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Michael K. Piner

DOH: 3/16/1998

AGE: 44

Police Officer

\$57,417.36

6/24/2019 - Merit Increase

6/25/2018 - Merit Increase

6/26/2017 - Merit Increase

6/26/2017 - Pay MOD-Across the Board

6/27/2016 - Step Increase

6/27/2016 - Pay MOD-Across the Board

6/29/2015 - Merit Increase

6/29/2-15 - Pay MOD-Across the Board

5/27/2015 - Return to Work

4/23/2015 - FMLA Leave

6/30/2014 - Merit Increase

6/30/2014 - Pay MOD-Across the Board

8/26/2013 - Merit Increase

7/01/2013 - Pay MOD-Across the Board

7/02/2012 - Pay MOD-Across the Board

7/02/2012 - Increase

7/06/2009 - Position Transfer - Special Ops to Uniform Patrol

1/05/2009 - Merit Increase

7/07/2008 - Pay Class Study

7/23/2007 - Merit Increase

7/23/2007 - COLA Increase

7/24/2006 - COLA Increase

7/24/2006 - Merit Increase

7/25/2005 - Merit Increase

1/04/2005 - Position Transfer - Uniform Patrol to Special Ops

8/09/2004 - Merit Increase

2/01/2004 - Status History Correction - Position Authorization #69 to #378

8/11/2003 - Merit Increase

6/30/2003 - Market Adjustment/Correction

7/15/2002 - Merit Increase

7/16/2001 - Performance Increase

5/8/2000 - Pay Class Study

9/27/1999 - Merit Increase

12/21/1998 - Increase

3/16/1998 - New Employee - Police Officer

Jesse E. Moore, II

DOH: 5/19/1997

AGE: 50

Police Corporal

\$60,540.48

6/24/2019 - Merit Increase

6/25/2018 - Merit Increase

6/25/2018 - Market Increase

6/26/2017 - Merit Increase

6/26/2017 - Pay MOD-Across the Board

3/20/2017 - Position Transfer - Special Ops to Uniform Patrol

2/06/2017 - Promotion - Police Officer to Police Corporal

6/27/2016 - Step Increase

6/27/2016 - Pay MOD-Across the Board

6/29/2015 - Merit Increase

6/29/2015 - Pay MOD-Across the Board

6/30/2014 - Merit Increase

6/30/2014 - Pay MOD-Across the Board

8/26/2013 - Merit Increase

7/01/2013 - Pay MOD-Across the Board

7/02/2012 - Pay MOD-Across the Board

7/2/2012 - Increase

1/04/2010 - Return to Work

11/16/2009 - FMLA Leave

1/05/2009 - Merit Increase

7/07/2008 - Pay Class Study

7/23/2007 - Merit Increase

7/23/2007 - COLA Increase

6/25/2007 - Position Transfer - Uniform Patrol to Special Ops

8/14/2006 - Salary Adjustment

7/24/2006 - Salary Adjustment

7/24/2006 - COLA Increase

7/24/2006 - Merit Increase

6/10/2006 - Salary Adjustment

9/05/2005 - Position Transfer - Special Ops to Uniform Patrol

7/25/2005 - Merit Increase

1/04/2005 - Position Transfer - Uniform Patrol to Special Ops  
8/09/2004 - Merit Increase  
2/01/2004 - Status History Correction - Position Authorization #118 to #427  
8/11/2003 - Merit Increase  
5/19/2003 - Position Transfer - Special Ops to Uniform Patrol  
8/12/2002 - Merit Increase  
7/16/2001 - Performance Increase  
5/8/2000 - Pay Class Study  
9/27/1999 - Merit Increase  
6/14/1999 - Reinstated  
6/10/1999 - Separation  
12/21/1998 - Increase  
9/28/1998 - Merit Increase  
5/25/1998 - Merit Increase  
5/19/1997 - New Employee - Police Officer

