

City of Milwaukee



Report of Investigation
Allegations of False Statements and Fictitious
COVID-19 Vaccination Record Card

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May 2022

Office of the Inspector General



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Report Date: May 13, 2022	
CONFIDENTIAL INVESTIGATION REPORT	
Allegation/Issue	<p>The Inspector General (IG) was notified through a confidential source of allegations of a Milwaukee Police Department, Intelligence Fusion Center (Fusion), Police Lieutenant performing a Google search of a Covid-19 Vaccination Record Card template. The confidential source alleged being told that the vaccination record card template was needed as proof of vaccination for two members of Fusion, a Police Detective and a Police Officer, to meet Covid-19 vaccination requirements to attend an in-person training conducted by an outside organization.</p> <p>The complaint was received by the IG on November 10, 2021.</p> <p>A formal investigation was initiated November 11, 2021 and the Milwaukee Police Department (MPD) Chief of Staff, Chief of Police and Internal Affairs Division (IAD) were notified of the Investigation.</p>
Name/Designation of employee subject to investigation:	Lieutenant (Lt.) Branko Stojsavljevic Milwaukee Police Department, Intelligence Fusion Center
Name of complainant	Confidential
Investigation Conducted by:	Inspector General, Ronda M. Kohlheim

Background

MPD, Intelligence Fusion Center
 Fusion, in collaboration with the Southeastern Wisconsin Threat Analysis Center (STAC) provides, investigative, real-time support to investigators, receives and monitors information for threats of unrest and violence, provides inter-agency collaboration with other local, state and federal law enforcement partners, as well as processes shell casing evidence and monitors the ShotSpotter system. Fusion is staffed 24-hours a day.¹

¹ MPD Resources, Intelligence Fusion Center & Southeastern Wisconsin Threat Analysis Center (STAC), mpdguardians.com/resources.com



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MPD – Travel Request(s), Training Request(s) and COVID-19 Vaccine (Chief Directive)

In response to the COVID-19 pandemic, MPD began scrutinizing non-emergency work related travel and training requests for unvaccinated members or members who had not received the appropriate dose(s) of the vaccine. MPD in March 2021 implemented a directive that required staff members to show proof of COVID-19 vaccination for non-emergency work related to travel and travel training requests.

Specifically,

- ◆ Members who do not receive the appropriate dose(s) of the COVID-19 vaccine will be considered for non-emergency work related travel on a case-by-case basis by the Executive Command Staff.
- ◆ Members who do not receive the appropriate dose(s) of the COVID-19 vaccine will be considered for travel training requests if the training is required to maintain a national or state recognized certification in an area that directly relates to their current job responsibilities. Such request are to be evaluated by the Executive Command Staff on a case-by-case basis.

The instructions exempted members who traveled or attended trainings or events using their own discretionary time (i.e. compensatory, vacation, etc.). In addition, it also excluded attendance in internal departmental trainings.

The directive, implemented March 8, 2021, was to remain in effect until at least September 1, 2021, when it would be re-evaluated to determine whether it should be extended.

Federal Law Enforcement Training Center (FLETC)

FLETC provides law enforcement training for 91 federal agencies, several state, local, tribal agencies, and oversees or assists with training at several International Law Enforcement Academies. The trainings provided by the FLETC offers career-lifelong training to law enforcement professionals to assist them fulfill their responsibility safely and proficiently; it is the nation's largest provider of law enforcement training.

As a result of the COVID-19 pandemic, the FLETC's Training Delivery Points (TDPs) in Glynco, Georgia; Artesia, New Mexico; Charleston, South Carolina; and Cheltenham, Maryland implemented the following measures:

- ◆ Temporarily accepted and trained only vaccinated students.
 - φ Fully vaccinated students were those who were 14 days past either their full two-dose regimen or single dose regimen.



