

STARKVILLE POLICE DEPARTMENT  
**DISCIPLINARY COMPLAINT REPORT**

12/01/2015

DATE OF REPORT

NAME Jeremy Akins RANK Officer DIV. Patrol

DATE OF COMPLAINT 11/24/2015 TIME 1330

**VIOLATION OF REGULATIONS** Major Deficiencies - these acts constitute a threat to orderly operations or pose a threat to the health, welfare, or safety of employees or other individuals. Example: Major insubordination which would include, but not limited to; Disobedience or refusal to obey a reasonable order or direction, Abusive attitude, language or conduct towards employees, or the public, promoting workplace insubordination.

**DETAILS OF COMPLAINT** Officer Akins was called into the office of the Chief of Police to have a Notice of being placed on Administrative Leave served on him. Off. Akins became angry and started to direct abusive language towards Chief Nichols while pointing a pen in his direction.

**DISCIPLINARY ACTION RECOMMENDED** Termination of Employment

R. Frank Nichols  
**INITIATING SUPERVISOR**

COMMENTS AND ADDITIONAL REMARKS FROM REVIEWING AUTHORITY:

LIEUTENANT

CAPTAIN

ASSISTANT CHIEF

R. Frank Nichols

CHIEF OF POLICE

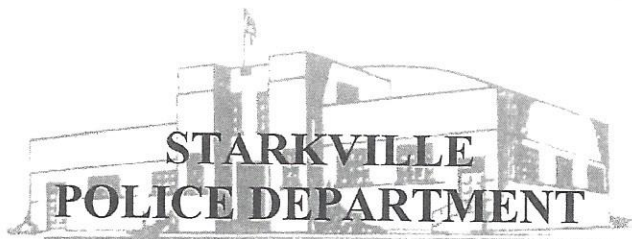
12/01/15

DATE

**ACKNOWLEDGEMENT**

(Attach all reports and documents pertaining to this complaint)

SPD27



R. FRANK NICHOLS  
CHIEF OF POLICE

101 E. LAMPKIN STREET  
STARKVILLE, MISSISSIPPI 39759

TELEPHONE  
662-323-4135

## *Summary of Complaint*

### *I.A. 15-11-004a*

On November 24<sup>th</sup> 2015, Chief Nichols, Captain Outlaw, Captain Ballard and Officer Jeremy Akins held a meeting on a recent incident concerning Officer Akins behavior at a call for service (see IA 15-11-004). Chief Nichols explained to Officer Akins that he would be placed on administrative leave pending completion of the internal affairs complaint. At this point I consider Officer Akins actions to have become belligerent and insubordinate in my experience of twenty-seven years of dealing with officers at this department and it is behavior that will not be tolerated as long as I am employed.

The reputation, integrity and character of the Starkville Police Department depends upon the good conduct and sound judgement of its officers and supervisory personnel. This incident not only violates the principles of professional police work, but is also in direct contrast to what this department stands for. Obviously, the disciplinary action is of great importance in this matter as it falls under the "major deficiencies" category of the Starkville Police Departments Manual of Regulations.

This is Officer Akins 7<sup>th</sup> disciplinary action, including current IA, during his 40 month tenure with the Starkville Police Department. As I have stated in some of these prior disciplinary actions, Officer Akins has a propensity of going back and forth with his actions without showing an ability to fully stabilize his demeanor. One could adjust this type behavior from a rookie officer, but it is fighting a losing battle with an officer of his length of time with so many prior disciplinary actions which served as an attempt to correct his behavior. What Officer Akins behavior demonstrated in this incident was reckless, irresponsible and careless as it brought his judgement into the equation. His actions in this matter are distressing to me and is a red flag for concern. As a law enforcement officer we are held to a higher standard that requires sound judgement, discipline, discretionary instinct and a well-mannered gift of dialect - particularly in the public arena.