James B. Gilmore

DOH: 7/14/1997

AGE: 48

Police Officer

\$54,468.96

6/24/2019 - Merit Increase

1/7/2019 - Position Transfer - Special Ops to Uniform Patrol

6/25/2018 - Merit Increase

2/18/2018 - Return to Work

12/6/2017 - FMLA Leave

6/26/2017 - Merit Increase

6/26/2017 - Pay MOD-Across the Board

10/3/2016 - Position Transfer - Uniform Patrol to Special Ops

6/27/2016 - Step Increase

6/27/2016 - Pay MOD-Across the Board

6/29/2015 - Merit Increase

6/29/2015 - Pay Mod-Across the Board

11/18/2014 - Return to Work

10/11/2014 - FMLA Leave

6/30/2014 - Pay MOD-Across the Board

8/26/2013 - Merit Increase

7/1/2013 - Pay MOD-Across the Board

7/02/2012 - Pay MOD-Across the Board

10/04/11 - Correcting Entry - Position Authorization #398 to #349

8/31/2011 - Return to Work

8/29/2011 - Position Transfer - Special Ops to Uniform Patrol

8/01/2011 - Demotion - Police Corporal to Police Officer

8/01/2011 - Leave of Absence No Pay

7/08/2009 - Return to Work

6/01/2009 - FMLA Leave

1/05/2009 - Merit Increase

10/27/2008 - Salary Adjustment

7/07/2008 - Pay Class Study - Uniform Patrol to Special Ops

12/03/2007 - Return to Work

11/05/2007 - FMLA Leave

7/23/2007 - Merit Increase

7/23/2007 - COLA Increase  
6/25/2007 - Title Change - Police Officer to Police Corporal  
1/01/2007 - Education Incentive  
7/24/2006 - COLA Increase  
7/24/2006 - Merit Increase  
7/25/2005 - Correcting Entry - Step 4 to Step 5  
7/25/2005 - Merit Increase  
2/01/2004 - Status History Correction - Position Authorization #89 to #398  
8/11/2003 - Merit Increase  
8/12/2002 - Merit Increase  
7/16/2001 - Performance Increase  
5/8/2000 - Pay Class Study - Police Officer I to Police Officer  
9/27/1999 - Merit Increase  
8/18/1999 - Promotion - Police Officer to Police Officer I  
12/21/1998 - Increase  
9/28/1998 - Merit Increase  
7/14/1997 - New Employee - Police Officer

**WILMINGTON POLICE DEPARTMENT**  
**PROFESSIONAL STANDARDS**  
*Internal Investigation*

**Investigation File Number: 201A007**

**Type of Investigation: 2.25 Standard of Conduct, 2.26 Criticism, 2.27 Use of Inappropriate Jokes and Slurs**

**Subjects of Investigation: Cpl. Jessie Moore, Officer Kevin Piner, and Officer Brian Gilmore**

**Primary Investigating Official: Sgt. Mike Donelson**

**Date of Investigative Report: 06/11/20**

**Professional Standards Supervisor: Lieutenant VJ Baughman**

On 06/04/20, Sgt. Heflin was conducting monthly video audits as a part of her monthly inspections. She was reviewing a video from Officer Kevin Piner's in car camera classified as "accidental activation." The video was almost two hours long. She skipped forward several times because the beginning of the video was just the back seat of Piner's patrol car. Eventually she found a conversation between Piner and Cpl. Jessie Moore. After listening to the conversation for a short time she heard comments extremely racist comments made by both Piner and Moore. She notified Captain Dawson, who is the administrator for our camera systems, about the video.

Captain Dawson immediately restricted access to the video and passed information about its existence up his chain of command. Interim Assistant Chief Oyler notified Professional Standards about the video and ordered an internal investigation. Sgt. Donelson conducted the investigation. The following is a summary of his investigation. See his investigation for further detail.

A review of the video reveals that the video began at 0651 hrs. Approximately 46 minutes and 12 seconds into the video Officer Piner begins speaking with Officer Gilmore, who apparently pulled his vehicle up next to Piner's. Their conversation eventually turned to the topic of the protests against racism occurring across the nation. Piner tells Gilmore that the only thing this agency is concerned with is "kneeling down with the black folks". Gilmore then said that he watched a video on social media about white people bowing down on their knees and "worshipping blacks". Gilmore states "how many times have I told you it's almost like they think they're their own god?" Gilmore then tells Piner about another video he had seen where a "fine looking white girl and this punk little pretty boy bowing down and kissing their toes"

Gilmore and Piner then began discussing the protests in Wilmington. Piner says that he heard that the Wilmington Police Department is "taking a berating because they didn't do shit." Piner also states that he has heard that Brunswick County Sheriff's Office and New Hanover County Sheriff's office "did a lot" but WPD was told not to engage. Gilmore advised he "saw a picture of Daresse (Officer Daresse Johnson) down there sitting on his ass." A short time later Piner says he knew Michael Scott (Officer Michael Scott) was "bad news" and was a "piece of shit". Piner then says "let's see how his boys take care of him when shit gets rough, see if they don't put a bullet in his head." The two then ended the conversation and Piner goes to answer an alarm call.

