



January 16, 2024

Timothy Carlton (Delivered in person)

Dear Sergeant Carlton:

This letter is to inform you that I am recommending your termination of employment. The basis for my recommendation is your failure to comply with the City of Bloomington Employee Handbook, Bloomington Police Department Rules and Regulations, and Bloomington Police Department Standard Operating Procedures.

On September 1, 2023, you were placed on Administrative Duty pending the outcome of an internal investigation regarding your conduct related to ongoing criminal investigation(s) to which you were not assigned. The investigation involved two civilians with whom you and your wife had a personal relationship. Specifically, allegations against you include that you used your position and authority to access and print police reports related to ongoing criminal investigations and that you provided copies of these reports to two civilian suspects prior to the suspects being interviewed by the assigned officers. The investigation also considered whether you improperly used your position and authority to redirect the investigation when you contacted the Officer, Detective and Sergeant assigned. Upon investigation of your activity from March 5, 2023, through July 25, 2023, numerous violations of the City of Bloomington Employee Handbook, Bloomington Police Department Rules and Regulations, and Bloomington Police department Standard Operating Procedures were considered. The following is a list of sustained violations identified in the investigation:

Actions related to Activity on March 5, 2023.

- Sergeant Carlton stated in his interview that he was the supervisor on scene of the call for service that resulted in EJS report [REDACTED]. The evidence shows that Sergeant Carlton was not the supervisor on scene of this call for service.

Count 1 - Violation of Rules and Regulations Rule 3-2 - Making False Report.

Count 2 - Violation of City of Bloomington Employee Handbook - Insubordination.

Actions Related to Activity on May 12, 2023.

- Sergeant Carlton contacted Sergeant Shumaker and accessed information about an active call for service that was not directly accessible to the public. This was done at the request of [REDACTED], [REDACTED] who is a non-law enforcement civilian citizen. This access of protected information was not a legitimate work-related purpose.

Count 3 - Violation of Standard Operating Procedure 5.26- Protected Information.

- Sergeant Carlton, having gained City information from Sergeant Shumaker of an active call for service of a police investigation that was not directly accessible to the public, provided that protected and confidential information to [REDACTED]. [REDACTED] did not have a need to know, or a right to know, and this dissemination was not necessary in the line of duty.

Count 4 - Violation of Standard Operating Procedure 5.26 - Protected Information.

Count 5 - Violation of Rules and Regulations Rule 17-1 - Information relative to Crimes and Orders.

Count 6 - Violation of the City of Bloomington Employee Handbook Statement of Confidentiality.

Actions related to Activity from May 19, 2023.

- [REDACTED] sent Sergeant Carlton an image of a text message she received from [REDACTED] where he refers to [REDACTED] reporting a burglary and claiming [REDACTED] were responsible. Sergeant Carlton replies to [REDACTED] that he will look into it when he goes to work later that evening. At 23:29 hours, Sergeant Carlton uses his EJS access to view report [REDACTED]. Sergeant Carlton was not involved in that report, was not assigned that report, and had no work-related purpose for viewing that report.

Count 7 - Violation of Standard Operating Procedure 5.26 - Protected Information

- [REDACTED] sent Sergeant Carlton an image of a text message she received from [REDACTED] where he refers to [REDACTED] reporting a burglary and claiming [REDACTED] were responsible. Sergeant Carlton replies to [REDACTED] that he will look into it when he goes to work later that evening. At 23:30 hours he views report [REDACTED]. Sergeant Carlton was not involved in that report, was not assigned that report, and had no work-related purpose for viewing that report.

Count 8 - Violation of Standard Operating Procedure 5.26 - Protected Information.**Actions related to Activity from May 20, 2023.**

- Sergeant Carlton used his confidential, and for work purposes only, EJS access to print EJS report [REDACTED] with the intent to provide it to [REDACTED] which was not a work-related purpose.

Count 9 - Violation of Standard Operating Procedure 5.26 - Protected Information

- Sergeant Carlton used his EJS access to print EJS report [REDACTED] with the intent to provide it to [REDACTED] which was not a work-related purpose.

Count 10 - Violation of Standard Operating Procedure 5.26 - Protected Information

- Sergeant Carlton gave [REDACTED], who did not have a need to know or a right to know and this dissemination was not necessary in the line of duty, a printed copy of EJS report [REDACTED] which she was not authorized to have.

Count 11 - Violation of Standard Operating Procedure 5.26 - Protected Information**Count 12** - Violation of Rules and Regulations Rule 17-1 - Information relative to Crimes and Orders.**Count 13** - Violation of the City of Bloomington Employee Handbook Statement of Confidentiality.

Count 14 - Violation of City of Bloomington Employee Handbook
Standard 2 - Conflict of Interest

- Sergeant Carlton gave [REDACTED], who did not have a need to know, or a right to know, and this dissemination was not necessary in the line of duty, a printed copy of EJS report [REDACTED] which she was not authorized to have. Nor had [REDACTED] submitted a Freedom of Information Action Request for the same information.

Count 15 - Violation of Standard Operating Procedure 5.26 - Protected Information

Count 16 - Violation of Rules and Regulations Rule 17-1 - Information Relative to Crimes and Orders

Count 17 - Violation of the City of Bloomington Employee Handbook
Statement of Confidentiality

Count 18 - Violation of City of Bloomington Employee Handbook
Standard 2 - Conflict of Interest.