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- ◆ Fully vaccinated students who were COVID positive (through contact tracing) would follow the Centers for Disease Control (CDC) and Prevention recommendations to isolate for 10-days.
- ◆ Fully vaccinated students who recover from COVID-19 would resume training after FLETC's Medical Liaison Officer or Medical Unit clears them.
 - φ Criteria could include physical exam findings, a review of relevant lab work, and a CDC-recommended 10-day isolation period.
- ◆ FLETC would lodge all students on FLETC's residential training facilities as soon as possible.
- ◆ With limited exceptions, FLETC required all students to remain on FLETC for the duration of their training in order to remain in a training status.
- ◆ FLETC tested all students with a known exposure to COVID-19. Those individuals with positive results would be isolated per CDC guidance. The FLETC would also conduct contact tracing, and those identified through contact tracing would also be tested. No student would be allowed to travel until the CDC isolation period had concluded.²

Protective Service Operations Training Program

The PSOTP provides specialized training to persons who conduct or amplify Protective Service Operations for foreign and domestic leaders who are or may become potential targets of terrorism and/or criminal acts. The training offers law enforcement professionals an opportunity to enhance their knowledge, skills, understanding and training regarding their dignitary protection duties. The emphasis of this training is place on a full spectrum of protective service operations that includes doctrine and terminology, coordination and mission planning, and protective service motorcade operations.

Prerequisites of the training were:

1. Applicants were to be a law enforcement officer/agent with arrest authority in the prevention, detection, apprehension, detention and/or investigation of felony and/or misdemeanor violations of federal, state, local, tribal, or military criminal laws or at a minimum, students shall be employees of a federal, state, local or tribal agency who will conduct or augment Protective Service Operations;
2. All students were to be current in weapons qualification in accordance with respective agency policy; and
3. Students had to possess a valid driver's license.

² Federal Law Enforcement Training Centers, <https://www.fletc.gov>



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In April 2021, Lieutenant Branko Stojsavljevic (Lt. Stojsavljevic) of the Milwaukee Police Department (MPD), Intelligence Fusion Center (Fusion), sent an email titled “FLETC informing members that FLETC had registration opened for training and recommended that they view their website for possible trainings. In May 2021, he suggested that Detective Lori Rom and Police Officer Natalie Cruz, both assigned to the STAC/Fusion Dignitary Unit, to register for the PSOTP at FLETC.

In a text message from Lt. Stojsavljevic to both Det. Rom and PO Cruz on May 19, 2021 at 11:36 am that read: “*Natalie they said they have your application. Lori, please fill out yours. They just ask if you have been vaccinated. Say yes*”. In the same text thread, the lieutenant also informed the detective and officer that the registration, training and lodging for FLETC (\$7,000) would be covered by STAC Operations grant funds and to just include the additional cost for airfare and car rental.

- ◆ Det. Rom submitted a MPD-Travel/Training Request form, electronically; signed and dated May 19, 2021 at 12:15 pm; it was recommended “approved” and signed and dated by Lt. Stojsavljevic on May 21, 2021 at 7:32 am.
- ◆ PO Cruz submitted a MPD-Travel/Training Request form, electronically; signed and dated on May 19, 2021 at 12:17 pm; it was recommended “approved” and signed and dated by Lt. Stojsavljevic on May 21, 2021 at 7:33 am.

On each travel/training request form under the “District Supervisor’s Recommendation & Signature” included a declaration that read: “*Member is in compliance with Chief’s directive*” with Lt. Stojsavljevic electronic signature and dated May 21, 2021 at 7:32:33 am for Det. Rom; and signed and dated May 21, 2021 at 7:33:12 am for PO Cruz.

The forms were then approved and signed by the then-Fusion Captain (Paul Kavanagh); followed by then-Inspector Paul Formolo, of the Fusion Center.

Together, the two of them attended the PSOTP training in Glynco, Georgia, instructed by George Breed. The training was from Sunday, June 6, 2021 through Saturday, June 19, 2021.

Note: Lt. Stojsavljevic went on a leave in early February 2022 (February 7, 2022), which was expected to conclude on April 29, 2022; and April 4, 2022 MPD Executive Command Staff received related paperwork related to his pending retirement, with an anticipated retirement date of May 14, 2022.