At 1 hour and 14 minutes into the video, Officer Piner received a phone call from Cpl. Jessie Moore. A short time after the conversation began, Moore began telling Piner about an arrest he had made at work the day before. During that conversation Moore refers to the female he arrested as a "negro" and a "nigger" on multiple occasions. He also described Magistrate Daniel, who is African American, as a "fucking negro"



magistrate". At one point, Moore states "she needed a bullet in her head right then and move on. Let's move the body out of the way and keep going". Piner responds "that's what I've been trying to tell you."

Moore continued the story about the call referring to the arrestee as a "bitch" and "crazy bitch" several times. Moore explained how he called for Sgt. Tully to come to the call to assist him. Moore explained how he almost had to break the female's car window out because she was being uncooperative. Moore told Piner that Tully did not want Moore to do that. Piner replied "he's a pussy...they're all pussies."

Later in the story Moore was telling Piner about taking the arrestee in front of Magistrate Daniel and how Moore was upset with Daniel about the process. Magistrate Daniel asked Moore if he considered pursuing involuntary commitment papers against the arrestee rather than arresting her due to her substance abuse issues. This angered Moore. Moore said that he feels people use substance abuse as a "crutch." Moore said, referring to Magistrate Daniel, "God has a special place for people like that, I hope they burn in hell man...hate 'em. Its bad man because not all black people are like that." Piner replies "most of 'em." Moore responds "90 percent of em Kevin, 90 fucking percent of 'em." A short time later Moore explained that he thought Magistrate Daniel was a "pussy" because he suggested involuntary commitment papers on the arrestee. Piner responds "no he's black."

Piner tells Moore later in the conversation that he feels a civil war is coming and he is "ready". Piner advised he is going to buy a new assault rifle in the next couple weeks. A short time later Officer Piner began to discuss society being close to "Marshall Law" and soon "we are just gonna go out and start slaughtering them fucking niggers. I can't wait. God I can't wait." Moore responded that he would not do that. Piner stated "I'm ready."

Officer Piner then explained to Cpl. Moore that he felt society needed a civil war to "wipe 'em off the fucking map. That'll put 'em back about four or five generations." Cpl. Moore responded "you're crazy." Recording was stopped a short time later.

Sgt. Donelson and Sgt. Beguhl interviewed Gilmore, Moore, and Piner separately on 06/09/20. Sgt. Donelson reviewed the video of the conversation with each officer in their interview. Donelson periodically stopped the video to clarify the meaning of certain statements. Each officer admitted it was their voice on the video. They did not deny saying any of the things heard on the video. Each officer pointed to the stress of today's climate in law enforcement as a reason for their "venting." Each officer also denied being racist.

Officer Gilmore explained in his interview that during the recorded conversation with Piner he was speaking about videos he had recently seen on social media. He explained that the videos had white people bowing down and kissing the feet of black people. He stated that he would have a problem if the video had black people bowing down to kiss the feet of white people also. He stated that his problem with the video was the fact that the bible states that "thou shall not bow to any idol." Gilmore stated that he always treats everyone fairly regardless of their race.

Cpl. Moore wanted it on record that he was off duty, at his own house, and on his own phone during the conversation. He stated that he is not racist and he was venting to his friend about an arrest he had made the day prior. He advised that the call combined with the situation with the recent protests had him extremely stressed and he is very embarrassed about the things he said in the video. Cpl. Moore stated that he doesn't normally speak like that but he was feeding off of Officer Piner and just venting.

Officer Piner explained that after working the recent protests, he has concerns for his and his family's safety for the first time in his career. This has led to a great deal of stress and caused him to fight with family. He stated that the majority of the people he was dealing when he worked the protests were African American. Piner also said he had recently seen a video on social media of an African American male telling people to find officers residences and kill their families. Piner stated that the conversations on the video were caused by the stress piling up from all of those factors. He stated the video was embarrassing to listen to. Officer Piner advised he has reached out to the Employee Assistance Program because he is at a "breaking point", the comments were uncharacteristic of him, and he was out of control.

**2.25 STANDARD OF CONDUCT- Cpl. Moore-SUSTAINED  
Officer Piner-SUSTAINED  
Officer Gilmore-NOT SUSTAINED**

Members shall not conduct themselves, on or off duty, in such a manner as to reflect unfavorably on the department. They shall, at all times, abide by our Code of Ethics. Conduct unbecoming shall include that which brings the department into disrepute or reflects discredit upon the employee as a member of the department. It also includes anything that impairs the operation, efficiency or morale of the department.

