

Jonesboro Police Department

Officer Complaint Report

Incident Details

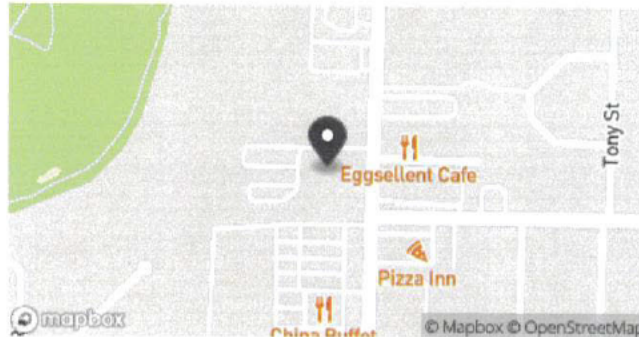
Incident Location

Date Received 06/29/2026
Entered By Lieutenant Morshaydrick
Racy - 371
Date/Time of Occurrence 06/29/2026 15:00
Date/Time Entered 07/15/2026 14:20
Record ID Number 1474
Case No PS 26-034
File No PS 26-034
Jonesboro Police Department [Pending assignment]
Assigned Investigator
IAPro Assigned Investigator Captain Scott Baker

Location of Occurrence Police Department

1001 South Caraway Road
Jonesboro, AR, 72401

-90.67813, 35.83252



Incident Summary

Lt. Morshaydrick Racy
7/13/2026

I was made aware of a situation by Det. Varner on June 28, 2026 and she had a confidential informant meet with Captain Scott Baker and me on June 29, 2026. During the meeting it was alleged that Jeremy Wheelis had been involved in several instances of officer misconduct. The allegations were that he was fraternizing with known criminals and engaged in a romantic relationship with a young lady [REDACTED] known to him and other officers, to be continuously engaged in criminal activity. The informant, a person who consistently participates in acts of theft, advised Jeremy Wheelis sent money to multiple subjects who had been arrested for theft in other jurisdictions including other states. It was also alleged Jeremy Wheelis would run the significant other's name [REDACTED] at her request, and also run other names through ACIC, at her request. Another allegation was that Jeremy Wheelis was operating as the case detective on a homicide [REDACTED]. It was alleged that Jeremy Wheelis, kept [REDACTED] apprised of the case information including information involving a search warrant that was executed at a Monroe St. address. One other allegation was that Jeremy Wheelis was connected to a retail theft "Group Me" and he would relay the information to the significant other and her friends.

I was able to send ACIC correspondence to request information concerning queries on [REDACTED] in relation to this investigation. I received these back from ACIC and Jeremy Wheelis showed to have checked 3 of the 4 in ACIC at some point. He also showed to have checked [REDACTED] multiple times. I then requested query history of Jeremy Wheelis to cross reference and confirm.

[REDACTED] was arrested by patrol officers and upon learning this, I was informed by detectives that she had a search waiver on file and was on probation. JPD detectives seized her phone and extracted information from it, pursuant to her probationary and waiver status. This extraction provided information supporting the allegations brought forth. At this point, I have not done a thorough review of the extraction but

did see evidence that supported inappropriate use of police resources as it pertains to the relationship.

I was present for and interview conducted with Jeremy Wheelis on 7/22/2026. Captain Baker read and had him sign a Garrity Rights Advisement. Jeremy opted to not have a witness present during the interview. When asked about his relationship with [REDACTED] Jeremy downplayed the relationship. He acknowledged he knew that she was a "serious booster" and operated in Texas, Oklahoma and other states and then sells the stolen goods to a person in Osceola. He advised he was working this angle and waiting for the warrants to come up. Jeremy mentioned who was in the crew and advised he ran them through ACIC checking for warrants and once the warrants came in, he would advise them to turn themselves in. Jeremy later advised he and [REDACTED] were "talking" but never had sex nor were they in a romantic relationship. He advised all they did was send flirty text messages to each other. In response to an allegation of him hanging out at a residence with known criminals, he advised he went to the residence to drop off a disposable BBQ grill to [REDACTED] relative. He advised he was there no longer than 5 minutes. He was asked about putting money on the books of known criminals while they were incarcerated. He advised he did not do this but that he has sent her money before. Another allegation was made about him "tipping off" [REDACTED] when officers were getting ready to execute a search warrant in reference to the Homicide case he was working. Jeremy vehemently denied this accusation. More so than any other accusation made against him alleging misconduct.

Two interviews of Jeremy Wheelis were conducted by Captain Scott Baker and Lt. Morshaydrick Racy. Wednesday 7/22/2026 and again on Tuesday July, 28, 2026. A polygraph examination was set up for Friday July 24, 2026 and Jeremy advised he could not make it. During the interview on July 28, Jeremy explained that he would not take a polygraph due to several factors. He said he consulted an attorney who advised him that polygraphs were antiquated and his own personal beliefs were that the examination was not reliable. He advised he would not leave his fate up to that examination and that if he understood that a termination may be the result.

1. Misuse of ACIC

As for the allegation of misuse of ACIC, it was determined that Jeremy's behavior, although seemingly inappropriate, was not found to be in violation. During his interview, Jeremy advised he did check ACIC on several individuals known to him to be criminal actors but that he did so with the anticipation of telling them when/where/how to take care of warrants should they show to be wanted. In speaking with ACIC about an officer checking someone known to be a significant other, it was advised this was not a violation unless the officer does not intend to act on the information in an appropriate manner. They can notify the person of the wanted status but cannot notify the person where the warrant is from unless they plan on taking action.

2. Inappropriate relationship with victim/confidential informant.

Jeremy vehemently denies having an inappropriate relationship with [REDACTED]. He first advised his relationship with her was strictly professional as he was using her to try to get information on two theft rings known to him to be operating in our area. He refers to her as a "serious booster". Later on in the conversation he advised although he did not have a physical relationship with [REDACTED], he did engage in a text and call situation that was flirtatious at best. When confronted with the obvious information that both he and [REDACTED] own words and actions indicate they were involved in not only a romantic relationship, but it was sexual, physical and sensual in nature, Jeremy denies this fully. So much so that in his second interview he exclaimed "I did not have sex with that woman". Both [REDACTED] and Jeremy, over a 7 day period, tell each other they "love" each other and recount sexual escapades, obviously indicative of a relationship that was sexual at the least. Jeremy eventually admits to telling her that he loves her but that he did not love her. He advised he was just telling her that in a continued flirting. He advised he was enjoying the attention because he had not been shown this type of attention since his estranged fiancé left him. Jeremy advised [REDACTED] had

never been to his residence and he had only been to her residence a couple of times. When confronted with the photos that show the two of them in a bed together, unclothed, he advised he did not recall that. The photos were taken with his phone and sent from his phone to her phone. He confirmed that both photos were at her residence in her bed and the video was of his dog Moses. These were sent in the same text strand. Although presented with this information, he attempted to deny it's authenticity. This relationship continued and would later prove costly due to the fact that it was undisclosed when Jeremy became lead detective [REDACTED] of a homicide. This relationship is discovered and Investigative Supervisors make a decision to remove Jeremy from the case and eventually remove him from the division all together. Upon speaking with prosecutors, it is also found that there may be an issue with Jeremy's testimony in this case. This is the direct result of an inappropriate relationship that went unreported, therefore jeopardizing the case and it's impact on the community.

3. Unethical behavior, providing case information to criminal actors. Including specific details of high risk search warrant prior to execution.

Jeremy adamantly denied this. There was no evidence available that would support or discredit this allegation. The phone information did not cover the range of dates that this would have happened. Of his denials, this was without a doubt, the strongest. However, this was also information that was brought to us, unsolicited, by someone in the circle of the criminal actors.

4. Divulging information from law enforcement retail Groupme messaging group.

Two confidential sources advised they knew about the Groupme and they had either been showed the Groupme or told about it when they were the subject of conversation. Upon further investigation, the one who was the subject of the investigation advised she was called by [REDACTED] and notified that she was on camera at Ulta stealing. She advised she later came to speak with a detective about her involvement in that case. This was a result of Jeremy showing the information to [REDACTED] in an attempt to identify the subject.

