



114 N. Locust Street  
P.O. Box 215

Arcola, Illinois 61910

Phone: (217) 268-4966  
Fax: (217) 268-4968



January 11, 2023

AJ Roley  
via hand delivery

RE: Assignment to Administrative Leave and Possible Termination

Dear Mr. Roley:

The Chief of Police has made a determination that you are placed on administrative leave with pay effective immediately.

The Chairman of the Police Committee has made a preliminary determination that you violated Police Department regulations, including, but not limited to:

340.3.5 PERFORMANCE

- (d) Concealing, attempting to conceal, removing or destroying defective or incompetent work.
- (i) The falsification of any work related records, the making of misleading entries or statements with the intent to deceive, or the willful and unauthorized destruction and/or mutilation of any department record, book, paper or document.
- (p) Failure to disclose or misrepresenting material facts, or the making of any false or misleading statement on any application, examination form or other official document, report or form, or during the course of any work-related investigation.
- (q) Failure to take reasonable action while on-duty and when required by law, statute, resolution or approved department practices or procedures.
- (u) Exceeding lawful peace officer powers by unreasonable, unlawful or excessive conduct.
- (aa) Any other on-duty or off-duty conduct which any employee knows or reasonably should know is unbecoming a member of the Department or which is contrary to good order, efficiency or morale, or which tends to reflect unfavorably upon the Department or its members.
- (ab) Any failure or refusal of an employee to properly perform the function and duties of an assigned position.

(ad) Giving false or misleading statements or misrepresenting or omitting material information to a supervisor, or other person in a position of authority, in connection with any investigation or in the reporting of any department-related business.

The Police Committee of the City of Arcola will meet next Monday night, January 16, 2023 at 6:30 PM and will likely make a recommendation to the City Council that your employment with the City of Arcola police department be terminated at the Council meeting being held at 7:00 PM, following the Police Committee meeting on January 16, 2023.

Please let me know if you would prefer to have your employment end in your resignation rather than a termination.

At this time, you are to take no other actions as a City employee. You will receive payment through at least January 16, 2023.

During your leave, please return any City property, equipment, or keys to your department as soon as possible.

Sincerely yours,

  
  
Police Chief Nick Sading  


1/11/23  
Chairman of the Police Committee, Mark Smith

City Administrator, Bill Wagoner, 