The conversation between Officer Piner and Cpl. Moore was filled with racial slurs and hate speech. That type of rhetoric reflects terribly on the Department and does not abide by the Wilmington Police Department Code of Ethics. Officer Gilmore's statement about "white guys getting on their knees and chanting about worshipping blacks" was concerning. He explained in his interview that he was describing a specific video clip and he felt it would be wrong regardless of the races of anyone involved. He also stated that he felt that worshipping anyone other than God is a violation of the Ten Commandments.

**2.26 Criticism- Cpl. Moore-SUSTAINED  
Officer Piner-SUSTAINED  
Officer Gilmore-UNFOUNDED**

Members shall not internally or publicly criticize or ridicule the department, its policies or other employees by talking, writing or using other forms of expression that are defamatory, obscene or unlawful. Members shall not engage in any form of communication that impairs the efficient operation of the department or the ability of supervisors Directive: Chapter 2 Rules of Conduct 7 to maintain discipline and order. When necessary, members are encouraged to offer constructive criticisms through the proper chain of command.

Both Cpl. Moore and Officer Piner criticized the Department's handling of the recent downtown protests. Cpl. Moore stated that Chief Williams "dropped the fucking ball and there have been too many times that all he cares about is the fucking community." Officer Piner stated that "all the Department is concerned with is kneeling down there with the black folks." Additionally, Officer Piner stated that Officer Michael Scott was "a piece of shit."

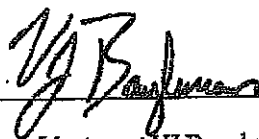
**2.27 Use of Inappropriate Jokes and Slurs- Cpl. Moore-SUSTAINED  
Officer Piner-SUSTAINED  
Officer Gilmore-UNFOUNDED**

Members shall not engage in any form of speech pertaining to a person's ethnicity, religion, sexual preference, gender, socio-economic status or other social grouping when that speech is likely to offend. Members shall not engage in conversations that are likely to be construed as involving a racial or religious joke or slur.

Both Cpl. Moore and Officer Piner referred to African Americans as "fucking niggers" and "fucking negroes" multiple times throughout their conversation. Additionally, Officer Moore referred to Magistrate Daniel as a "faggot".

6/11/20

.Date



Lieutenant VJ Baughman  
Office of the Chief

**Interim Department Chief (D. Williams):**

On 06-22-2020, this official received and reviewed the attached investigation regarding this internal investigation. I hereby \_\_\_\_\_ concur), (X disagree or reject) the finding as stated.

**Comments:**

I concur with the violations noted for Jesse Moore & Kevin Piner. This video reveals disturbing behavior that is offensive, hateful and further undermines trust with the WPD and our community. Their actions could further fracture a delicate relationship that law enforcement agencies are having with communities.

Concur with the comments from Deputy Chief Kennedy and Assistant Chief Oyler that a portion of this investigation should be rejected in regards to James Gilmore not being in violation of 2.25 (Standard of Conduct). Brian Gilmore is in violation of the standard of conduct.

**Corrective Actions**

- Termination of employment for Jesse Moore, Kevin Piner, and James Gilmore with the City of Wilmington. Not eligible for rehire with the City of Wilmington.
- Notification to North Carolina Criminal Justice Education and Training Standards Commission in regards to the behaviors of these individuals. These individuals should not be allowed to practice law enforcement again. In my opinion, their actions justify entry into the National Decertification Index.
- Consultation with the District Attorney's Office regarding this investigation and the three officers being used as witnesses. Also, reviewing any cases they have charged ref any bias towards offenders. Conferring with the District Attorney if crimes were committed by the officers.