5. Fraternizing with criminal actors in casual and continuous manner.

One of the informants revealed that Jeremy would fraternize with the same criminal actors he originally told us he was investigating. The allegation was that he bought the children fireworks and came over to hang with the crew on July 4, 2026. When asked about this, Jeremy advised he did go to the house where [REDACTED] and some others were but it was only to drop off a disposable bbq grill and he only stayed around 5 minutes. There was no other evidence presented that would dispute this or confirm it. The point of interest is the fact that the informant advised he was there on July 4 and in a separate interview he also advised he was there July 4. The consistency throughout this process has been that his explanations either downplayed incidents where there was evidence to suggest otherwise or his explanations seemed to paint a more innocent picture than what was reported or found.

Capt. Scott Baker: See attached investigation notes PS 26-034 Investigation Notes.

Reporting Employees

Lieutenant Morshaydrick Racy - 371

(Data at the time of incident)

Assignment Lieutenant Patrol/Bravo Squad/Bravo

Video Footage —

Role Supervisor

Height —

Weight —

Involved Employees

Officer Jeremy Wheelis - 1012

(Data at the time of incident)

Assignment	Officer Investigations/Criminal Investigation Division	
Video Footage	Issued - Not Activated	
Policy Outcome	Not yet entered	
Role	Primary Officer	
Height	—	
Weight	—	
Additional Snapshot Data	Officer was off-duty	Unknown
	Officer was employed off-duty	Unknown
	Officer was in uniform	Unknown
Linked Allegations	Criminal (Unfounded - 07/22/2026)	
	Dishonesty (Sustained - 08/05/2026)	
Actions taken	Termination - 08/05/2026	

Tags

Internal Complaint

Attachments

Date Attached	Attachment Description	Attachment Type
08/21/2026	Images of text messages from investigation	pdf
08/04/2026	Jeremy Wheelis Interview July 28, 2026	MP3
09/20/2026	Report	html
08/21/2026	ACiC Audit for Jeremy Wheelis	zip
08/21/2026	Images from Investigation	pdf
08/05/2026	Notes from PS 26-034	pdf
09/20/2026	A0C5C56F-EAA7-477E-A3FE-BBD223D895A3	MOV
08/31/2026	LOR Wheelis 1-5-26	pdf

Date Attached	Attachment Description	Attachment Type
08/04/2026	Jeremy Wheelis Interview July 22, 2026	MP3
09/20/2026	D08768D0-0928-430C-9950-A9A4AAB50063	MOV
08/21/2026	ACIC Audit for Multiple suspects	zip
09/20/2026	2D745C44-206D-4735-830B-A5049E20B27E	mov
09/20/2026	F8DDC135-2FE7-4383-9462-8B0EB5AC275C	mov
10/16/2026	PS 26-034 Investigation Notes	docx

Assignment History



Chain of Command History



Category(s): Internal Complaint

Case No: PS 26-034

Employees involved:

Officer Jeremy Wayne Wheelis [1012]

Employee current info:

Division: Patrol
Assignment: Alpha Squad
Area:

Snapshot - employee information at time of incident:

Employee No: 1012
Role: Primary Officer
Body worn camera: Issued - Not Activated
Division: Investigations
Assignment: Criminal Investigation Division
Area:
Rank/title: Officer
Age: 51 Years of employment: 16 Years with unit: 0
Off duty: Unk Off duty employed: Unk

Allegations:

Criminal
Jul 22, 2026 - Unfounded

Dishonesty
Aug 05, 2026 - Sustained

Actions taken:

Aug 05, 2026 - Termination Days/hrs suspended/assessed: 0 - [Action/discipline completed]

Employee complainants:

Lieutenant Morshaydrick Donerial Racy [371]

Employee current info:

Division: Administration
Assignment: Community Outreach
Area:

Summary:

Lt. Morshaydrick Racy
7/13/2026

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Capt. Scott Baker: See attached investigation notes PS 26-034 Investigation Notes.

When/where:

Date/time occurred: Jun 29, 2026 15:00

Incident location: 1001 South Caraway Road Jonesboro AR 72401
County: Police Department

Linked files:

Audio:

A0C5C56F-EAA7-477E-A3FE-BBD223D895A3 (MOV)
D08768D0-0928-430C-9950-A9A4AAB50063 (MOV)
Jeremy Wheelis Interview July 28, 2026 (MP3)
Jeremy Wheelis Interview July 22, 2026 (MP3)

Final Report:

PS 26-034 Investigation Notes (docx)

Supporting Documents:

Report (html)
LOR Wheelis 1-5-26 (pdf)
Images of text messages from investigation (pdf)
Images from Investigation (pdf)
ACIC Audit for Multiple suspects (zip)
ACIC Audit for Jeremy Wheelis (zip)
Notes from PS 26-034 (pdf)

Video:

F8DDC135-2FE7-4383-9462-8B0EB5AC275C (mov)
2D745C44-206D-4735-830B-A5049E20B27E (mov)

Status/assignment information:

Status: Completed

Opened: 06/29/2026 Assigned: 06/29/2026 Due: Completed: 10/16/2026

Disposition: Sustained

Investigative unit assigned: Professional Standards
Handled at field/unit level: No
Investigator assign: Captain Scott Baker
Supervisor assign: Lieutenant Morshaydrick Racy
Source of information:

Organizational component(s):

Division: Patrol
Assignment: Alpha Squad

BlueTeam chain routings

Aug 21, 2026 17:51: Sent from Lieutenant Morshaydrick Donerial Racy [371] to Baker, Scott Captain [346]

Instructions:

review please

Reviewed by Captain Scott Baker [346] on Oct 16, 2026 at 18:21

Decision:

Reviewer comment:

Investigation Complete. Sustained-Termination.

Entered via BlueTeam by: Lieutenant Morshaydrick Donerial Racy [371] on Jul 15, 2026 at 14:20

Jonesboro Police Department

Notice of Disciplinary Action

This notice will be served any time the following types of disciplinary actions are taken:

Suspension ☐

Termination ☒

Demotion ☐

Resignation not in
good standing ☐

Employee Name Jeremy Wheelis

On 7/13/26 you were named as the subject employee in a complaint or a charge lodged of the following allegations:

Officer misconduct: Violation of Code of Ethics, Violation of Code of Conduct

Violation of Investigations policy.

The charge(s) made against you has been sustained. The following disciplinary action is being taken against you:

Suspension of _____ work hours beginning on _____ and ending on _____

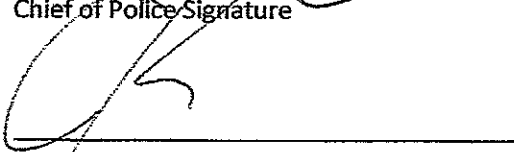
Demotion to position of _____ effective _____

Resignation not in good standing, effective _____

Termination, effective 8/5/26


Chief of Police Signature

8-5-26
Date


Employee signature

8-5-26
Date

Jonesboro Police Department

Internal Affairs Complaint Notification

To: Cpl. Jeremy Wheelis

You are hereby notified that an internal affairs complaint has been made against you. This complaint involves an allegation of ACIC misuse.

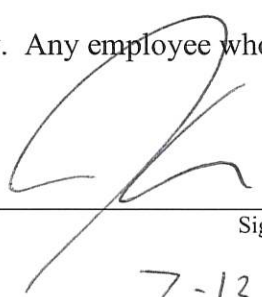
which is reported to have occurred on or about: Date: _____ Time: _____ ☐am ☐pm

You will be contacted by the investigator and advised as to when you will be needed for an interview.

Employees who are the subject of an investigation **shall NOT**:

Contact any of the parties involved in the investigation, or have someone else contact any of The parties on their behalf.

Engage in retaliation against any involved party. Any employee who engages in such Retaliation will be **discharged immediately**.



Signature

7-13-24

Date:

PS 26-034
PS 26-038

Jonesboro Police Department

Immediate Relief of Duty Notice

TO: Cpl. Jeremy Wheelis

Date and Time: 07/13/2026

(Name and Rank of Officer)

NOTICE – You are hereby relieved from duty:

- ☒ Administrative Leave
☒ with pay ☐ without pay
☐ Other _____

NOTE: Employees who are placed on administrative leave shall make themselves available during normal working hours (allowing for a normal lunch hour) in case their presence is required by the Chief of Police, Office of Professional Standards / Internal Affairs, or other department administrator.

