent with officers that found him.
- On many arrests, the person being arrested has cautioned the officer about continuing the arrest because they were personal friends with "Joey" (Lt Gliniewicz), or "Mikey" (Chief Behan).

This is not an all inclusive list. There are many other instances where Lt Gliniewicz's behavior violates the department's rules, regulations, policies and procedures; however, we feel that these examples will enlighten you. Chief Behan's head-in-the-sand approach to dealing with Lt. Gliniewicz can no longer go on. It has destroyed morale within the department and affected everyone's attitude. It has brought us to this extraordinary point of informing you of this matter.

It is our sincere hope that you will address this matter. We can no longer stand by and watch Lt Gliniewicz violate the rules and regulations, policies and procedures, and state statute, and remain silent. Our next step to resolve this matter is to bring it to the attention of the media or to see to it that the appropriate investigative agency is involved.

Respectfully Submitted,

Anonymous Members of the Fox Lake Police Department