6-22-2020

Date

  
\_\_\_\_\_  
Department Chief Signature



**Wilmington Police Department**  
 Office of the Chief of Police  
 Donny Williams  
 615 Bess Street  
 PO Box 1810  
 Wilmington, NC 28402-1810

910 343-3610  
 910 343-3636 fax  
 www.wilmingtonnc.gov  
 Dial 711 TTY/Voice

June 23, 2020

To: Michael K. Piner  
 From: Donny Williams, Interim Chief of Police  
 Ref: Disciplinary Action/ Termination  
 Cc: Al Ragland, Human Resources Director  
 Penelope Spicer-Sidbury, City Clerk  
 Dave Oyler, Assistant Chief  
 Ben Kennedy, Deputy Chief  
 Matt Ingram, Captain  
 V. Baughman, Lieutenant, Professional Standards  
 Wendy Whitehead

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I am in receipt of Internal Investigation 20IA007. This investigation alleges that you violated the following Manual of Rules and Departmental Policies:

- 2.25 Standard of Conduct**
- 2.26 Criticism**
- 2.27 Use of Inappropriate Jokes and Slurs**

On June 22<sup>nd</sup>, 2020, a pre-disciplinary conference was held with you by myself and Deputy Chief Oyler in accordance with city policy. During the conference, you were made aware of the above listed violations and the potential disciplinary action. You were also given an opportunity to respond to the listed rule violations. Based upon my review of the report and speaking with you during your pre-disciplinary conference, at which time you were given the opportunity to provide any information regarding the allegations in the investigation, I concur with the findings of the investigation.

You have used language that can only be described as hate-filled speech. Amongst many other things you said, you referred to people of color as “niggers” and told another officer that “all the department is concerned about is kneeling down there with the black folks”. This language will not be tolerated and is not acceptable under the Wilmington Police Department’s Code of Ethics, Manual of Rules, and Departmental Policies.

It is for these reasons, pursuant to City Policy 206, that your employment with the City is hereby terminated effective this date. I did receive your email with the letter of resignation, however, I am proceeding with the termination. You **must** surrender all Departmental equipment. The North Carolina Criminal Justice Training & Standards Commission will be notified regarding your behavior and I will consult with the District Attorney’s office regarding your suitability as a witness, any bias you may have shown towards criminal defendants, and potential criminal charges. You may within ten (10) calendar days following this dismissal appeal the discipline to the Civil Service Commission.

Please contact the Human Resources Department in reference to any residual benefits you may have.

---

Michael K. Piner

---

Date



**Wilmington Police Department**

Office of the Chief of Police  
Donny Williams  
615 Bess Street  
PO Box 1810  
Wilmington, NC 28402-1810

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Dial 711 TTY/Voice

June 23, 2020

To: Jesse E. Moore, II  
From: Donny Williams, Interim Chief of Police  
Ref: Disciplinary Action/ Termination  
Cc: Al Ragland, Human Resources Director  
Penelope Spicer-Sidbury, City Clerk  
Dave Oyler, Assistant Chief  
Ben Kennedy, Deputy Chief  
Matt Ingram, Captain  
V. Baughman, Lieutenant, Professional Standards  
Wendy Whitehead

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I am in receipt of Internal Investigation 20IA007. This investigation alleges that you violated the following Manual of Rules and Departmental Policies:

**2.25 Standard of Conduct**

**2.26 Criticism**

**2.27 Use of Inappropriate Jokes and Slurs**

On June 22<sup>nd</sup>, 2020, a pre-disciplinary conference was held with you by myself and Deputy Chief Oyler in accordance with city policy. During the conference, you were made aware of the above listed violations and the potential disciplinary action. You were also given an opportunity to respond to the listed rule violations. Based upon my review of the report and speaking with you during your pre-disciplinary conference, at which time you were given the opportunity to provide any information regarding the allegations in the investigation, I concur with the findings of the investigation.

You have used language that can only be described as hate-filled speech. Amongst many other things you said, you referred to people of color as "fucking niggers" and told another officer that Chief Williams "dropped the fucking ball and there have been too many times that all he cares about is the fucking community". This language will not be tolerated and is not acceptable under the Wilmington Police Department's Code of Ethics, Manual of Rules, and Departmental Policies.

It is for these reasons, pursuant to City Policy 206, that your employment with the City is hereby terminated effective this date. I did receive your email with the letter of resignation, however, I am proceeding with the termination. You **must** surrender all Departmental equipment. The North Carolina Criminal Justice Training & Standards Commission will be notified regarding your behavior and I will consult with the District Attorney's office regarding your suitability as a witness, any bias you may have shown towards criminal defendants, and potential criminal charges. You may within ten (10) calendar days following this dismissal appeal the discipline to the Civil Service Commission.

Please contact the Human Resources Department in reference to any residual benefits you may have.

