



LEXINGTON POLICE DEPARTMENT  
**PERSONNEL ORDER**  
Lexington, Kentucky

DATE OF ISSUE

October 4, 2023

EFFECTIVE DATE

October 9, 2023

NUMBER

PO:23-431

TO:

SUSPENSION WITHOUT PAY

AMENDS:

INDEX AS:

DETECTIVE  
SEAN STAFFORD / 46623

RESCINDS:

Effective Monday, October 9<sup>th</sup>, 2023 through Monday, April 8<sup>th</sup>, 2024, Detective Sean Stafford will be placed in a suspended without pay status for six (6) months for violation of G.O. 1973-02K, Disciplinary Procedures of Sworn Officers, Appendix B, Operational Rule 1.25 – Use of Alcohol, Illegal Drugs and Legal Drugs – On Duty.

Detective Stafford is not authorized to enter any Government work site or other employee only area while suspended. Detective Stafford must surrender any Police Department and Urban County Government property, including keys and identification.

Detective Stafford is also to be scheduled for [REDACTED], and a fit for duty test prior to return to duty.

Lawrence B. Weathers  
Chief of Police

LBW/rmh

LEXINGTON POLICE DEPARTMENT

AGREEMENT OF CONFORMITY WITH KRS 95.450 / 15.520 AND RELEASE

FORM 113 (8/20)

An allegation has been made that: Detective Sean Stafford 46623

has committed the offense of:

Use of Alcohol on duty

which constitutes misconduct under the provisions of KRS 95.450 and/or KRS 15.520

(list other applicable law or rule)

General Order 1973-02K Disciplinary Procedures of Sworn Officers, Appendix B, Operational Rule 1.25- Use of Alcohol, Illegal Drugs and Legal Drugs- On Duty

in that on the 23rd day(s) of May, 20 23 he/she allegedly:

Detective Sean Stafford was served with a letter of random drug/alcohol testing. Detective Stafford reported and completed the testing. He was notified of the result and called his supervisor to arrange transportation. On the same date, an administrative specialist with the Division of Human Resources notified the Chief's Office to removed Detective Stafford from the work place immediately as his random test results were positive. Detective Stafford's test results were above the established minimum level and in violation of policy.

This is Detective Stafford's only formal complaint since his hire December 10, 2007.

I have read KRS 95.450, 95.460 and 15.520, and attest that I fully understand all rights guaranteed by these statutes, including the rights to have formal charges preferred and a hearing conducted on those charges.

Further, I, with knowledge of the provisions and my rights under KRS 95.450, 95.460, and 15.520 and in consideration of the recommendation of the Chief of Police of the Lexington Police Department, acknowledge that the appropriate punishment for this conduct is:

Six (6) months suspension without pay, , and a fit for duty test prior to return to the police department.

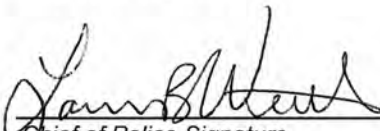
I do hereby voluntarily accept the above disciplinary action, provided that the punishment awarded by the Urban County Council will not exceed the above recommendation of the Chief of Police.

If the Urban County Council rejects the above recommendation, I will be so notified, in which case I may withdraw my acceptance, and will be entitled to all rights, as applicable, under KRS 95.450, 95.460 and 15.520, and this agreement will not be used against me or by me in any hearing in determination of my guilt of punishment.

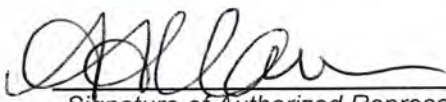
In further consideration of the acceptance of the above recommendation and penalty by the Urban County Council, I do for myself, my heirs, legal representatives, as assigns hereby expressly release and forever discharge the Lexington-Fayette Urban County Government, its officers, agents, employees, and their successors and assigns from all claims, demands, actions, damages or causes of action and from all liability for damages of whatsoever kind, nature of description that I ever had, now have or may have against the aforementioned entities created by or arising out of the action contained herein.

  
\_\_\_\_\_  
Employee Signature

9-18-23  
\_\_\_\_\_  
Date

  
\_\_\_\_\_  
Chief of Police Signature

9-18-23  
\_\_\_\_\_  
Date

<b>ACTION BY URBAN COUNTY COUNCIL</b>	
7/18/2023	
<input checked="" type="checkbox"/>	APPROVE ABOVE RECOMMENDATION
<input type="checkbox"/>	DISAPPROVE ABOVE RECOMMENDATION
 _____ Signature of Authorized Representative of Urban County Council	

**SUSPENSION SERVICE GUIDELINES:**

Suspensions will be served as outlined in General Order series 1973-02 Disciplinary Procedures of Sworn Officers.