Employees on administrative leave, pursuant to the completion of an internal affairs investigation, **shall not**:

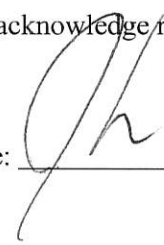
Contact any of the parties involved in the investigation, or have someone else contact any of the parties on their behalf.

Engage in retaliation against any involved party. Any employee who engages in such retaliation will be **discharged immediately**.

The facts in support of the above reason(s) are: IA investigation PS 26-034 opened for possible ACIC misuse and PS 26-038 for dereliction of duty.


Supervisor's Signature

I hereby acknowledge receipt of this notice.

Signature: 

Date: 7-13-26

JONESBORO POLICE DEPARTMENT

PERSONNEL INVESTIGATION

Date: 7-22-26Officer's Name: Jeremy WheelisRank: Cpt.Complaint: Improper Use of A/C, Policy Violations

The following statement/interview is being conducted in reference to the above complaint that has been made against you.

You will be asked questions specifically directed and narrowly related to the allegation(s) made against you.

You are entitled to all the rights and privileges guaranteed by the laws of the state of Arkansas and the Constitution of the United States, including the right not to incriminate yourself.

As this is a personnel investigation you are compelled to answer fully and truthfully all questions asked concerning the complaint or allegation(s) made against you. Refusal to answer any questions relevant to this personnel investigation will be deemed insubordination and you will be immediately placed on suspension pending a hearing before the chief of police.

If you do answer, neither your statements or any information or evidence which is gained by reason of such statements can be used against you in any subsequent criminal proceedings. However, these statements can be used against you in relation to subsequent departmental charges.

I understand that I have the right to have a witness of my choice present during this interview. This individual will be present as a witness only and will not be allowed to become actively involved in this interview process.

Officer's Name: [Signature]Date: July 22 2026Investigating Officer: Capt. [Signature] 4/346Witness: [Signature]

Lt. Morshaydrick Racy

7/13/2026

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1. Misuse of ACIC

As for the allegation of misuse of ACIC, it was determined that Jeremy's behavior, although seemingly inappropriate, was not found to be in violation. During his interview, Jeremy advised he did check ACIC on several individuals known to him to be criminal actors but

that he did so with the anticipation of telling them when/where/how to take care of warrants should they show to be wanted. In speaking with ACIC about an officer checking someone known to be a significant other, it was advised this was not a violation unless the officer does not intend to act on the information in an appropriate manner. They can notify the person of the wanted status but cannot notify the person where the warrant is from unless they plan on taking action.

2. Inappropriate relationship with victim/confidential informant.

Jeremy vehemently denies having an inappropriate relationship with [REDACTED]. He first advised his relationship with her was strictly professional as he was using her to try to get information on two theft rings known to him to be operating in our area. He refers to her as a "serious booster". Later on in the conversation he advised although he did not have a physical relationship with [REDACTED], he did engage in a text and call situation that was flirtatious at best. When confronted with the obvious information that both he and [REDACTED] own words and actions indicate they were involved in not only a romantic relationship, but it was sexual, physical and sensual in nature, Jeremy denies this fully. So much so that in his second interview he exclaimed "I did not have sex with that woman". Both [REDACTED] and Jeremy, over a 7 day period, tell each other they "love" each other and recount sexual escapades, obviously indicative of a relationship that was sexual at the least. Jeremy eventually admits to telling her that he loves her but that he did not love her. He advised he was just telling her that in a continued flirting. He advised he was enjoying the attention because he had not been shown this type of attention since his estranged fiancé left him. Jeremy advised [REDACTED] had never been to his residence and he had only been to her residence a couple of times. When confronted with the photos that show the two of them in a bed together, unclothed, he advised he did not recall that. The photos were taken with his phone and sent from his phone to her phone. He confirmed that both photos were at her residence in her bed and the video was of his dog Moses. These were sent in the same text strand. Although presented with this information, he attempted to deny it's authenticity. This relationship continued and would later prove costly due to the fact that it was undisclosed when Jeremy became lead detective in a case [REDACTED] of a homicide. This relationship is discovered and Investigative Supervisors make a decision to remove Jeremy from the case and eventually remove him from the division all together. Upon speaking with prosecutors, it is also found that there may be an issue with Jeremy's testimony in this case. This is the direct result of

an inappropriate relationship that went unreported, therefore jeopardizing the case and its impact on the community.

3. Unethical behavior, providing case information to criminal actors. Including specific details of high risk search warrant prior to execution.

Jeremy adamantly denied this. There was no evidence available that would support or discredit this allegation. The phone information did not cover the range of dates that this would have happened. Of his denials, this was without a doubt, the strongest. However, this was also information that was brought to us, unsolicited, by someone in the circle of the criminal actors.

4. Divulging information from law enforcement retail Groupme messaging group.

Two confidential sources advised they knew about the Groupme and they had either been showed the Groupme or told about it when they were the subject of conversation. Upon further investigation, the one who was the subject of the investigation advised she was called by [REDACTED] and notified that she was on camera at Ulta stealing. She advised she later came to speak with a detective about her involvement in that case. This was a result of Jeremy showing the information to [REDACTED] in an attempt to identify the subject.

5. Fraternizing with criminal actors in casual and continuous manner.

One of the informants revealed that Jeremy would fraternize with the same criminal actors he originally told us he was investigating. The allegation was that he bought the children fireworks and came over to hang with the crew on July 4, 2026. When asked about this, Jeremy advised he did go to the house where [REDACTED] and some others were but it was only to drop off a disposable bbq grill and he only stayed around 5 minutes. There was no other evidence presented that would dispute this or confirm it. The point of interest is the fact that the informant advised he was there on July 4 and in a separate interview he also advised he was there July 4. The consistency throughout this process has been that his

explanations either downplayed incidents where there was evidence to suggest otherwise or his explanations seemed to paint a more innocent picture than what was reported or found.

On June 28, 2026, I was informed by Lieutenant Shay Racy that he had a confidential informant wanting to provide information about one of our officers. On June 29, 2026 Lieutenant Racy and I met with the informant. The informant stated they had information that Corporal Jeremy Wheelis had been involved in inappropriate behavior. The informant stated Cpl. Wheelis had been having a romantic relationship with [REDACTED] for several months. The informant stated [REDACTED] was a known criminal who engaged in shoplifting activities not only in Jonesboro, but also in several surrounding communities and in several other states. The informant alleged Cpl. Wheelis would run [REDACTED] and her associates' names through ACIC/NCIC to see if they had extraditable warrants before they went on a theft spree. The informant stated they knew this to be true because they also engage in similar activities with [REDACTED] and others. The informant stated they had gotten in trouble with their probation officer because their name kept getting run through the system. The informant alleged Cpl. Wheelis was the one running their name.

The Informant stated Cpl. Wheelis would put money on [REDACTED] books when she was incarcerated. The informant also stated that [REDACTED] homicide case that Cpl. Wheelis was assigned as lead detective. This had come to light back in January of 2026 and when it was discovered Wheelis was immediately removed from the case and ultimately reassigned to patrol from the criminal investigation division. There were also two active cases where [REDACTED] was the victim and Wheelis was the assigned detective, which would be a direct violation of the Criminal Investigations Policy 523.06. At that time Wheelis stated he had never been in a romantic relationship with [REDACTED] but they had they had flirted over text messages for a few weeks. See PS 26-006 for details.

The informant alleged Wheelis was giving [REDACTED] information that may be considered sensitive information from inside the department. The informant stated [REDACTED] got a call from Wheelis before a search warrant was executed on Monroe Ave. where another suspect was arrested in the homicide case. The informant also stated Wheelis would give [REDACTED] information from a GroupMe account used by loss prevention employees from several retail businesses and law enforcement.

Lt. Racy contacted ACIC and requested records for [REDACTED] and three of her known associates, one of which was the informant, from the time [REDACTED] was reported as a victim in the first case and 6/30/26. Once we received those records it was determined that Wheelis had run [REDACTED] six times, two of the other associates one time each, and one associate was not run by Wheelis. Lt. Racy then requested all of Wheelis' ACIC activity from May 1st until July 6th. It revealed that Wheelis also ran variations of [REDACTED] name with a

different spelling of her first name near some of the times he ran her correctly spelled name.

On 7/13/26 Jeremy Wheelis was placed on administrative leave with pay pending the conclusion of this investigation.

