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OFFICE OF THE SHERIFF
LAKE COUNTY, INDIANA

Stephen R. Stiglich
Sheriff

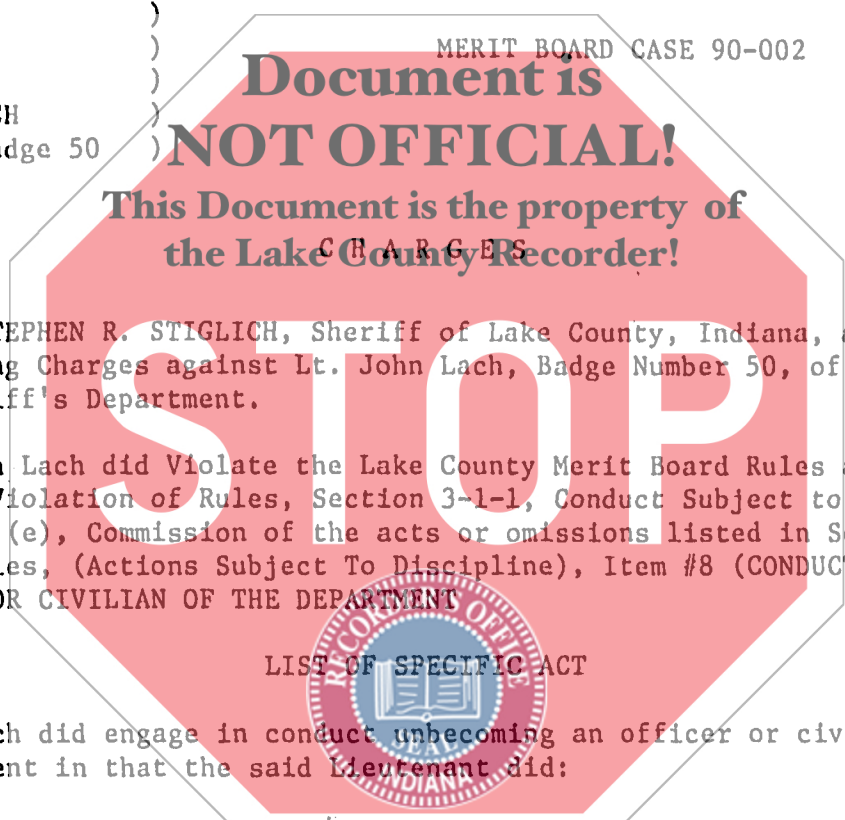
James D. Royome
Chief of Police

STATE OF INDIANA)
)SS:
COUNTY OF LAKE)

STEPHEN R. STIGLICH)
)Sheriff
)
vs.)
)
LT. JOHN LACH)
)Badge 50

IN THE LAKE COUNTY SHERIFF'S DEPARTMENT'S
MERIT BOARD, CROWN POINT, INDIANA

MERIT BOARD CASE 90-002



STATE OF INDIANA/S. HC.
LAKE COUNTY
FILED IN RECORDS
MAY 19 4 23 PM '90
ROBERT RECORDED

COMES NOW STEPHEN R. STIGLICH, Sheriff of Lake County, Indiana, and files the following Charges against Lt. John Lach, Badge Number 50, of the Lake County Sheriff's Department.

1. Lt. John Lach did Violate the Lake County Merit Board Rules and Regulations, Article 3, Violation of Rules, Section 3-1-1, Conduct Subject to Discipline, sub-section (e), Commission of the acts or omissions listed in Schedule (A) to these rules, (Actions Subject To Discipline), Item #8 (CONDUCT UNBECOMING AN OFFICER OR CIVILIAN OF THE DEPARTMENT

LIST OF SPECIFIC ACT

Lt. John Lach did engage in conduct unbecoming an officer or civilian of the Department in that the said Lieutenant did:

- (a) Have published, on the 15th day of April, 1990, a letter in the Reader's Forum, of the The Times Newspaper, wherein the said Lieutenant identified his rank and position with the Lake County Police Department and did make statements therein criticizing and discrediting certain members of said Department.
- (b) That Lt. John Lach did, on the 5th day of May, 1990, publish a letter to the Editor of the Post Tribune Newspaper, wherein the said Lieutenant Lach again, identified himself as a Lake County Police Officer and did specifically castigate, criticize and discredit the Sheriff of Lake County, Stephen R. Stiglich.

NC

(c) That Lieutenant John Lach has engaged in a continued course of the aforementioned conduct, well before the two most recently published articles, as evidenced by other letters that have appeared both in the Reader's Forum of the Times and the Letter to the Editor of the Post Tribune for a period of several years, the design and scope of which was to constantly criticize, castigate and discredit the Sheriff of Lake County, Stephen R. Stiglich, and, more importantly, to drastically affect the morale and working conditions of the Lake County Police Department.

(d) That Lt. John Lach is in a management and supervisory position with the Lake County Sheriff's Department, and, among other things, is charged with having the responsibility of promoting morale and efficiency within the Department. The conduct of Lt. Lach, by making critical and negative public statements concerning the Sheriff of Lake County and the operation of the Lake County Sheriff's Department, while clearly identifying his position therein, is violative of this charge and responsibility, clearly reprehensible in nature, and cannot be tolerated by a member of the supervisory staff of a para-military organization such as the Lake County Sheriff's Department.

(e) That the conduct of Lt. John Lach further constitutes conduct unbecoming an officer of the Department, in that:

1. The identification of his position with the Lake County Sheriff's Department, including rank and its implied responsibility of command, creates the perception that he is a spokesman for the Department.
2. The description of the Internal Affairs positions (in the letter of April 15, 1990) as "no accountability" jobs brings discredit to the entire concept of Internal Affairs, and diminishes and reduces the integrity of that process.
3. The pernicious suggestion that the name of the Internal Affairs Division should be "Ticket Master" constitutes a cynical slur directed at all of the personnel of the Lake County Police Department.
4. The statement in the letter to the Post Tribune (May 5, 1990) that "...you can make your own guess why Department morale is at an all-time low" is clearly indicative that such is the true state of the Lake County Police Department, when, in fact, and in truth, the writer of that statement knows the same to be the opposite.

Charge 2. - Schedule (A) (Actions Subject to Discipline), Item #13 (INSUBORDINATION OR DISRESPECT TO A SUPERIOR OFFICER)

LIST OF SPECIFIC ACT

See subparagraph (a) through (e) of Rhetorical Paragraph 1.

Charge 3. - Schedule (A) (Actions Subject to Discipline), Item #14 (FAILURE TO TREAT ANOTHER OFFICER OR CIVILIAN OR ANY OTHER PERSON CIVILLY AND COURTEOUSLY)

LIST OF SPECIFIC ACT

See subparagraph (a) through (e) of Rhetorical Paragraph 1.

Charge 4. - Schedule (A) (Actions Subject to Discipline), Item #21 (PUBLICLY CRITICIZING OFFICIAL ACTIONS OF A SUPERIOR)

RECEIVED THIS;

DATE: _____

TIME _____

LOCATION _____

MR. TED NOWAKOWSKI - SECRETARY
OF THE LAKE COUNTY SHERIFF'S MERIT BOARD

** Mr. Nowakowski was unavailable for receipt of Charges. According to the Lake County Merit Board Rules, in the case of absence of the Secretary, said Charges are to be filed with the Lake County Recorder's Office.