Lexington-Fayette Urban County  
Division of Police  
**MEMORANDUM**  
Lexington, Kentucky

DATE OF ISSUE

September 15, 2023

EFFECTIVE DATE

NUMBER  
COP:  
23-0264

TO:

Kenneth Armstrong, Commissioner  
Department of Public Safety

FROM:

Lawrence B. Weathers  
Chief of Police

SUBJECT:

Disciplinary Recommendation  
PIU2023F-005  
Officer Sean Stafford

I met with Officer Sean Stafford on September 12, 2023, and have determined this as  
“Improper Conduct” for violation of:

- General Order 1973-02K - Disciplinary Procedures of Sworn Officers, Appendix B, Operational Rule 1.25 – Use of Alcohol, Illegal Drugs and Legal Drugs – On Duty

I have recommended a six (6) month Suspension without Pay, and Officer Stafford is to  
be scheduled for \_\_\_\_\_, via \_\_\_\_\_, and upon  
return to duty, a Fit for Duty evaluation.

Officer Stafford accepted this discipline on September 14, 2023.

Lawrence B. Weathers  
Chief of Police

LBW/rmh

Attachment





LEXINGTON POLICE  
DEPARTMENT  
**MEMORANDUM**  
Lexington, Kentucky

DATE OF ISSUE  
August 23<sup>rd</sup>, 2023

EFFECTIVE DATE

NUMBER  
PIU 23-070

TO: Commander Chad Bacon Bureau of Investigation Public Integrity Unit	SUBJECT: Formal PIU.F.2023-005 Detective Sean Stafford Summary
FROM: Lieutenant David Biroshik Bureau of Investigation Public Integrity Unit	

This memorandum will provide a synopsis of the investigation; however, other supporting documents may be viewed in conjunction with this memorandum.

On June 29, 2023 Commander Matt Greathouse filed a Formal Complaint against Detective Sean Stafford for the violation of General Order 1973-02K, Disciplinary Procedures of Sworn Officers Appendix B, Operational Rule 1.25, Use of alcohol, Use of illegal drugs – On Duty.

**Allegations:**

On May 23, 2023, Detective Sean Stafford was served with a letter for random drug / alcohol testing. On the same date, an Administrative Specialist with the Division of Human Resources notified the Chief's Office to remove Detective Stafford from the work place immediately per standard protocol as his random test results were positive. Additional information from Human Resources indicated Detective Stafford's test results were above the established minimum level and in violation of policy.

If the above allegation is true, Detective Stafford is in violation of General Order 1973-02K Disciplinary Procedures of Sworn Officers, Appendix B, Operational Rule 1.25 – Use of Alcohol, Illegal Drugs and Legal Drugs – On Duty which states:

"Officers shall not appear for duty, or be on duty while under the influence or impaired by alcohol, or illegal drugs. Standards for determination and levels of alcohol intoxication and/or illegal drug use shall be based on the current CAO Policy 7 Revised Alcohol and Drug Free Workplace Policy as modified in the current Collective Bargaining Agreements".

**Investigation**

On May 23, 2023, your office received notification from the Division of Human Resources indicating Detective Sean Stafford #46623 be removed from the workplace immediately as he tested positive on a random drug/alcohol test.

Human Resources indicated Detective Stafford's test result was a Blood Alcohol Content (BAC) of 0.04% or higher which is above the minimum level for a determination of "under the influence". Per the express language of CAO Policy 7 Revised Alcohol and Drug Free Workplace Policy, any sworn employee reporting to work and/or operating or in actual control

of a government owned/leased vehicle or equipment with a BAC of 0.04% or above "shall be recommended for dismissal".

However, per Appendix 1 – "Drug and Alcohol Policy" of the current Collective Bargaining Agreement for officers and sergeants, "Reporting to work or having at any time during the work day, a detectable odor of an alcoholic beverage on his/her breath, which results in a BAC of 0.02% or above shall violate policy and the offending employee may be suspended or dismissed". This Appendix is applicable to all officers and sergeants of the Lexington Police Department in Lieu of CAO Policy 7 issued on October 6, 1997.