## *Findings*

On its merit alone this particular incident should result in Officer Akins immediate termination from the Starkville Police Department due to his probationary status. When you couple this insubordinate incident with the existence of the current internal affairs complaint, past internal affairs complaint and past disciplinary complaint reports – **I have no choice but to recommend Officer Akins be immediately terminated from the Starkville Police Department.** While it saddens me, I feel that this is an appropriate punishment due to the excessive amount of violations and the nature of them. Officer Akins has been given every opportunity since his employment to prove he can be a capable officer and he must be aware that those chances have all been used up on this one incident.

  
Assistant Chief John C. Thomas

"PROTECT AND SERVE"



R FRANK NICHOLS  
CHIEF OF POLICE

101 E. LAMPKIN STREET  
STARKVILLE, MISSISSIPPI 39759

TELEPHONE  
662-323-4135

December 1, 2015

**From:** Chief R. Frank Nichols  
**Reference:** IA 15-11-004a  
**Officer:** Jeremy Akins

To whom it may concern,

I, Chief R. Frank Nichols am providing this statement of events that occurred on November 24<sup>th</sup>, 2015 on my own free will and accord. After reviewing a complaint filed against Officer Jeremy Akins, I Chief Nichols upon recommendation of my Command Staff opted to place Officer Akins on paid administrative leave. After Officer Akins arrived in my office which was occupied by Captain Troy Outlaw, Captain Mark Ballard and myself. I asked Officer Akins to have a seat as I explained to him my concerns pertaining to the circumstances surrounding a call of a suspect threatening individuals with a gun at Sitel. It was determined that Officer Akins conduct was unprofessional to say the least.

I wanted Officer Akins to understand why he was being placed on paid administrative leave for future growth on his behalf. Officer Akins admitted that he used poor language but expressed that he violated no SPD policies. It was at that time that I realized that my attempt to provide Officer Akins with sound advice from someone who has been in the law enforcement profession for 23 years had landing on deaf ears. I then explained to him that he was being placed on paid administrative leaving pending the outcome of an Administrative Internal Investigation conducted by a member of my Command Staff.

Officer Akins became very emotional as he stood up in front of my desk, in a loud tone stating that I had already made up my mind! I asked Officer Akins if he could sign acknowledging that he had received the Notice to be placed on Administrative Leave. He continued to express in a loud tone how karma was a bitch and I'd be getting to know the Police Benevolent Association (PBA) pretty well. I again asked him to sign the notice as he stood over me pointing a pen in my direction. He continued on angrily express how he was the best damn officer I had in this department and I was making a big mistake. I again asked him to sign the notice. He did after 3 requests. After which he began to apologize for getting mad. I explained to him that I had nothing personal against him and that I owed it to him to conduct a thorough investigation of the facts. Officer Akins left the room.

Respectfully Submitted,

R. Frank Nichols

“PROTECT AND SERVE”

**STARKVILLE  
POLICE DEPARTMENT**

R. FRANK NICHOLS  
CHIEF OF POLICE

101 E. LAMPKIN STREET  
STARKVILLE, MISSISSIPPI 39759

TELEPHONE  
662-323-4135

Date: December 1, 2015

To: Officer Jeremy Akins

Re: Termination of Employment

I am recommending to the Board of Aldermen that you be terminated from your position of Officer for the Starkville Police Department. This recommendation will be considered at the next Board of Aldermen meeting, which is scheduled for December 15, 2015. The Board will consider this recommendation in Executive Session. You have a right to file a grievance as set forth in the City of Starkville Personnel Policy Manual. If you wish to file a grievance, you will need to contact the City Clerk's office to request a grievance form. Be aware that any grievance must be filed within three (3) working days of your receipt of this letter.

You also have the option to voluntarily resign in lieu of termination. Should you choose to voluntarily resign, you should complete the attached notice and return it to me with a copy to the Human Resource Director.

If you do not resign, you will continue on Administrative leave with pay until the final decision on your termination is made by the Board of Aldermen.

I regret the necessity of this action, and wish you the best in your future.

Sincerely,

R. Frank Nichols

R. Frank Nichols/Chief of Police

12/01/15

Date

CC: Stephanie Halbert, Interim Human Resource Director  
Personnel File

Jeremy Akins

12/01/15

"PROTECT AND SERVE"