



City of Chattanooga

DEPARTMENT OF POLICE
3300 AMNICOLA HIGHWAY

Chattanooga, Tennessee 37406

August 14, 2003

Officer Iran Meadows
Chattanooga Police Department
3300 Amnicola Highway
Chattanooga, Tennessee 37406

Re: Termination of Employment

Dear Officer Meadows:

A disciplinary hearing was held with you in the Administrative Conference Room (2nd floor) at the Police Services Center on Thursday, August 14, 2003 at 2:20 p.m.

This hearing was in regard to Internal Affairs Case #2003-50. As a result of this I.A. investigation, the following charges were sustained against you:

- 1) Submission of False Documents.
- 2) Neglect of duty.
- 3) Untruthfulness During an Internal Affairs Investigation.
- 4) Conduct Unbecoming.

The investigation revealed that after personnel from the Chattanooga Times—Free Press inquired about the use of non-certified canines in regular police duties you provided copies of K9 certifications to Sergeant Dennis Pedigo of the Chattanooga Police Department. Original documents relating to the certification of animals utilized by Officers Mark Haley and Ruth Bowman did not exist.

Sergeant Dennis Pedigo then contacted the United States Police Canine Association to determine the status of the two animals and their handlers and found neither had scored a sufficient total to be certified. Sergeant Pedigo spoke with Officers Haley and Bowman concerning their certification. Officer Haley assured Sergeant Pedigo his animal was certified. Officer Bowman reported as far as she knew her animal was certified.

During an interview with Sergeant Ken Neblette, you stated that you received Officer Ruth Bowman's information packet from her, made copies, and turned them in to

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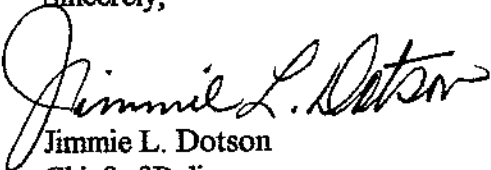
Sergeant Pedigo without looking at them. You originally stated that you received Officer Haley's pack from him, but later retracted that statement to say you were unsure from whom you received his information packet. You stated that you copied Officer Haley's packet without looking at it and submitted it to Sergeant Pedigo. You stated you were too busy hosting the trials to keep up with which dogs had or had not been certified. You stated you had been in custody and control of your original certification document since receiving it on April 25, 2003. You stated you had no idea how the fraudulent documents were submitted.

During the hearing you stated that you probably were guilty of "Neglect of Duty" but repeatedly denied responsibility for the other charges. You stated you did not falsify any documents and did not know who did. I gave you numerous chances to tell the truth, but you continued to deny any involvement in the creation of the fraudulent certificates.

As a result of the evidence obtained in this case and your statements made in the hearing, you are being terminated from the Chattanooga Police Department, effective immediately, August 14, 2003. You currently have 24 days of personal leave time on the books. You must complete a "sign-out" sheet to turn in any police issued equipment.

You have the right to apply for a hearing before the Chattanooga City Council should you wish to appeal this termination. If you desire to appeal this disciplinary action to the Chattanooga City Council, you must apply in writing for a hearing within 15 days from your receipt of this letter to the Clerk of the Chattanooga City Council, Carol O'Neal, City Hall, Chattanooga, Tennessee.

Sincerely,


Jimmie L. Dotson
Chief of Police

JLD/vi

I, _____, have been advised of my termination.

Date: _____, Time: _____

Supervisor Delivering: _____