Lt. Stojsavljevic Interview



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During a virtual meeting between Lt. Stojavljevic and the Inspector General, he was informed about the specific allegations against him, it was noted:

- ◆ He had no recollection of creating any vaccinations record cards.
- ◆ No memory of instructing Det. Rom and PO Cruz to answer “yes” to the COVID-19 vaccination question. (**Note:** Upon being informed that there was verifiable documentation to support that he did, he indicated that he still didn’t recall, but that if he did, it was a joke because they joke all the time).
- ◆ Having knowledge of FLETC COVID-19 vaccination requirement.
- ◆ He had no memory of a conversation between the three of them regarding their COVID vaccination status.
- ◆ When asked if he confirmed whether or not they were vaccinated, he indicated he did not ask them because they were not allowed, due to HIPAA and that the rules of the department were constantly changing.
- ◆ Even though he was aware of the requirement, he did not ask them if they met the requirement because two years ago they were supposed to attend the training, but they got bumped by then-Chief Alfonso Morales; they would be allowed to attend the next training when it became available; he was supposed to send two people of his choice from his department. He was following the directive of the Chief and at that time he believed he was returning.
- ◆ Recalled contacting FLETC for confirmation of vaccination requirements, but couldn’t remember who he spoke to.
- ◆ Admitted that he contacted George Breed to ask him if anyone from his department had contacted him and to give him a heads up. He further stated he may have said some more “BS”, but that he wasn’t reaching out to lie for him – he just wanted to make him aware that it was a possibility that he might be contacted.

Inspector Paul Formolo Interview

In a conversation with Inspector Paul Formolo, although he recalled the training because of the cost, he did recall having a specific conversation with Lt. Stojavljevic or Captain Paul Kavanagh. He also mentioned being cognizant that both the detective and officer had been waiting a while to take the training, but that COVID-19 was an issue due to the new, MPD, Travel/Training and COVID-19 Vaccine policy. The inspector also communicated that because of the dignitary work that both ladies were involved with, he was willing to make an exception to the Travel and Training Requests and COVID-19 Vaccine policy, but that he was not cognizant of and had no prior knowledge of FLETC’s vaccination requirement. He further stated that he expects for his command staff to be knowledgeable of the training institution’s attendance requirements.



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Additionally, the inspector indicated he wasn't sure why the comment (member is in compliance with Chief's directive), but that aside from that he made an exception to the newly implemented policy to allow both Det. Rom and PO Cruz to attend the training. This was, however, under the assumption that FLETC had no mandatory COVID-19 vaccination requirement.

Although, Inspector Formolo too indicated on the Travel/Training Request form "member is in compliance with Chief directive" rather make a notation that he made an exception to the Chief's directive regarding MPD, travel/training requests and the COVID-19 vaccine.

Interview with Det. Rom and PO Cruz (*interviews were conducted separately*)

In separate interviews with Det. Rom and PO Cruz both indicated that they were never provided with an erroneous COVID-19 Vaccination Record Card by Lt. Stojsavljevic.

However, Det. Rom admitted that she recalled it being the joke of the department (Fusion) that vaccination record cards had been created for both her and PO Cruz. In a May 20, 2021 email from Det. Rom to Lt. Stojsavljevic, it read: "*I just want to double check that we don't have to show documentation prior to arrival*" and asked "*How do we bypass that?*" Det. Rom, indicated that Lt. Stojsavljevic responded to her concern verbally instead of through email.

PO Cruz explained most conversations regarding the PSOTP were with Det. Rom because she was on vacation at the time; however, she did recall receiving a group text message with the lieutenant and detective where the lieutenant instructed them to respond "yes" to the COVID-19 vaccination question.

Neither the detective nor the police officer, without certainty, said they did not recall whether or not they had completed the form on their own.

Additionally, Det. Rom stated that she felt compelled and forced to answer "yes" to the COVID-19 vaccination question for fear of being retaliated against for not following the directive of command staff. She further communicated that she was under the impression that she should respond "yes" to the question based on the information she received from Lt. Stojsavljevic, which was that after speaking with a representative from FLETC and George Breed (Program Coordinator/Instructor) he was advised that it was okay to attend the training while being unvaccinated.

Both Det. Rom and PO Cruz declared they never reached out to FLETC regarding the training or COVID-19 requirements. PO Cruz indicated that she trusted that Lt. Stojsavljevic took care of everything and did not believe that she would put in such a position. Det. Rom said



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she too assumed that Lt. Stojavljevic had taken care of everything related to PSTOP training through FLETC.