Lt. Racy and I contacted ACIC and asked for some clarification on what was proper and what was improper use of the ACIC system when it came to running acquaintances. We were told that you are allowed to run someone for a warrant check but could only tell that person if they were wanted or not unless you were planning to take law enforcement action in the instances where they were wanted. If you tell that person from where they are wanted or what the charges are, you must follow through with contacting the issuing agency if they are within extradition and take appropriate action. For instance, you could tell your significant other if they were wanted, just not from where or for what.

Lt. Racy was also advised that [REDACTED] had been arrested and her cell phone was seized at the time of her arrest. [REDACTED] had a search waiver on file for her phone due to being on probation. Detectives retrieved the phone and extracted information from the phone. I was able to search Wheelis' department issued phone number and his personal phone number for correspondence between him and [REDACTED] on her phone. I was able to locate 3,097 messages between the two of them and 7 voicemails left by Wheelis on [REDACTED] phone.

On 7/22/26 I set up an interview with Wheelis to get some clarification on some of the facts of this investigation. I read and had him sign the Garrity Rights form since criminal activity had been alleged. I started by asking Wheelis to describe his relationship with [REDACTED]. Wheelis stated there wasn't much of one, that he used her as an informant, of which he had many. Wheelis stated he got in trouble because of her [REDACTED]. [REDACTED] Wheelis stated he and [REDACTED] had a weeklong thing before the homicide, but it was nothing really and they didn't talk much after. Wheelis said she was a "serious booster," and once he realized this he stepped away. Wheelis stated he knew several members of the crew [REDACTED] ran with and he would run them to see if they had felony warrants. Wheelis stated if they had warrants, his intention was to get them served or he would let them know they had warrants so they would get them served. Wheelis stated that this was harder now that he wasn't in CID, but he would still assist them in getting their warrants served. Wheelis also stated they all knew they had warrants coming, he was trying to let them know when they were issued so they would get them served. Wheelis stated he was using them to get to the person they were using to fence the stolen merchandise. Wheelis stated he only ran people with the intention of getting felony warrants served.

Wheelis went on to say early on he and [REDACTED] had started to talk like they were more than friends, but he realized what she was and backed off. Wheelis stated there was nothing to it and nothing ever happened with it. Wheelis stated the supervisors in CID freaked out about it though [REDACTED]

[REDACTED] Wheelis was asked about the GroupMe account and if he had ever passed information to [REDACTED] from that account. Wheelis stated he showed her pictures trying to identify shoplifting suspects because he felt she might know who they were. Wheelis stated they were only the same photographs that we distributed over email to see if anyone knew the suspects. Wheelis also stated [REDACTED] mentioned the GroupMe to him before he showed her pictures from it alleging she had prior knowledge of the account before he showed her anything from it.

I told Wheelis we had a phone dump from [REDACTED] cellphone and there were some text messages between them that suggested there was more to their relationship than her being an informant. I had not had the opportunity to thoroughly review the messages by this point. Wheelis stated if there was some type of flirtation it wasn't a big deal and there wasn't anything to it. He stated he hadn't seen [REDACTED] in quite a while. Wheelis stated [REDACTED] had never been to his home, he didn't know where she was currently staying and he didn't know anything about her. I asked about hanging out with some of [REDACTED] crew around the fourth of July and he said he took a relative of [REDACTED] a couple of disposable barbeque grills. He said he was there for about five minutes and left.

I next asked Wheelis about the search warrant that was run on Monroe. I told him it was being alleged that he had tipped off [REDACTED] and her crew about the warrant before it was served. Wheelis was adamant that he would never put anyone of our officers in danger. Wheelis stated it made him angry that someone was saying he would do that. Wheelis also stated he didn't even know they were running a warrant since it was a DTF drug warrant, not a search warrant in relation to the homicide. Wheelis stated he was told Jodarius Dority was arrested on the search warrant and he was also a suspect in the homicide. I believed Wheelis when he denied this and this was a DTF warrant that he likely would not have known about.

Wheelis revisited the ACIC question. He stated he never intentionally misused the system. He stated he used ACIC all the time to locate people with warrants. Wheelis later said he is usually careful when associating with persons and keeps them at a distance. He admitted that initially he had gotten closer to her than most before he realized she was a criminal. Wheelis stated he should have been more careful with [REDACTED] stating he "flew too close to the sun with that one." Wheelis stated he had never put money on her books when she was in jail, but he had sent her money on CashApp. Wheelis stated she was his friend and

didn't think anything about it. Lt. Racy asked Wheelis if he had ever been romantically involved with [REDACTED] and he said he had not. Lt. Racy then asked if Wheelis had ever been involved sexually with [REDACTED] and he stated he had not. Lt. Racy asked if they sent messages between each other that would make it seem like they had. Wheelis stated maybe. He said they had flirted and goofed around, but it was only about a week and nothing happened. Wheelis stated he had barely seen her in person.

After this conversation it appears that there was not any use of ACIC that would have been improper or illegal. There were still some questions about his truthfulness about his relationship with [REDACTED]

I started reviewing the text messages between Wheelis and [REDACTED]. The times on the text messages are in UTC time, so you must subtract six hours from the time stamp. In my handwritten notes there are times the adjustment would take it back to the previous day, and that was not always reflected in my notes. There were several text messages that were sexually explicit in nature. [REDACTED] sent several "twerking" videos to Wheelis. Both are talking about Wheelis going over to [REDACTED] residence and what they like sexually. These are very specific and graphic conversations. On 11/23/25 Wheelis states he is on his way to [REDACTED] residence at 2226. At 2301 [REDACTED] states she is out of the shower and Wheelis immediately says he is on his way. At 2318 Wheelis says, "I'm here," and [REDACTED] replies, "Come in." The next day [REDACTED] asks if Wheelis has a big smile on his face today. Wheelis responds, "Huge, do you?" Wheelis makes statements throughout the thread like he is going to sleep over there every night and [REDACTED] states she hates sleeping without him. Wheelis responds with he isn't happy about it. [REDACTED] asks Wheelis if he wants some "head" and Wheelis asks when. [REDACTED] states when he gets off work and Wheelis responds that he needs to go change cars then he will come over and "make you cum." Later Wheelis states, "As soon as they let me go I'm coming over get naked and go to sleep behind you," to which [REDACTED] replies Okay.

Later it appears [REDACTED] is out of town and Wheelis states it weird sleeping alone. Later he states, "This dick and tongue is yours." [REDACTED] replies, "It better be, I want some more of it." Wheelis goes on to say, "Well, you pushed me away." [REDACTED] replies, "No I didn't u started fucking me good and just quit." Wheelis responded, "And tried to go down again when you had boy shorts. And yeah imfucked you. You called me out. But I'm old and wear out to fast."

Wheelis later said, "I eat that pussy anytime you want. Wake me up climbing on my face. Or I'll hold you down and not let you wiggle away. Then I'll give you some dick." After this message Wheelis sends a picture to [REDACTED] of [REDACTED] lying in a bed covered up. He then sends a video of his dog running around his apartment. Then he sent a picture of himself

without a shirt on lying on a woman that appears to be at least partially nude. This appears to be the same bed and same sheets as the picture of [REDACTED] in bed in the previous picture. Later I located another picture that appeared to be from this same location that was a picture under the covers of a black female consistent with [REDACTED] in the same sheets where she also appears nude or at least partially nude. All the pictures were sent from Wheelis' phone to [REDACTED] phone as if he was the one that took the photos. Wheelis then states, "Feels like home laying up behind you," and mentions three days in a row sleeping alone. [REDACTED] then states that Wheelis' dog has been on his ass about being gone all night and that he is the reason Wheelis hasn't been sleeping with her.

Wheelis then talks about sexual positions, specifically the "Amazon position" and sends illustrations. At one-point Wheelis says, "I know. You told me I fuck bad." [REDACTED] replies, "U can fuck I was telling you what I like!" I like disrespectful sex." They then talk about choking and kissing. Wheelis states at one point, "And when you get back that will be six days w/ no blow job." He then states, "I'll never let you go six days without my face covered in you." [REDACTED] asks if Wheelis liked how she was grinding on his face today and Wheelis answered, "Fuck yes." They also have conversations like a couple talking about feelings and relationships and how they make each other feel. At one-point Wheelis states, "I wish I was bigger and could cum." [REDACTED] answers, "You wanna be bigger??? It's about hitting the spots and u do that." [REDACTED] goes on to say, "I try....Yesterday when I told u how to fuck me you did it and did it pretty well." Wheelis states at another point, "I want to sleep behind you. My dick between your cheeks." [REDACTED] replies, "Well, I'm prolly coming back tomorrow night so get plenty of rest."