\_\_\_\_\_  
Jesse Moore

\_\_\_\_\_  
Date



**Wilmington Police Department**  
Office of the Chief of Police  
Donny Williams  
615 Bess Street  
PO Box 1810  
Wilmington, NC 28402-1810

910 343-3610  
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June 23, 2020

To: James B. Gilmore  
From: Donny Williams, Interim Chief of Police  
Ref: Disciplinary Action/ Termination  
Cc: Al Ragland, Human Resources Director  
Penelope Spicer-Sidbury, City Clerk  
Dave Oyler, Assistant Chief  
Ben Kennedy, Deputy Chief  
Matt Ingram, Captain  
V. Baughman, Lieutenant, Professional Standards  
Wendy Whitehead

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I am in receipt of Internal Investigation 20IA007. This investigation looked into whether you violated the following Manual of Rules and Departmental Policies:

**2.25 Standard of Conduct**

**2.26 Criticism**

**2.27 Use of Inappropriate Jokes and Slurs**

I reject one of the findings of this investigation and concur with the comments from Deputy Chief Kennedy and Assistant Chief Oyler that you are in violation of 2.25 Standard of Conduct. I concur with the other findings of the investigation.

On June 22<sup>nd</sup>, 2020, a pre-disciplinary conference was held with you by myself and Deputy Chief Oyler in accordance with city policy. During the conference, you were made aware of the above listed violation and the potential disciplinary action. You were also given an opportunity to respond to the listed rule violation. I have reviewed the report and spoke with you during your pre-disciplinary conference, at which time you were given the opportunity to provide any information regarding the allegation(s) in the investigation.

Your comments regarding people of color and the performance of your duties most certainly are a violation of our Department's Standard of Conduct Policy. Your tone and references to people of color displays conduct other than that expected by members of this Department.

It is for these reasons, pursuant to City Policy 206, that your employment with the City is hereby terminated effective this date. You **must** surrender all Departmental equipment. The North Carolina Criminal Justice Training & Standards Commission will be notified regarding your behavior and I will consult with the District Attorney's office regarding your suitability as a witness and any bias you may have shown towards criminal defendants. You may within ten (10) calendar days following this dismissal appeal the discipline to the Civil Service Commission.

Please contact the Human Resources Department in reference to any residual benefits you may have.

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James B. Gilmore

---

Date



**City Manager's Office**  
102 North Third Street  
PO Box 1810  
Wilmington, NC 28402-1810  
  
910 341-7810  
910 341-5839 fax  
wilmingtonnc.gov  
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## **STATEMENT ON THE RELEASE OF EMPLOYEE PERSONNEL INFORMATION**

Pursuant to North Carolina General Statutes Section 160A-168, information contained in a city employee's personnel file is only open for inspection or release under certain circumstances. According to Sec. 160A-168(c)(7), the "city manager, with concurrence of the council...may inform any person of the employment or nonemployment, promotion, demotion, suspension or other disciplinary action, reinstatement, transfer, or termination of a city employee *and the reasons for that personnel action.*"

When making a decision about whether to release personnel file information, there must be a written determination "that the release is essential to maintaining public confidence in the administration of city services or to maintaining the level and quality of city services." Following a closed session meeting with the Wilmington City Council, it is my determination that a situation currently exists that requires release of certain personnel information, and this statement shall serve as the required written determination.

With the concurrence of Council, I am hereby delegating to Chief Donny Williams the ability to release the following information to the public:

1. All of the public information allowed to be released under N.C.G.S. Sec. 160A-168(b), including termination letters, for three Wilmington Police Officers: Cpl. Jesse Moore, Officer Michael Kevin Piner, and Officer Brian Gilmore; and
2. All of the facts and information contained in the investigative report summary of Lt. Jay Baughman from the Internal Affairs investigation into an incident involving the above-referenced officers; and
3. Written comments that were made a part of the Internal Affairs investigative file from Chief Donny Williams regarding the results of the investigation, including his directives for corrective action; and
4. Chief Williams' position on whether the three terminated officers should be eligible for rehire by the City at any point in the future; and



5. The position of the City and the Wilmington Police Department with regard to the release of any audio/video documentation of the incident that gave rise to this investigation.

Pursuant to N.C.G.S. 160A-168(c)(7), this written determination shall be retained in the office of the manager or the city clerk, is a record available for public inspection, and shall become part of each terminated employee's personnel file.

Chief Donny Williams and Mayor Bill Saffo will be holding a press conference in the Blue Room at the Wilmington Police Department at 3:00 pm this afternoon. They will discuss all of these matters and take questions from the media at that time. Only credentialed members of the press may attend this meeting due to social distancing concerns.

Sincerely,

Sterling B. Cheatham  
City Manager