Other Trainings (Det. Rom / PO Cruz)

PO Cruz indicated that she attended approximately three to four other trainings, both internally and externally, but was not sure, since the COVID pandemic. The external training was conducted online so there was no travel involved and the internal trainings were conducted in Milwaukee. PO Cruz did not recall any other specific requirements related to COVID.

Det. Rom also attended other trainings since the COVID-19 pandemic; she indicated she was unclear of exact how many, but knows that she attended at least 50 both internal and external when she started working with the Federal Bureau of Investigations (FBI). The FBI trainings were conducted online, but in the FBI building; and the internal trainings were done either online or in Milwaukee. She did not recall there were other specific requirements for attendance in the trainings.

Additionally, both agreed that some of the trainings they attended both internally and externally were required while others were completely voluntarily. However, both admitted that were per se an “emergency” that either could recall.

Interview with George Breed (conducted by the Office of Professional Responsibility, FLETC)

Per a Memorandum of Activity from the Office of Professional Responsibility (OPR), FLETC, a personal interview with George Breed, Law Enforcement Specialist/Senior Instructor, Counterterrorism Division (CTD), FLETC, conducted by Richard K. Purvis, Chief, OPR and Special Agent (SA) Thomas Masano.

The interview was conducted on December 1, 2021.

Specifically, Mr. Breed stated (as written):

- ◆ Reporting instructions were clear about the requirement to have a vaccination series for COVID-19, prior to arrival for training at FLETC/Glynco.
- ◆ Upon arrival to the training center, students check-in for registration at the Visitors Center.
- ◆ When students arrive to the classroom, he does not visually check for a COVID-19 Vaccination Record Card.
- ◆ Student(s) certification of vaccination is based on the “honor system”, which allows each student to certify vaccination by responding with a “yes or no”.



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- ◆ Recalled coordinating with Lt. Stojsavljevic, when registering PO Cruz and Det. Rom for the PSOTP. He did not remember having a conversation with the lieutenant about the requirement to have a full vaccination series for COVID-19 prior to the arrival for training.
- ◆ Never advised Lt. Stojsavljevic to have unvaccinated students mark “yes” to question #1 on the FLETC, PSOTP documentation, which stated “*Are you fully vaccinated against the COVID-19 virus*”.
- ◆ Never told Lt. Stojsavljevic that PO Cruz and Det. Rom would be allowed to attend FLETC training unvaccinated.

Note: Mr. Breed expressed that prior to his OPR interview, he received a text message from Lt. Stojsavljevic; the text message read: “*Did someone from my department bother you regarding the PSOTP training and COVID?*” Mr. Breed responded Lt. Stojsavljevic “*No sir, not me, should they have?*” Lt. Stojsavljevic replied, “*No, just some bs. No worries. Thanks*”

Remit of Investigation

The allegations/concerns identified as in need of being investigated:

- ◆ Lt. Stojsavljevic downloaded a COVID-19 Vaccination Record Card template.
- ◆ Lt. Stojsavljevic communicated that he needed the template to create COVID-19 vaccination record cards so that two members of the Fusion Center would meet the MPD COVID-19 vaccination travel and training requirements to attend an in-person training conducted by an outside organization.
- ◆ Two members of the Fusion Center (Det. Lori Rom and PO Natalie Cruz) attended a PSOTP training in Glynco, GA as a result of the COVID-19 vaccination records created by Lt. Stojsavljevic.
- ◆ Lt. Stojsavljevic instructed Det. Rom and PO Cruz to complete the FLETC, PSOTP Application and to respond “yes” to the COVID-19 vaccination question.
- ◆ Lt. Branko Stojsavljevic instructed Detective Lori Rom and Police Officer Natalie Cruz to complete the Milwaukee Police Department’s Travel/Training Request, signed and approved both requests and falsely declared that each member was in compliance with Chief’s directive.
- ◆ Detective Lori Rom and Police Officer Natalie Cruz attended the PSOTP training in Glynco, Georgia, instructed by George Breed from Sunday, June 6, 2021 through Saturday, June 19, 2021, inconsistent with the MPD, then-Acting Chief of Police directives, as well as, the FLETC COVID-19 vaccination requirements for in-person trainings.