The conversation also appears to cover a time when [REDACTED] is out of town. She talks about being near Chicago. Wheelis states he will come get her if she gets into trouble. [REDACTED] states she isn't going to get into trouble and Wheelis states, "I know cause [REDACTED] and that other girl gonna get it." [REDACTED] is one of the people in [REDACTED] crew. This leads me to believe that Wheelis knew [REDACTED] was there stealing with her crew at this time in November while they are still talking like a couple. Wheelis later states he hasn't spent the night with [REDACTED] in two weeks. Wheelis asks for some pics or videos and [REDACTED] sent some pics. Wheelis states, "I wanna eat you while you in that position." [REDACTED] replies, "Like you did the first night?" Wheelis responds, "Bury my nose in your ass like you from the button to the hole lol. Make it so wet it drips. Make you com so hard your clamp my head." Then he states, "Then I'll slid my dick inside you start slow get faster and faster." This type of talk continues for some time.

Based on these conversations and the content of the conversations, it would appear that Wheelis and [REDACTED] had a romantic phone relationship at the very least, and most probably

had a physical sexual relationship for at least a brief time. They also had conversations about getting food and bringing it over and normal friendly conversations. Most of the graphic type of conversations happened between 11/23/2025 and the first week of December. They then talk about getting each other things at the store, share their locations with each other and have general conversation. They talk about buying each other things, Wheelis working on the cases where [REDACTED] is the victim, and normal day-to-day activities. They also talk about each other needing money at different times. They refer to each other as "Baby" and "Love" and similar things and Wheels tells [REDACTED] he loves her. On 12/18/25 Wheelis sends two pictures of a t-shirt with "POLICE" on it saying this is the shirt he is bring her to keep. One of the pics has the end of his penis visible in the bottom of the picture.

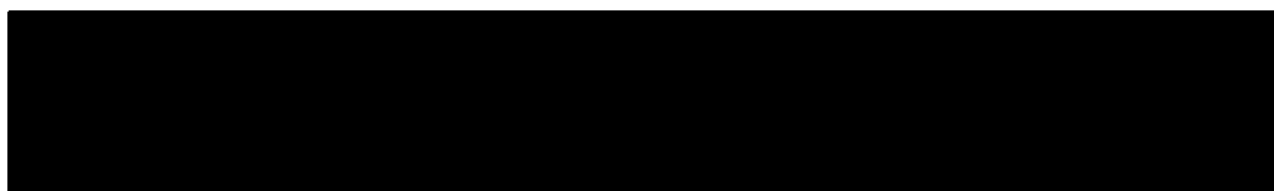
[REDACTED]
[REDACTED] The casual conversation continues through January, February, March, April, May, all the way until June 28, 2026. There are also phone messages found on [REDACTED] phone where he calls her "Babe" and says "Love you."

Based on the fact the information uncovered in the text conversations contradicted the statements made by Wheelis, it was determined we would ask him to take a polygraph examination. I contacted Wheelis and set up a polygraph for 7/24/26. On the morning of 7/24/26 I received a text message from Wheelis stating he needed to reschedule for the next week. He had spoken to his lawyer and needed time to go over the IA with him. We set up a time for 7/27/26 for the polygraph. Wheelis contacted me on 7/27/26 and stated based on the advice of his attorney he would refuse to take a polygraph.

On 7/28/26 I conducted a second interview with Wheelis. I confronted him with the text messages sent between him and [REDACTED] and he continued to deny having a sexual relationship with [REDACTED] Wheelis denied ever having any type of sexual contact with [REDACTED] Wheelis stated they talked for a very short time, and he realized what kind of person she was and he stepped away. Wheelis said it was quick and it was over. [REDACTED]

[REDACTED]
I confronted Wheelis with the pictures I uncovered. He first said he didn't know if he had taken the picture of [REDACTED] in bed. I next showed the picture of him lying on a person in the same bed with his shirt off. Wheelis stated he didn't know if he took that one either, then stated he did remember taking the first picture and he must have taken the one with him lying on her. He said he didn't remember because it had been months prior. Lt. Racy questioned Wheelis about the text messages and Wheelis said he wasn't in a place where he wanted to have sex [REDACTED] or with anyone. His fiancé had just left him a few months prior

to this. Lt. Racy brought up that it didn't make sense that he would talk about doing things to someone sexually and not have any interest in doing those things to them. Wheelis stated he talks like that to a lot of girls. Lt. Racy asked if he talked to women like that he didn't want to have sex with and Wheelis responded, "I didn't say I didn't want to have sex with them." Lt. Racy pointed out that is exactly what he was saying. That he spoke graphically about what he wanted to do, and had done with [REDACTED] but he was saying he was not interested in her sexually. Wheelis later said that [REDACTED] was a good-looking woman and of course he would want to have sex with her, which contradicted this previous statement.



Wheelis asked Lt. Racy, "Haven't you ever had someone you had sex with and talk nonsense to them?" Lt. Racy stated when most people talk like that it is because they are having sex and Wheelis again denied having sex with [REDACTED]. Wheelis also says, "I don't care what you read or what I said or wrote, I didn't have sex with her [REDACTED]" Wheelis stated he let [REDACTED] in too close several time throughout the interview.

I explained to Wheelis that where we are in the investigation is he says he never had sex with her, but they have had text conversations recounting sexual encounters. I explained that is why we are asking for a polygraph. Wheelis again refused to take a polygraph. Wheelis said if we are going to fire him because we don't believe him it is fine, but we are not going to fire him because we say he is a liar because he showed deception on a polygraph. Wheelis became defensive and said he felt like we were coming after him. Wheelis stated he was only going to do what he could control and he could control what he says. He said he couldn't control what we put down, but he wasn't going to let people say he showed deception on a polygraph. I told him we were not taking anyone's word over his, we were using his words, the words that came from his phone to [REDACTED] phone. Wheelis continued to rant and he said, "I didn't have sex with her, but boy, I wanted to." This contradicts what he said earlier in the interview about not wanting to have sex with [REDACTED] because he wasn't in a place where he wanted to have sex with anyone.

I met with Chief Elliott and discussed with him where we were on the investigation and that Wheelis was still refusing a polygraph. Lt. Racy made notes to give to Chief Elliott and I set up a meeting between Chief Elliott and Wheelis on 8/5/26. At the end of that meeting Chief Elliott terminated Wheelis' employment with the police department.

On the allegation of misuse of ACIC that allegation is unfounded. On the allegation of untruthfulness, based on the evidence this will be sustained. Wheelis also refused to cooperate with the investigation by taking a polygraph. The outcome of this investigation resulted in the termination of employment.

Captain Scott Baker



All personnel in the City of Jonesboro Police Department will sign and at all times, abide by our Code of Ethics. [2.02] [13.10]

Law Enforcement Code of Ethics

As a law enforcement officer, my fundamental duty is to serve the community; to safeguard lives and property; to protect the innocent against deception, the weak against oppression or intimidation and the peaceful against violence or disorder; and to respect the constitutional rights of all to liberty, equality, and justice.

I will keep my private life unsullied as an example to all and will behave in a manner that does not bring discredit to me or to my agency. I will maintain courageous calm in the face of danger, scorn or ridicule; develop self-restraint; and be constantly mindful of the welfare of others. Honest in thought and deed both in my personal and official life, I will be exemplary in obeying the law and the regulations of my department. Whatever I see or hear of a confidential nature or that is confided to me in my official capacity will be kept ever secret unless revelation is necessary in the performance of my duty.

I will never act officiously or permit personal feelings, prejudices, political beliefs, aspirations, animosities or friendships to influence my decisions. With no compromise for crime and with relentless prosecution of criminals, I will enforce the law courteously and appropriately without fear or favor, malice or ill will, never employing unnecessary force or violence and never accepting gratuities.

I recognize the badge of my office as a symbol of public faith, and I accept it as a public trust to be held so long as I am true to the ethics of police service. I will never engage in acts of corruption or bribery, nor will I condone such acts by other police officers. I will cooperate with all legally authorized agencies and their representatives in the pursuit of justice.

I know that I alone am responsible for my own standard of professional performance and will take every reasonable opportunity to enhance and improve my level of knowledge and competence.