On May 29, 2023 Commander Bacon reached out to the Division of Human Resources requesting all documentation related to the random drug/alcohol test. This request was denied by the Division of Human Resources and this denial was supported by a recommendation from the Department of Law. Their opinion was the documentation is a protected medical record pertaining to the employee and in light of the privacy interest that is attached to such record, the Division of Human Resources should not release the record without the express written consent of the employee.

### **Detective Sean Stafford's Interview**

On July 18, 2023 Detective Stafford was interviewed in the Public Integrity Unit by Commander Bacon and myself. Detective Stafford was accompanied by his attorney Kate Bennett.

Detective Stafford began the interview by explaining in detail what had occurred the night before and of the day of the incident. He stated that on May 22, 2023 he and his wife were running errands when he began receiving text messages from other members of the Intelligence Unit. The messages he received involved the incident that occurred in Scott County where a police officer had been killed. Detective Stafford and other members responded to Headquarters where they attempted to assist in locating the suspect.

Detective Stafford described the night as hectic and stressful as the incident brought back some memories of the night Officer Bryan Durman was killed in the line of duty. Once he was released from work he and his wife decided to go out for dinner around 19:30, where he stated they had a "few beers". Once dinner was completed they went home, where he had a "couple" more drinks and they both went to bed around 22:30 hrs.

The next morning Detective Stafford stated he woke up feeling fine. He did not feel "buzzed" or "intoxicated", so he went into work between 08:30-09:00. Around 09:30 hrs. he advised Lieutenant David Richardson served the "Random Drug / Alcohol Test" to him and advised him he needed to go complete it at that time. Not feeling concerned, he proceeded to Concentra Health Center where they administered the test. Detective Stafford drove to work and to the testing center on this date in his department issued vehicle.

It was at this time that he advised he failed the alcohol breath test. The employees moved him to a second room where they monitored him for 15 minutes while they waited to administer a second test. During this observation period he contacted Lieutenant Richardson and told him he had failed the test and he would need a ride from the location. A second test was

administered, which he also failed. Lieutenant Richardson then arrived at Concentra Health Center and drove Detective Stafford around town

While with Lt. Richardson he was unable to , so Lt. Richardson drove him to his home after relieving him from duty.

Once at home, Detective Stafford said he did some yardwork around the house and he never felt intoxicated or bad. His wife came home and tried to do some research on-line and figure out why he could have possibly had the issue earlier. It was at this time that he advised us that early in 2022 he was , after

He said he was sent to where they

Continuing with the on-line research he advise he and his wife were seeing that with it is possible for . At the time of the interview, when asked, he had not regarding their suspicions. Ms. Bennet did interject and advised that although a had not yet been done, she did run the "theory" by

She advised he told her that and it have an effect on your BAC and you have no idea that you are impaired.

Detective Stafford explained that this event "scared" him and caused him to . After a receiving a recommendation he decided to go to He advised he didn't believe he had an alcohol problem, but wanted After attending for he decided to , which he stated was . Once he left he began going to , which he advised he will continue to do.

I at this time asked Detective Stafford if he wanted the opportunity to reach out to and provide us with any they may have. He advised he would like the opportunity to do so and Ms. Bennet said they would schedule a time to . I explained the time restrictions when investigating Formal Complaints, set out by the Police Bill of Rights and asked that they kept me advised on these appointments.

During the interview Detective Stafford did confirm he was able to later in the afternoon of May 23, 2023. He did receive the to the Agency at that time. Ms. Bennet did advise they would provide those to and it would be a part of his they would share at a later time.

I sent out and email on August 13, 2023 requesting an update on the information they wanted to provide. On August 16, 2023 I did receive a response from Ms. Bennett stating Detective Stafford had an with on August 31, 2023 and she was expecting a from on Friday August 18<sup>th</sup>, 2023.

I sent a second email on August 18, 2023 advising Ms. Bennett I would need any information they wanted to provide by Wednesday August 23, 2023. After some additional communication with Ms. Bennett she did drop off a packet of information at Headquarters on the afternoon of

Thursday, August 24, 2023. Contents of the packet were for  
Detective Stafford from 2022 and an article from the internet, published in 2012 discussing  
. Ms. Bennett did not provide the results from the random drug / alcohol  
test, , any new information from or  
any information from the she spoke about getting on Friday August 18, 2023.

