



Ludington Police Department

Christopher Jones
Chief of Police

Michael Haveman
Captain

408 S. Harrison Street
Ludington, MI 49431
(231) 843-3425



DISCIPLINARY MEMORANDUM

To: Sergeant Angela Babinec
CC: Personnel File
From: Chris Jones, Police Chief
Re: Internal Investigation 24-04

On June 1, 2024, I was advised by Captain Haveman of an incident that occurred in the early morning hours of June 1st, in which an off-duty LPD officer was stopped for multiple traffic violations, and it was suspected that the officer was operating a vehicle while under the influence of alcohol. Additionally, it was reported that as the supervisor on duty, you directed, or at least allowed, BWC's and in-car cameras to be turned off and the recording of the event ceased. It was reported that the off-duty officer and his vehicle were taken to his residence, with no further investigation being conducted. On that date, Captain Haveman was directed to conduct an internal investigation into this matter.

Based on Captain Haveman's investigation report, and a review of both the BWC and in-car videos, I find that you made a series of incorrect decisions, contrary to the ethical standards and general policies of the Ludington Police Department.

The seriousness of this matter cannot be understated. As law enforcement officers we are to hold ourselves to a higher standard. The driving captured on the in-car video could have certainly resulted in a tragic outcome for the off-duty officer and others in the community. It is expected that all Ludington Police Department employees will always conduct themselves in a manner beyond reproach and one that enhances public trust and confidence in our agency and profession. The intentional act of turning off BWC and in-car cameras is contrary to that. In fact, these actions provide significant opportunities to cause harm and reduce the public trust we are trying to build in our agency. Additionally, the supervisory decisions made on June 1st, as it relates to this incident, set a very bad example to a young officer, who was doing what was expected of all officers at LPD.

It is my determination that your supervisory actions, as they relate to this incident, were seriously deficient and in fact, could result in significant disrepute on the professional image of the Department. As such, I am enacting the following disciplinary measures:

1. Demotion from the rank of sergeant to the rank of officer, effective immediately.
2. Twenty-four hours unpaid suspension.

Angela, you bring tremendous value to our organization, and I do not want to see a couple of poor supervisory decisions change that. I look forward to working through this issue with you, and using the lessons learned to help develop and grow the Ludington Police Department further.