I will constantly strive to achieve these objectives and ideals, dedicating myself before God to my chosen profession....

Law Enforcement

Civilian Code of Ethics

The citizens of the community entrust us to perform the public's work in an honest, ethical manner. As a result, we are subject to public scrutiny in all that we do. For this reason, we are expected to maintain the highest standards of moral, legal, and professional conduct at all times. The following Code of Ethics identifies the personal and professional values, which are necessary to maintain these standards.

Employees of the City of the Jonesboro Police Department shall:

Conduct themselves in their public and private activities in a manner, which deserves the respect and confidence of fellow employees and the public.

Realize that wrongdoing betrays the public's confidence in public services and realize that even the appearance of wrongdoing should be avoided.

Avoid conflicts of interest by refraining from participating in decisions or transactions in which you or a family member have a financial or other material interest; make full public disclosure of an association when involvement cannot be avoided.

Understand that public service is a responsibility as well as an occupation. We should, therefore, maintain a constructive, creative and practical attitude toward urban problems and citizen relations.

Be courteous, pleasant and tactful in our contacts with the public and fellow employees. Courtesy builds good will that money cannot purchase.

Be loyal to the city and the department and not speak ill of its policies in a public forum to cause harm.

I have read the Code of Ethics for the Jonesboro Police Department and acknowledge that I understand and agree to abide by the statements therein.

Civilian



I. Purpose and Policy

- A. It is the policy of this Department to maintain the highest standard of integrity by working diligently to maintain the community's trust. All Departmental employees must recognize that they are held to a higher standard than the private citizens they protect, in addition to representing the Department, they also represent the law enforcement profession. Conduct, on and off duty, must be beyond reproach and meet the highest degree of professionalism and personal accountability. Employees of the Police Department are to respect the rights of individuals and not engage in or tolerate discrimination, oppression or favoritism. Department employees must avoid any conduct that might compromise the integrity, morale, operations or efficiency of the Department. Violation of Federal, State and Local laws, as well as City or Department Policy may result in disciplinary action up to and including termination. [2.17]

II. Scope

- A. The provisions of the Code of Conduct are to be observed by all employees of the Department in order to maintain the confidence, respect, and support of the public.
- B. It is the duty of all employees to provide the Department with specific notice whenever they are involved in or aware of any acts of misconduct. In the event of intimidation, or fear of intimidation, the reporting employee may report directly to the Chief of Police, to any supervisor, to the City Attorney or to the City Human Resource Department.
- C. The Chief of Police without cause may terminate employees of the Police Department who are in provisional status from employment. All employees should execute their duties in a professional and competent manner and should meet and maintain reasonable measures of job performance. Repeated incidents of carelessness or a pattern of errors, neglect, and/or inattentiveness to job performance is considered incompetent. Employees will be subject to disciplinary action if they fail to meet the minimum standards of performance or when they violate a law or regulatory decree announced in this Code.
- D. All employees should understand that the policies of this Department are not intended to create any contractual or other legal rights. It does not alter the Department or City's at-will employment policy, nor does it create an employment contract for any period.
- E. It shall be the responsibility of every employee to know and adhere to federal, state and local law and the policies and directives of this Department. Violation of Federal, State and Local laws, as well as City or Department Policy may result in disciplinary action up to and including termination, as outlined in policy 317. Additionally, attempting or conspiring to complete any such violation will also result in disciplinary action. Training on all policies will be mandatory. Employees will receive training at the

- F. time of their initial employment, as well as notice and or training, as appropriate, when policies are changed or updated. [2.12]

III. Responsibilities

- A. For protecting life and property, officers are always considered on duty while in the City of Jonesboro and are prepared to act anytime circumstances indicate their services are required.
- B. Officers respond immediately to all calls for police service from citizens or other members. Emergency calls take precedence; however, all calls are answered as soon as possible consistent with established policies and traffic laws. Except under the most extraordinary circumstances or when otherwise directed by competent authority, no officer fails to answer any call for service. Within the City of Jonesboro officers take appropriate action to:
 - 1. Protect life and property.
 - 2. Preserve the peace.
 - 3. Prevent crime.
 - 4. Detect and arrest violators of the law.
 - 5. Enforce all federal, state, and local laws and ordinances coming within Departmental jurisdiction, although this is not to be construed to include enforcement of laws of a Class C misdemeanor nature or traffic enforcement when out of uniform and not on duty.
- C. Authority and Accountability
 - 1. The ranking on-duty supervisor at the scene of any police incident is in charge and responsible for the proper conclusion of that incident. In the absence of a supervisor, the senior officer on scene will assume that responsibility until the incident is under control and/or sufficient instructions have been issued to result in the proper conclusion of that incident.
 - 2. The administrative delegation of the enforcement of certain laws and ordinances to particular units of the Department does not relieve officers of other units from the responsibility of taking prompt, effective police action either within or without the scope of their normally assigned duties when the occasion so requires.
- D. Officers are required to take appropriate action to aid a fellow peace officer exposed to danger or in a situation where danger might be impending.
- E. Employees remain alert, observant, and occupied with Departmental business during their tour of duty. When on duty, employees devote their entire time and attention to the business of the Department. An employee should notify a supervisor when taking any medication, which they believe would impair their performance. Employees are prohibited from engaging in the following activities while on duty:
 - 1. Sleeping, loafing, or idling.
 - 2. Recreational reading, except for meals.
 - 3. Utilizing any article, which distracts from the proper performance of their duty.
 - 4. Any sexual conduct.
 - 5. Gambling (including the purchase of lottery tickets), except in performance of a police duty, and then only with the specific consent of a command rank officer, and never in uniform.

6. Any conduct that is considered a violation of other sections of this policy or other city or Departmental policies.
- G. Employees promptly submit all reports and evidence
 1. All reports, records, citations, or other materials, which are required by the performance of duties, must be submitted by the end of the shift. If such cannot be submitted, notice must be made to a supervisor giving the reason.
 2. All records are to be kept within normal working areas. Taking, withholding or hiding records or paperwork in a manner that makes it unavailable for inspection is a violation of this policy.
 3. All property found, confiscated by, or relinquished to members of the Jonesboro Police Department must be delivered to the official Departmental custodian without undue delay and, in any event, before their tour of duty ended.
 4. Evidence must be secure in its officially designated place for preservation and storage.

IV. Appearance, Uniform and Equipment [2.13]

- A. Societal interest demands highly trained personnel who demonstrate disciplined conduct and strict adherence to regulation and authorized detail. In order to best present a somewhat neutral image and effectively relate to all segments of the population they serve; employees shall comply with the uniform and appearance standards prescribed by the Chief of Police.
- B. Uniforms Styles
 1. Formal Class A- Navy blue department issued uniform worn with necktie, long sleeves and/or dress jacket
 2. Class A- Navy blue department issued daily uniform. May be short or long sleeved.
 3. Class B- BDU style uniform
 4. Head Gear- A black baseball cap, black toboggan, or black headband (fleece or knit) worn plain only or with "POLICE," JPD authorized patch or lettering.
- C. Uniform Presentation
 1. Uniforms, boots, shoes, external vest carriers, and gear worn are to be kept neat, clean, in good repair, and well pressed at all times. While wearing the uniform, all employees will maintain a professional bearing.
 2. When an employee is in uniform, the complete uniform, including ballistic vest, must be worn at all times in the prescribed manner. The cap is optional for all employees during inclement weather. The ballistic vests are optional for command staff. Uniform items are those furnished by or authorized by the Department. No part of the uniform is worn with civilian clothing or vice versa.
- D. Civilian Clothing
 1. The police officer normally wears a uniform on a tour of duty. However, commanding officers may prescribe other clothing to be worn as required by the nature of duty to which the particular officer is assigned.
 2. Normally, officers and employees who are required to wear civilian clothing do so in a manner that is complimentary to the individual and generally acceptable in the business community. Commanding officers may require other clothing or uniform depending upon the employee's job assignment.

E. Badges

1. The Department will issue badges worn in the performance of official duties. Personally owned badges of the same size and type may also be worn. Other badges may only be utilized with the specific permission of the Chief of Police.
2. Suspended employees must immediately surrender their badges and identification card to the commanding officer notifying the offender of suspension.

