



OPA File #  
**2023OPA-0083**

**The following is an exact duplicate of the entry made by Sergeant John O'Neil in the Summary box of this Blue Team complaint submitted to OPA on 2/16/2023.**

On 2/15/23 at approximately 1215hours the following insubordinate incident occurred by Valerie Carson

2/14/23 a shooting occurred in the Southwest precinct where a male was shot in his legs. Valerie Carson wrote an SPD blotter post about it because she was the one on-call. The next day a reporter sent an email asking Public Affairs to do an interview regarding the incident. Public Affairs staff have been instructed to do interviews whenever possible and feasible. Valerie's shifts start at 8am. She previously had asked if she could take her lunch at the beginning of shift and work out. I said it was ok as long as the emails are checked and responded to accordingly. 12/15/23, Valerie did not show up for work that day until well after 1130am. When Officer Jean Gulpan showed up for work, there were over 13 emails that had not been checked or responded to in the SPDcommunications que. Jean brought this to my attention. Shortly after that, Valerie showed up for work.

Valerie told Jean that Franque from Fox13 wanted to do an interview and asked Jean if she wanted to do the interview before Valerie replied to Fox13 to tell them that she was not doing an interview. Jean inquired why Valerie did not want to do the interview since she wrote the post. Valerie said I don't want to do the interview. and then said out loud, "I am not doing any Fucking interviews", but you can do it. Jean came to my office and told me about the interview request as well as what Valerie had said. Jean asked if I wanted the interview done. I said yes, the interview needs to be done. I told Jean she could do the interview if she wanted to. Jean said that since Valerie was the one that did the blotter post and talked to the involved officers, Valerie should be the one to do the interview. Jean also expressed her distaste for how Valerie was trying to sluff her work off onto Jean. I agreed with Jean and told her if she did not want to do the interview, tell Valerie that Sergeant said she needs to do the interview.

Jean told Valerie that since she did the blotter post, she should do the interview and sergeant wants it done. Valerie told Jean, "Historically in this unit, even if someone else does the blotter post, another person in the unit can do the interview". Jean responded, well I am not doing it. Just know that Sergeant wants you to do it. Valerie told Jean "I'll go tell sergeant I am not doing any interviews".

As I was coming out of my office to go to Valerie's desk to address another issue concerning her, she was about to come in. She appeared to be red in the face and shaking. With a mildly heightened voice she told me "I am not doing any interviews today!". I was slightly taken aback but not surprised by her bold declaration and insubordination. I asked her if she needed to go home. She said "I would love to, but I have work to do" I told her that she could go home. She grabbed her stuff and left. (I had been given the discretion by Director Clancy to allow employees to leave if a situation called for it). On this day it was clear to me that Valerie was being combative with me and officer Gulpan. She was not completing her assigned tasks and refusing to follow orders given. Public Affairs represents the face of the department. I could not have a combative employee addressing the public via emails, interviews or any other type of

communication. I made the decision that it was in the best interest of the department to allow her to go home, and I would deal with the insubordination and behavior later that day and the next day. I gave Director Amy Clancy a quick heads up about what happened that day.

Under Policy 5.001 POL 15 15. Employees Obey any Lawful Order Issued by a Superior Officer: Failure to obey lawful orders from a superior officer constitutes insubordination. Orders may be issued directly, relayed through a subordinate employee or current Department training, published in notices, and other forms of communication. I gave Jean the authority to tell Valerie to do the interview, Valerie knew this. Not only did she tell Jean she was not doing the interview, she came to me and told me she was not doing the interview. Valerie violated this policy by being insubordinate. I no time did she offer an explanation why.

Unfortunately, this is not the first time that I have dealt with insubordination along with other issues with Valerie. This would include Valerie telling me that I needed to put things in writing in order for her to follow my orders. The previous occasions I documented and turned in to Rebecca Mckehnie in Human Resources via a folder. This was given to her on approximately 12/1. The reason this was given to her is because when I started working as Sergeant in the Public Affairs on 8/2/22, every employee in the unit (Patrick, Jonah and Valerie) expressed to director Clancy and others that they did not want me as their sergeant. They also threatened to quit. When I arrived all three of them fought against most of the things that I was trying to implement at the direction of Chief Diaz. They all told me they did not like the new rules and did not agree with Chief Diaz. This is a direct quote from Valerie "I am mad at Adrian, I hate what he is doing. We are the experts in Public Affairs not him". The situation came to a head with Jonah regarding his behavior. Rebecca stepped in and offered to be a mediator for Jonah and me. I accepted. The issues and concerns are documented regarding Jonah Spanganthal-Lee and in the hands of Rebecca. At our interview, Rebecca told me anytime you are having issues with an employee, you can come to HR and we can assist. If nothing else, it will be documented that you came to us with your concerns. I decided to give the documentation that I had concerning Valerie and Patrick to Rebecca the next day.

I have attached emails, copies of texts as well as the explanations of what is attached. The bad behavior with Valerie dates back to August of 2022. I have also attached an email I sent to Director Clancy 2/16/23 at 1037hrs. In this email, I express my concerns about Valerie, asked director Clancy to speak to her about her behavior and tell her I will be entering a PAS entry. I also told her I was debating on sending the insubordinate portion to OPA. (I just needed to verify policy violation and exact protocol) I let Director Clancy know that I wanted to speak to her, but I had an engagement to attend. Amy met with Valerie in the afternoon. During the meeting Valerie said she was going out on sick extended leave. Before this time, I had already intended on sending the insubordination complaint to OPA. I just didn't have the opportunity gather it up and type it up until later that evening. Valerie going out on extended sick leave would follow in the footsteps of both Jonah and Patrick. During my stint as sergeant (6months) they both went out on extended sick leave. Patrick returned to work and later was moved back to patrol by Chief Diaz. Jonah is still out on extended sick leave as I write this.