### **Lieutenant David Richardson's Interview**

Lieutenant David Richardson was interviewed in the PIU Office on Tuesday July 18, 2023. During this interview Lieutenant Richardson confirmed that he had been the one that initially provided the Random Drug / Alcohol Test to Detective Stafford. He also confirmed that he went and picked him up when he received the phone call from him stating he had failed the test. He explained that he did drive Detective Stafford around to

, but had difficulties doing so. There was a  
"drug store" in Hamburg that advised they would , but the individuals that  
would were on lunch. It is his understanding that this is where Detective  
Stafford was able to eventually later in the afternoon.

While driving around town Lt. Richardson did talk to Detective Stafford about what he had drank the night before. He advised that Detective Stafford told him he and his wife split 2 pitchers of beer, along with some wine and before going to bed he had "Sleepy Time Tea" mixed with bourbon.

### **Conclusion**

On May 23, 2023 Detective Sean Stafford arrived to work on his normal duty day. He was issued a Random Drug / Alcohol Test by Lieutenant Richardson. Detective Stafford reported to Concentra Health Center where he failed the required test. The Lexington Police Department received an email from the Division of Human Resources that advised he had failed the test after his Blood Alcohol Content (BAC) was 0.04% or higher.

There does appear to be a discrepancy in the amount of alcohol Detective Stafford reported drinking when questioned during his PIU interview and what he told Lieutenant Richardson the day of the incident. During his interview he stated he had a few beers at dinner. When talking to Lieutenant Richardson he said he and his wife drank two pitchers of beer and some wine. The approximate number of 12 ounce glasses of beer in a pitcher is four, which then totals out to 8 glasses of beer or more depending on the size of the glass. He also failed to advise he drank wine at dinner during the interview, but did acknowledge it to Lieutenant Richardson. He did report to both that once at home they did have additional drinks.

Due to this information it does appear that Detective Sean Stafford violated General Order 1973-02K Disciplinary Procedures of Sworn Officers, Appendix B, Operational Rule 1.25 – Use of Alcohol, Illegal Drugs and Legal Drugs – On Duty which states:

"Officers shall not appear for duty, or be on duty while under the influence or impaired by alcohol, or illegal drugs. Standards for determination and levels of alcohol intoxication and/or illegal drug use shall be based on the current CAO Policy 7 Revised Alcohol and Drug Free Workplace Policy as modified in the current Collective Bargaining Agreements".





Lexington Police Department  
**MEMORANDUM**  
Lexington, Kentucky

DATE OF ISSUE

June 29, 2023

EFFECTIVE DATE

NUMBER

PIU: 23-051

TO: Assistant Chief Roger Holland Bureau of Investigation	SUBJECT:  FORMAL COMPLAINT
FROM: Lieutenant Jeffery Jackson Bureau of Investigation Public Integrity Unit	

**COMPLAINANT:** Commander Matthew Greathouse

**ACCUSED OFC.:** Detective Sean Stafford

**ALLEGATION:** Violating General Order 1973-02K Disciplinary Procedures of Sworn Officers, Appendix B, Operational Rule 1.25 – Use of Alcohol, Illegal Drugs and Legal Drugs – On Duty.


**ALLEGED CIRCUMSTANCES:** On May 23, 2023, Detective Sean Stafford was served with a letter for random drug / alcohol testing. On the same date, an Administrative Specialist with the Division of Human Resources notified the Chief's Office to remove Detective Stafford from the work place immediately per standard protocol as his random test results were positive. Additional information from Human Resources indicated Detective Stafford's test results were above the established minimum level and in violation of policy.

**ACTION REQUESTED:**

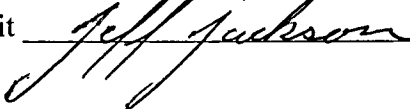
- The Bureau Commander and Detective Stafford should sign the Acknowledgment Sheet and process this complaint.
- The Commanding Officer should provide the attached copy of the Form 111 and the Officer's Rights Packet to Detective Stafford.
- Detective Stafford should contact the Public Integrity Unit to arrange for a time to provide a formal statement.

