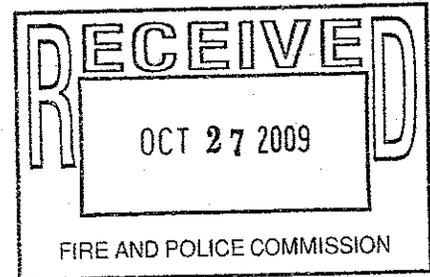




Police Department

Edward A. Flynn  
Chief of Police

October 19, 2009



The Board of the  
Fire and Police Commissioners  
200 East Wells Street, Room 706  
Milwaukee, WI 53202

Dear Commissioners:

This is to notify your Honorable Board that I have suspended Police Sergeant Pamela J. Holmes for a total of ten (10) consecutive working days without pay for violation of the following Department Rules:

**Rule 4, Section 2/010.00:** All members of the Department shall familiarize themselves with all the provisions of the Department's Rules and Procedures Manual within 30 days of the issuance thereof.

It shall be the duty of all members of the Department to thoroughly familiarize themselves with such provisions of the Department's Rules and Procedures Manual as deal specifically and generally with the duties of their rank, grade, or position, within 20 days from the date of assuming that rank, grade or position.

Police recruit officers shall familiarize themselves with all the provisions of the Department's Rules and Procedures Manual prior to graduation.

Failure on the part of members of the Department to acquaint themselves with and abide by the provisions of the Department's Rules and Procedures Manual as hereby directed shall be considered neglect of duty and shall subject such members to disciplinary action.

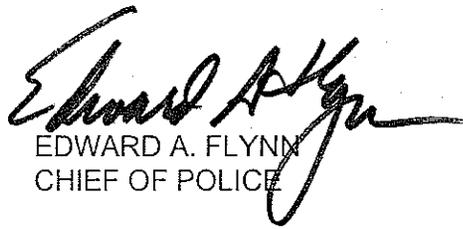
**Rule 4, Section 2/030.00:** Members shall promptly obey any lawful order emanating from any officer of higher rank. Should any such order conflict with a previous order from any other ranking officer, with any general or special order, or any provision of the Rules and Procedures Manual, the member to whom such order is given shall respectfully call attention to such conflict of orders, and if the officer giving the last order does not change it to eliminate such conflict, the order shall stand and the member giving such order shall bear full responsibility. Further, the member obeying the order shall not be held in any way responsible for disobedience of any orders theretofore issued. If any unlawful order is given to any member, such member shall promptly report such fact to the Chief of Police.

Re: Police Sergeant Holmes  
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**Rule 4, Section 2/105.00:** Any member who is intentionally untruthful, either orally or in writing, whether under oath or otherwise, shall be subject to charges inasmuch as untruthfulness is a serious disqualification for the police service.

A copy of Personnel Order 2009-175 concerning such disciplinary action is attached.

Respectfully submitted,

  
EDWARD A. FLYNN  
CHIEF OF POLICE

Attachments  
EAF:smc