F. Maintaining a 'neutral image' may encompass any number of general appearance issues as determined by the Chief of Police. Certain visible tattoos, unusual visible piercings and hairstyles or hair colors that would be considered 'shocking' to the general public will not be permitted.

1. Tattoos on the arms and legs will be permitted to be visible as long as they are not inappropriate or offensive in any manner. All unauthorized tattoos will be required to be covered by a uniform long sleeve shirt or a Department approved tattoo cover sleeve. Visible neck, head, and face tattoos, body art, and branding are prohibited. Tattoos on the hands and fingers are also prohibited with the exception of a tattoo (ring design and size) on the left ring finger intended to symbolically replace the wedding band.
2. Facial hair: Mustaches must be neatly trimmed and will not extend any further than one-half of an inch below or beyond the corners of the mouth. "Handlebar" mustaches are not permitted. Beards and goatees may be worn under the following guidelines:
The length will not exceed one-half inch. All facial hair will be kept neatly trimmed with a shaved, defined neckline, which is at least one inch above the collar. (Reporting for duty with neck stubble will be considered a violation of this policy.) Sideburns that are neatly trimmed and extend no further than the bottom of the ear opening and are no more than 1 inch wide are permitted. Beards considered patchy or sparse will not be permitted.
The Chief of Police must approve any special design cuts beyond traditional beard styles.
3. The Chief of Police reserves the right to order the removal of facial hair if it does not conform to a neutral image.
4. Officers serving with a Department tactical or SWAT unit should limit facial hair in a manner that does not interfere with the proper seal of a gas mask or any similar equipment.
5. Hair length for females in uniform must not interfere with assigned duties. Hair for males in uniform must be above the collar, trimmed around the ears and extend no more than two inches outward from the head when styled. Hair coloring is permitted as long as it falls in the natural reoccurring hair color spectrum. Dyed hair out of the natural hair colors will not be permitted. Some examples of not permitted colors are blues, purples, green, orange, and bright red colors.
6. The Chief or Assistant Chief may grant exceptions to this policy.

V. Professional Conduct and Personal Bearing

A. Dereliction of duty

Dereliction of duty on the part of any employee detrimental to the proper performance of the functions of the Department is cause for disciplinary action. The offender will be

punished according to the degree of severity of the violation, the results brought about by the dereliction, and the effect it has upon the discipline, good order, and best interest of the Department. The following subsections constitute dereliction of duty:

1. Failure of a supervisor to immediately take action when a violation of the policies, rules, or regulations comes to their attention, regardless of the supervisor's or violator's assignment or rank within the Department.
2. Failure of an employee to obey lawful orders.
3. Failure to observe and give effect to the rules, regulations, policies, or other directives issued by proper authority of the City or the Department.
4. Failure to deliver secure and submit all property and reports.
5. Failure to give name and badge number to any person upon request as required in the Ark Rules of Criminal Procedure 3.1.
6. To be under the influence of alcohol or drugs while on duty.
7. Sworn members who show cowardice or failure to perform police duties because of danger.
8. To malingering or feign incapacitation to avoid duty or work.
9. To engage in any strike, work stoppage, slow down, or in any way refuse to fulfill their responsibilities.

B. Duty to Obey Orders [1.08]

1. Failure to obey any lawful order addressed to them by a supervisor, including any order relayed from a superior by an employee of the same or lesser rank. Failure or deliberate refusal to obey a lawful order shall be considered insubordination.
2. Lying to a supervisor including willful omissions or misstatements.
3. Members who are given an order that they feel to be unjust or contrary to Department or City policy, must first obey the order to the best of their ability. Then, at their first opportunity, they shall report the facts of the incident and the action taken through their chain of command. Obedience to an unlawful order is never a defense for an unlawful action; therefore, no member of the Department is required to obey any order that is contrary to federal or state law or local ordinance. Responsibility for refusal to obey rests with the member, who shall be required to justify his refusal.
4. In the event that an employee receives an order conflicting with previous commands, rules, policies or directives, the employee shall respectfully call the conflicting order to the attention of the superior officer giving the order. Should the superior officer not change the order, it shall be obeyed. The employee, in this circumstance, shall not be held responsible for disobedience of the first order.

C. Duty to Respect Others and the Agency

1. Employees treat superiors, subordinates, and associates with respect. When on duty in the presence of other members or the public, supervisors are referred to by rank.
2. Respect for other employees should also include respect for their property, both personal property and assigned equipment. Employees are not to take possession of or utilize another employee's property (clothing, equipment, food, etc.) without that employee's consent.
3. Employees will not display unnecessary violence toward any person.
4. Employees will not disrespect a civilian supervisor, supervisory officer, commanding officer or subordinate.
5. Employees should respect others by avoiding the use of indecent, profane, or harsh language in the performance of official duties.

6. Employees do not publicly criticize or ridicule the Department, its policies, or other employees by talking, writing or expressing themselves in a manner which is defamatory, obscene and unlawful or tends to impair the operation of the Department by interfering with its efficiency, by interfering with the ability of supervisors to maintain discipline, or by a reckless disregard for the truth.
 7. Unbecoming conduct - Employees must avoid conduct in the offices or buildings of the Department or in any public place or public forum, which might discredit themselves, the Department or the city or in any way hamper the morale, activities and goals of the Department.
 8. While the urgency of a situation might preclude ordinary social amenities, lack of professionalism will not be tolerated. Employees shall strive to be courteous and civil to the public, as well as fellow employees; avoid harsh, violent, profane, or insolent language or demeanor and shall maintain objective attitudes regardless of provocation. Employees do not, at any time, ridicule, mock, deride, taunt, or belittle any person, nor do they willfully embarrass, humiliate, or shame any person nor do anything intentional that might invoke any person to violence.
- D. Duty Concerning Gratuities, Gifts, Bribes, etc.
1. The soliciting of any fund, money, loan, fee, reward or gratuity from other than the legal institutions established for that purpose must receive prior approval from the Chief of Police.
 2. Employees do not accept, either directly or indirectly, any reward, gift, gratuity, reward, fee, loan, discount rate, rebate or special consideration arising from or offered because of police employment, or any activity connected with such employment from the public or other employees that might reasonably tend to influence their discharge of official duties. Any such monies received without solicitation must be reported to the Department. [\[2.21\]](#)
 3. To accept, agree to accept, or solicit a bribe, which may be defined as a gift, emolument, money, thing of value, testimonial, appointment, personal advantage, or the promise of solicitation of it for obtaining special privileges or personal gain.
- E. No employee shall establish an inappropriate relationship with any complainant, suspect, witness, defendant, prisoner or other person involved in any police related activity while such a case is being investigated or prosecuted. [\[2.18\]](#)
- F. Employees report any circumstances or events which may affect the efficient operation of the Department or its members through their chain of command so long as it is reasonable.

VI. General Conduct

A. Time Allotted for Meals

1. Sworn personnel who work an eight (8) hour shift (i.e. 0700-1500) shall be allotted a maximum of two thirty (30) minute meal breaks, when time permits, per duty shift. Officers working a ten-hour shift (i.e. 1500-0100) shall be allotted a maximum of two forty (40) minute breaks, when times permits. Sworn personnel who work an eleven (11) hour shift (i.e. 0500-1600) shall be allotted a maximum of two forty (40) minute meal breaks, when time permits, per duty shift.
If possible, breaks during the last hour of the shift should be avoided.