- Sergeant Carlton gave [REDACTED], who did not have a need to know, or a right to know, and this dissemination was not necessary in the line of duty, a printed copy of EJS report [REDACTED] which he was not authorized to have.

Count 19 - Violation of Standard Operating Procedure 5.26 - Protected Information

Count 20 - Violation of Rules and Regulations Rule 17-1

Count 21 - Violation of the City of Bloomington Employee Handbook
Statement of Confidentiality

Count 22 - Violation of City of Bloomington Employee Handbook
Standard 2 - Conflict of Interest.

- Sergeant Carlton gave [REDACTED], who did not have a need to know, or a right to know, and this dissemination was not necessary in the line of duty, a printed copy of EJS report [REDACTED] which he was not authorized to have.

Count 23 - Violation of Standard Operating Procedure 5.26 - Protected Information

Count 24 - Violation of Rules and Regulations Rule 17-1 - Information Relative to Crimes and Orders

Count 25 - Violation of the City of Bloomington Employee Handbook Statement of Confidentiality

Count 26 - Violation of City of Bloomington Employee Handbook Standard 2 - Conflict of Interest.

- Sergeant Carlton stated multiple times in his interview that he only provided [REDACTED] one printed page of a police report that was the same page that [REDACTED] had sent to [REDACTED] in a text message. That page that [REDACTED] sent to [REDACTED] in a text message was page 2 of the initial report narrative from EJS [REDACTED]. Sergeant Carlton denied ever having given the full printed copies of the reports to [REDACTED]. The evidence shows that Sergeant Carlton gave the printed copies of both reports to [REDACTED].

Count 27 - Violation of Rules and Regulations Rule 3-2 - Making False Report.

Count 28 - Violation of City of Bloomington Employee Handbook - Insubordination

Actions related to Activity on May 25, 2023.

- Sergeant Carlton sent a text message to [REDACTED] where he referred to Officer [REDACTED] using language that tended to discredit Officer [REDACTED]. Sergeant Carlton stated in his interview that this comment was because he felt that Officer [REDACTED] was a subpar officer.

Count 29 - Violation of Rules and Regulations Rule 5-1 - Respect and disparaging Remarks

- Sergeant Carlton called Officer [REDACTED] and provided direction to Officer Steck that caused Officer [REDACTED] to not list the [REDACTED] as suspects and changed how he had intended to investigate his report.

Count 30 - Violation of City of Bloomington Employee Handbook Official Misconduct.

Count 31 - Violation of City of Bloomington Employee Handbook
Standard 3 - Compliance with Laws and Regulations.

Count 32 - Violation of City of Bloomington Employee Handbook
Standard 2 Conflict of Interest.

Actions related to Activity on June 7, 2023.

- Sergeant Carlton asked for and receives active investigative information from Bloomington Fire Department Captain [REDACTED] related to the Arson investigation involving Dr. [REDACTED]. This access of protected information was not a legitimate work-related purpose.

Count 33 - Violation of Standard Operating Procedure 5.26 - Protected Information

- Sergeant Carlton then provided that confidential protected investigative information to [REDACTED] who did not have a need to know, or a right to know, and this dissemination was not necessary in the line of duty.

Count 34 - Violation of Standard Operating Procedure 5.26 - Protected Information

Count 35 - Violation of Rules and Regulations Rule 17-1 - Information Relative to Crimes and Orders

Count 36 - Violation of the City of Bloomington Employee Handbook
Statement of Confidentiality

Actions related to Activity on July 25, 2023.

- Wendy Carlton asked Sergeant [REDACTED] for an update on the [REDACTED] cases. Sergeant Carlton uses his EJS access to access EJS reports [REDACTED]. This access of protected information was not a legitimate work-related purpose.

Count 37 - Violation of Standard Operating Procedure 5.26 Protected Information

- Sergeant Carlton then tells [REDACTED] that the case was still being investigated. [REDACTED] did not have a need to know, or a right to know, and this dissemination was not necessary in the line of duty.



Count 38 - Violation of Standard Operating Procedure 5.26 - Protected Information

Count 39 - Violation of Rules and Regulations Rule 17-1 - Information Relative to Crimes and Orders

Count 40 - Violation of the City of Bloomington Employee Handbook
Statement of Confidentiality

I must recommend your termination.

You will have the opportunity to respond, so that you can present points of disagreement with what the City believes the facts to be; to identify witnesses who may support your defense; to identify any mitigating circumstances which should be considered; and to offer any other argument you wish to make.

If you elect to engage in this conversation, please call Nicole Albertson, Human Resources Director and Jamal Simington Police Chief at (309) 434-2216 on Wednesday, January 17 at 0900 hours.

Please feel free to contact me with any further questions you may have.

Sincerely,

A large black rectangular redaction box covering the signature area.

Paul Williams
Asst. Police Chief

cc: James Clesson PBPA Command Unit President
Nicole Albertson, Human Resources Director
Jamal Simington Police Chief

Public Records Exemptions

Enclosed please find a copy of the response documents for your public records request. The following information is provided to explain the process employed to review and produce the response documents.

Reason	Description	Pages
		1-6

Public Records Exemptions

Enclosed please find a copy of the response documents for your public records request. The following information is provided to explain the process employed to review and produce the response documents.

Reason	Description	Pages
		7