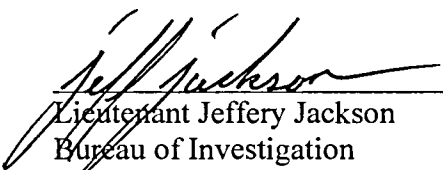
Bureau Commander  6/29/23 1105

Supervisor \_\_\_\_\_

Officer  6-29-23 1105

Accused officer would like the Public Integrity Unit to notify the FOP President or their designee that a formal complaint is filed against them. (Circle One) YES or NO

Returned to the Public Integrity Unit 

  
Lieutenant Jeffery Jackson  
Bureau of Investigation  
Public Integrity Unit

mrv

enclosures

cc: Chief Lawrence Weathers  
file – PIU2023F-005

**LEXINGTON POLICE DEPARTMENT**  
**FORMAL COMPLAINT FORM**  
FOR OFFICIAL USE ONLY

FORM 111 (5/21)

File #: 2023F-005

Employee Involved: Stafford, Sean			Employee #: 46623	Hire Date: 12/10/2007
Present Assignment: Bureau of Investigations				
Complainant: Commander Matthew Greathouse #37502			Complainant Address: 150 E. Main Street Lexington, KY 40507	
Complainant Phone #: (859) 258-3600	Alternate Complainant Phone #:	Complainant Email: N/A		
Date of Incident: 05/23/2023	Time of Incident: Unknown	Location of Incident: 150 E. Main Street Lexington, KY 40475	Date and Time Reported: 05/23/2023 12:04	How Reported: <input type="checkbox"/> Letter <input type="checkbox"/> Phone <input type="checkbox"/> Person <input checked="" type="checkbox"/> Email

**DESCRIPTION OF ALLEGATIONS:**

On May 23, 2023, Detective Sean Stafford was served with a letter for random drug / alcohol testing. On the same date, an Administrative Specialist with the Division of Human Resources notified the Chief's Office to remove Detective Stafford from the work place immediately per standard protocol as his random test results were positive. Additional information from Human Resources indicated Detective Stafford's test results were above the established minimum level and in violation of policy.

If the above allegation is true, Detective Stafford is in violation of General Order 1973-02K Disciplinary Procedures of Sworn Officers, Appendix B, Operational Rule 1.25 – Use of Alcohol, Illegal Drugs and Legal Drugs – On Duty which states:

"Officers shall not appear for duty, or be on duty while under the influence or impaired by alcohol, or illegal drugs. Standards for determination and levels of alcohol intoxication and/or illegal drug use shall be based on the current CAO Policy 7 Revised Alcohol and Drug Free Workplace Policy as modified in the current Collective Bargaining Agreements".

I swear/affirm that the facts set out in the allegations herein are true to the best of my knowledge and belief.

Complainant Signature: \_\_\_\_\_

Date: 6/29/23

Subscribed and sworn before me this date: 6/29/23

(Date)

Melanie R. Votaw

(Notary)

My Commission Expires: 2-3-2025

**Witness:**

Name: \_\_\_\_\_ Address: \_\_\_\_\_ Phone: \_\_\_\_\_

Recorded By: Bureau of Investigation, Public Integrity Unit

File #: 2023F-005

Employee: Stafford, Sean

**CHIEF OF POLICE**

[Finding: PC=Proper Conduct, IC=Improper Conduct, IE=Insufficient Evidence, PF=Policy Failure, UC=Unfounded Complaint]  
Finding Policy Violation

IC	G.O. 1973-02K Disciplinary Procedures of Sworn Officers, Appendix B, Op.Rule.1.25 – Use of Alcohol, Illegal Drugs and Legal Drugs-On Duty

Chief of Police Recommendation: ☐ Case Be Closed ☐ Corrective Training ☒ Disciplinary Action (see below)

Materials Reviewed:

Reviewed PIU Summary

Comments:

Recommend Six months suspension without pay,  
Duty" evaluation.

and upon return to duty a "Fit for

Signature:

*Jaruna B. Weather*

Date: 09.12.2023

**DISCIPLINARY REVIEW BOARD**

Finding

Policy Violation


Disciplinary Review Board Recommendation: ☐ Case Be Closed ☐ Corrective Training ☐ Disciplinary Action (see below)

Comments:

Signature:

Date:

**CHIEF OF POLICE FINAL RECOMMENDATION**

☐ Case Be Closed ☐ Corrective Training ☐ Disciplinary Action (see below)

Comments:

Signature:

Date:

FOR OFFICIAL USE ONLY