2. Officers may be recalled to duty from a break at any time a supervisory officer deems it necessary and will check out at a specific location for meals.
 3. Civilian employees will be allotted time for breaks and meals in accordance with current employment law, currently, one fifteen-minute break for every four hours worked and one hour for lunch.
- B. Duty Hours and Reporting for Duty **[2.16]**
1. The Chief has the authority to regulate the working hours of all employees and may call the employee to duty regardless of the regular working hours assigned to that employee. No employee may be absent without leave. Absence without leave means that without proper authorization, the employee fails to report for duty at the time and place of duty or leaves a place of duty or assignment.
 2. Unless otherwise directed, officers are to report to daily roll call at the time and place specified wearing the proper uniform and equipment. Careful attention is given to orders and instructions. It is the responsibility of each employee assigned to a shift, who cannot report for duty due to illness, to notify an on-duty supervisor or commanding officer at least one hour prior to his or her reporting time. Personnel working non-shift assignments (CID, DTF, etc.) must notify their supervisor within 30 minutes before the workday begins.
 3. Nonexempt sworn or non-sworn personnel may be required to work extra hours in addition to their regular workday or workweek when an emergency exists. Personnel shortages can be considered an emergency. All the time worked in excess of the standard workday or workweek will be paid in accordance with current overtime and/or compensatory time policies.
- C. Officers obtain prior approval of their supervisor before initiating undercover investigations and all such approval is forwarded to the Chief of Police.
- D. Intoxicants **[2.19, 2.20]**
1. Employees will not be under the influence of alcohol or drugs or to be a user of drugs when a physician or dentist does not prescribe such drugs or take drugs in a manner not prescribed by a physician or dentist
 2. Employees will not bring or keep any intoxicating liquor or beverage into Department facilities, except in the furtherance of a job-related task. Such items must be promptly identified and stored according to policy.
 3. Employees must not become intoxicated while on duty nor consume intoxicants while off-duty to the extent that evidence of such consumption is apparent when reporting for duty or to the extent their job performance is impaired. Officers in uniform, or operating Department vehicles, will not purchase or consume any form of intoxicants.
 4. Officers on duty or in uniform do not enter private clubs or other similar establishments except to perform a police service or need.
- E. No expenditure of money is made or liability incurred in the name of the City of Jonesboro or the Department unless authorized by the Chief of Police.
- F. Because law enforcement is often a physically demanding occupation, the Jonesboro Police Department place the responsibility on its employees to maintain their good health and the level of physical fitness required to perform law enforcement duties. Employees of the Department are encouraged to maintain a healthy diet and exercise regularly.
- G. Employees shall notify their supervisor and the Administration office of any change to their telephone number and/or address within 24 hours of the change..

H. Use of Tobacco Products

1. Smoking is prohibited by state law in any city owned vehicle or building and the use of tobacco or tobacco related products while in any city building, city owned vehicle or at any time while in personal contact with the public is prohibited.
2. Tobacco use may occur only in areas designated as smoking areas or locations outside that are no closer than fifty (50) feet from the entrance to any public building or other enclosed area.
3. Public use of tobacco products detracts from the professional image of the individual and Department and such use of any tobacco products is strongly discouraged during duty hours. Examples of tobacco related products include, but are not limited to cigars, cigarettes, pipes, electronic smoking devices and all forms of chewing or smokeless tobacco and snuff.

VII. Public Activities

- A. Employees in the Police Department shall not be permitted to take an active part in any political campaign for an elective position of the city if they are on active duty or while in uniform. The term 'active part' includes, but may not be limited to: making political speeches, passing out cards, or other political literature, writing letters, signing petitions, displaying campaign buttons or materials on their uniform, unit or office, having their photograph made with a candidate or campaign material while in uniform, actively and openly soliciting votes and making public remarks about candidates for such elective positions. [2.15]
- B. Employees are not required to contribute to any political fund or render any political service to any person or party whatsoever and no person shall be removed, reduced in classification or salary, or otherwise prejudiced by refusing to do so.
- C. Employees do not become members of any organization, association, movement or group which advocates or approves of the commission of acts of force or violence to deny others their rights under the Constitution of the United States, or which seeks to alter the form of the government of the United States by unconstitutional means.
- D. Employees do not participate in any type of disruptive protest demonstration, nor may they act as a spokesperson, representative, or agent for any group engaged in or planning to engage in any type of disruptive protest demonstration.
- E. Except for official police duties, no employee of this Department associates with persons of immoral character, convicted felons, gamblers, or other people who habitually commit violations of the law. This does not exclude an employee of this Department from associating with immediate members of their family if they fall within the aforementioned categories.
- F. Employees do not permit their name or photograph to be used to endorse any product or service, which is in any way connected with or alludes to their employment as a law enforcement officer without the permission of the Chief of Police.

VIII. Civil, Criminal, Judicial, and Investigative Actions

- A. The Department has jurisdiction on criminal cases only. Employees do not render aid or assistance in civil cases except to prevent an immediate breach of the peace or to quell a disturbance actually existing. This is not intended to prevent employees from assisting

any citizen with available information concerning certain civil actions as related to law enforcement.

- B. Officers do not investigate criminal cases or personally file criminal charges in a court of law against any person for a criminal offense committed against him or her or any member of his or her family except misdemeanors and then will do so according to the procedures set forth by the City Attorney. Other personnel will be assigned to investigate and file such charges as may be proper.
- C. Truthfulness **[2.14]**
 - 1. Employees are to remain truthful in all verbal and written communications and reports and do not willfully misrepresent any matter, sign any false statement or report, commit perjury, or give false testimony before any court, grand jury, board, commission, official hearing, or Departmental hearing.
 - 2. Employees answer questions or render material and relevant statements to a competent authority in a Departmental personnel investigation when so directed.
 - 3. Employees do not knowingly falsify any report, document, record, or enter or cause to be entered into any inaccurate, false, or improper information on records, documents, or reports of the Department or of any court or alter any record, document, or report. Employees do not remove, destroy, or cause the removal or destruction of any report, document, or record without authorization.
- D. Court Matters
 - 1. Employees are present and available to testify in any court or before any grand jury when officially notified to appear. In criminal cases outside Craighead County and in all civil cases, employees respond to legal subpoenas only.
 - 2. Employees who, for a valid reason, are unable to answer an official summons or written notice to appear in court must seek approval and have been excused by that court or prosecutor prior to the time they are scheduled to appear. The employee shall notify their immediate supervisor of the reason for any absence from court as soon as the employee returns to work.
 - 3. Any employee who is subpoenaed or volunteers to testify for the defense in any criminal or civil trial or hearing or against the City or Department in any hearing or trial must notify his or her supervisor, who will then notify Department administration, upon receipt of the subpoena. This does not apply to the employee that has been subpoenaed as a hostile witness nor when the employee has been subpoenaed in a motion to suppress by the defense. An employee, who becomes a plaintiff, defendant, or party to a civil action not addressed elsewhere in this code of conduct, must make notification to a supervisor of his or her involvement. The purpose of this notification is not to interfere, but to inform. In civil cases arising from duty related events, coordination of case prosecution or defense may be necessary.
 - 4. Employees do not accept fees as a witness in criminal cases prosecuted in the state or municipal courts of Craighead County. Employees may accept witness fees in criminal cases prosecuted outside of Craighead County, civil cases or in federal court as prescribed by law.
- E. Employees do not engage in any of the following conduct:
 - 1. Interfering with the service of lawful process.
 - 2. Interfering with the attendance or testimony of witnesses through coercion, bribery, or other means.

3. Attempting to have any District Court Notice to Appear, traffic citation or other process reduced, voided, or stricken from the calendar without the approval of their division supervisor.
 4. Recommending a dismissal, reduction of charges or other disposition of a pending criminal case, which has been previously filed in any criminal court or before any grand jury except by approval of their division supervisor.
 5. Taking any other action, which interferes with the efficiency or integrity of the administration of criminal justice.
 6. Having knowledge of such interference and failing to inform a superior officer in writing.
- F. Recommendation of Services
1. Employees do not suggest, recommend or advise any person or company offering related services, such as an attorney, wrecker service or bail bond broker, to any person coming to their attention because of police business. This does not apply when a relative or personal acquaintance of the employee seeks such service.
 2. Employees do not furnish bail or act as a principal or surety of any bail bond or bail bond application for any person charged with any type of criminal offense except members of their immediate family.
- G. Confidential Information
1. No employee reveals any confidential information to anyone unless authorized to do so and then only to a person or persons authorized to receive such confidential information.
 2. No employee makes known any information concerning the progress of an investigation, a known or reported law violation, a condition against which action is to be taken at a future time, or any proposed police operation to any person not authorized to receive it.
 3. Employees do not communicate in any manner, either directly or indirectly, any information which may assist people guilty of or accused of criminal or quasi-criminal act(s) to escape arrest or punishment or which may enable them to dispose of secret evidence or unlawful activity, money, merchandise, or other property unlawfully obtained.
 4. While most police reports are subject to FOI, employees shall not release any official information, police report, police record, arrest report, prosecution report, criminal history file, mug shot picture, or other record or report to any person or agency which does not have a criminal justice function unless ordered by a lawful subpoena or approved by a supervisor.
 5. No employee gives any lawyer, bondsman, or the agent of either, or any other unauthorized person information regarding prisoners in confinement, property in custody or records of the Department, except that which is public information.