

EXHIBIT B

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OHIO
UNIVERSITY
Police Department

- 1) Dishonestly - info differs btw what was given to Carris vs Jim Thompson
 - 2) failure of good behavior - information w/ 15 y.o.
 - 3) Insubordination - failed to notify of interview & allegations
- Failure to respond to cite reasons neg w/ Lt. Johnson
- 2
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To: James Kemper, Asst. VP for Administration for Human Resources
From: Tony Camechis, Director of Campus Safety
Date: January 10, 2006
Re: Request for Pre-Disciplinary Hearing

On December 8, 2005, Officer Robert Andrew Parsons received notification of a complaint from Lt. Chris Johnson for Insubordination. Officer Parsons was interviewed by Investigator James Thompson of the Athens County Department of Children Services on December 2, 2005 regarding a criminal allegation involving a minor. On January 22, 2001, Officer Parsons was interviewed by Lt. Travis Potts involving a similar allegation and Officer Parsons was told by Lt. Potts that he should have informed his supervisor of the allegation. On February 7, 2001, Officer Parsons received a memo from me stating, "You are reminded of the importance of notifying a supervisor when your actions may bring recognition to Ohio University and the Ohio University Police Department." Officer Parsons reported to work on December 3, 2005 and failed to inform his supervisor Lt. Johnson of the interview and allegations. Officer Parsons is also currently under investigation for failure to report to duty while on administrative leave. Officer Parsons' conduct is insubordinate in violation of Ohio Revised Code 124.34.

On December 27, 2005, Lt. Johnson served Officer Parsons a second complaint notice after receiving information from Investigator Jim Thompson that the Athens County Department of Children Services had completed their investigation. In an exchange of information, Lt. Johnson believed that Officer Parsons had not been completely truthful with Investigator Thompson and also may have violated ORC. 124.34 for immoral conduct, neglect of duty, failure of good behavior and malfeasance. On December 28, 2005, Lt. Johnson conducted an administrative interview with Officer Parsons and his FOP Representative Officer Dave Coleman. As a result of the interview and other evidence collected by Lt. Johnson, it is my belief that Officer Parsons' conduct has violated ORC 124. 34 by being dishonest, failure of good behavior and immoral conduct.

I believe that Officer Parsons' conduct may warrant corrective action of termination and request a pre-disciplinary conference be scheduled in accordance with the FOP Bargaining Agreement Article 25, Section C.

Provided to James Kemper on 1-12-06 by
Asst. Chief Mark Matthews

Officer R. Andy Parsons was given an administrative complaint on 12/8/05 concerning him not telling a department supervisor he was being investigated by Athens County Children's Services concerning a possible criminal offense. This investigation was into allegations he was sexually involved with a minor female. He was notified of the complaint via a letter and was then interviewed on 12/2/05. During this interview he was told of the allegations, their nature, and the fact it was a criminal investigation. He was previously interviewed by former OUPD Lt. Travis Potts concerning a complaint that was filed with Athens County Children's Services alleging he tried to initiate sexual relations with a juvenile female. An administrative investigation was conducted and Officer Parsons was interviewed on 1/22/01. The administrative investigation report indicates Officer Parsons was instructed to inform a department supervisor as soon as he learned of the allegations. In a memo from Chief Tony Camechis (then Associate Director) dated February 7, 2001, Officer Parsons was "...reminded of the importance of notifying a supervisor when your actions may bring recognition to Ohio University and the Ohio University Police Department." Officer Parsons was placed on Administrative Leave on 12/8/05 by Chief Tony Camechis. As of that date he had never notified any department supervisor he was being investigated. During his interview about his lack of notification he advised the matter was an allegation from a rumor. He further stated he didn't feel it necessary to inform the office that there was an inquiry of a rumor. He then stated he did not recall that he was told to notify a supervisor during his 2001 inquiry.

This complaint is therefore found to be **Sustained** that he violated the expected conduct outlined in Ohio Revised Code Section 124.34, Insubordination.

Notification given 12/8/05

Right to Counsel and Union Representation given 12/27/05

Garrity Warning given 12/28/05

Interviewed 12/28/05