



Benjamin J. Boeke  
Chief of Police  
Oskaloosa, IA 52577  
P: 641-672-2559 F: 641-673-8275

**NOTICE OF FINAL DISPOSITION**

To: Nicholas Landgrebe

May 29, 2024

From: Chief Benjamin J. Boeke

**FINAL DISPOSITION: SUBSTANTIATED**

**DISCIPLINARY ACTION RESULTING FROM DISPOSITION:**

**ON HOLD DUE TO RESIGNATION**

**VIOLATIONS:**

[REDACTED]

Specifically, the Oskaloosa Police Department has found Nicholas Landgrebe has violated the following rules and regulations, policy, and/or procedures:

**320.3.2 - SUPERVISOR RESPONSIBILITIES**

*Supervisors and managers are required to follow all policies and procedures and may be subject to discipline for:*

- a) Failure to be reasonably aware of the performance of their subordinates or to provide appropriate guidance and control.*
- b) Failure to promptly and fully report any known misconduct of a member to his/her immediate supervisor or to document such misconduct appropriately or as required by policy.*





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### **320.5.2 ETHICS**

*Any other failure to abide by the standards of ethical conduct.*

### **320.5.4 RELATIONSHIPS**

*Unwelcome solicitation of a personal or sexual relationship while on-duty or through the use of one's official capacity.*

*Engaging in on-duty sexual activity including, but not limited to, sexual intercourse, excessive displays of public affection or other sexual contact.*

*Establishing or maintaining an inappropriate personal or financial relationship, as a result of an investigation, with a known victim, witness, suspect or defendant while a case is being investigated or prosecuted, or as a direct result of any official contact.*

### **320.5.6 UNAUTHORIZED ACCESS, DISCLOSURE, OR USE**

*Unauthorized and inappropriate intentional release of confidential or protected information, materials, data, forms, or reports obtained as a result of the member's position with this department.*

*Disclosing to any unauthorized person any active investigation information.*

*The use of any information, photograph, video, or other recording obtained or accessed as a result of employment or appointment to this department for personal or financial gain or without the express authorization of the Chief of Police or the authorized designee.*

### **320.5.8 PERFORMANCE**

*Failure to disclose or misrepresenting material facts, or making 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.*

*The falsification of any work-related records, making misleading entries or statements with the intent to deceive, or the willful and unauthorized removal, alteration, destruction, and/or mutilation of any department record, public record, book, paper, or document.*

*Any act on- or off-duty that brings discredit to this department.*

### **320.5.9 CONDUCT**

*Failure of any member to promptly and fully report activities on his/her part or the part of any other member where such activities resulted in contact with any other law enforcement agency or that may result in criminal prosecution or discipline under this policy.*

*Criminal, dishonest, or disgraceful conduct, whether on- or off-duty, that adversely affects the member's relationship with this department.*





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*Any other on- or off-duty conduct which any member knows or reasonably should know is unbecoming a member of this department, is contrary to good order, efficiency, or morale, or tends to reflect unfavorably upon this department or its members.*

This document shall serve as notice of final disposition for the administrative investigation regarding Nicholas Landgrebe. Based on the findings of the investigation, the Oskaloosa Police Department has found cause exists to **SUBSTANTIATE** the allegations presented during this investigation.

Based on the facts and findings of this investigation, the final disposition of this investigation will result in the **RESIGNATION** of Nicholas Landgrebe, effective June 7, 2024. Nicholas Landgrebe will use 80 hours of vacation during the weeks of May 27-May 31 and June 3-June 7. He will then forfeit his remaining vacation hours and will be paid out 36 hours of compensatory time.

A handwritten signature in blue ink, appearing to read "B. Boeke", is written over a horizontal line.

Benjamin J. Boeke  
Chief of Police

5/29/24  
Date