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- ◆ Both Detective Lori Rom and Police Officer Natalie Cruz attended the PSOTP training in Glynco, Georgia, instructed by George Breed. The training was from Sunday, June 6, 2021 through Saturday, June 19, 2021.

Investigation Process

Various methods were used to gather information relevant to this investigation. Relevant information included: documentation review; personnel interviews; e-mail questions and responses based on interviewee statements; both phone and e-mail communications.

- ◆ Interviewed Lt. Branko Stojsavljevic via Microsoft Teams application.
- ◆ Interviewed in person Det. Rom (with Attorney Rebecca Meyer and Attorney Brendan Matthews from Cermele & Matthews, S.C. present for the meeting).
- ◆ Interviewed in person PO Natalie Cruz (with Attorney Rebecca Meyer and Attorney Brendan Matthews from Cermele & Matthews, S.C. present for the meeting).
- ◆ Contacted the Federal Law Enforcement Training Center.
- ◆ Spoke with Wilfrid LaFontant, Jr of FLETC and submitted an e-mail request per instructions.
- ◆ Email communication with Valda Gibbons, Management and Program Analyst from the Office of Personnel Responsibility (OPR); Office of Security and Professional Responsibility (OSPR); and FLETC.
- ◆ Reviewed requested e-mail correspondence from FLETC to Det. Rom and PO Cruz were both certified by answering questions that the COVID-19 vaccination requirement had been met.
- ◆ Reviewed text messages from Lt. Stojsavljevic to George Breed (FLETC, PTOSP instructor) questioning whether he had been contacted by any member of his department inquiring about the PTOSP training and COVID.
- ◆ Reviewed FLETC Memorandum of Activity, personal interview with George Breed, Law Enforcement Specialist/Senior Instructor (GS-1801/13) Counterterrorism Division (CTD), which was conducted by Richard K. Purvis, Chief, OPR and Special Agent (SA) Thomas "Bobby" Masano, OPR Offices.
- ◆ E-mail and phone communication with SA Bobby (Thomas) Masano of OPR Offices.
- ◆ Reviewed Captains Meeting Minutes from March 3, 2021 presented to the Inspector General by Lt. Stojsavljevic.
- ◆ Reviewed text messages between Lt. Stojsavljevic, Det. Rom and PO Cruz.
- ◆ Reviewed Department of Employee Relations (DER), Policy and Administrative Guidelines, Employment and Workplace Considerations Related to the Coronavirus (COVID-19).
- ◆ Email communication with the MPD Police Chief of Staff, Inspector Nicole Waldner and Inspector Craig Sarnow.



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- ◆ Reviewed DER COVID-19 Vaccination Policy for City of Milwaukee Employees.
- ◆ Contacted then DER Director, Makda Fessahaye regarding vaccination status, records and dates for PO Cruz and Det. Rom.
- ◆ Reviewed response from Director Fessahaye with confirmation that there was no documentation on file to support that PO Cruz or Det. Rom had provided COVID-19 vaccinations records.
- ◆ Contacted Alejandra Ramirez and Hannah Kraussel of the Milwaukee Health Department (MHD) assigned to vaccination verification by Dr. Nick Tomaro.
- ◆ E-mail and phone communication with Ms. Kraussel confirming there was no record of COVID-19 vaccination for PO Cruz or Det. Rom documented in the Wisconsin Immunization Registry (WIR).
- ◆ Reviewed the MPD Code of Conduct 3.00 Integrity, §3.04; 4.00 Leadership, §4.04.
- ◆ Reviewed FLETC Training Delivery Points (TDP).
- ◆ Reviewed MPD, Memorandum, Travel and Training Requests and COVID-19 Vaccine, dated March 8, 2021.
- ◆ Reviewed MPD, Travel/Training Request for Det. Rom.
- ◆ Reviewed MPD, Travel Request for PO Cruz.
- ◆ Reviewed PSOTP Course Training details.
- ◆ Reviewed Det. Rom FLETC Verification of COVID-19 vaccination – responses to COVID-19 vaccine questions.
- ◆ Reviewed PO Cruz FLETC Verification of COVID-19 vaccination – responses to COVID-19 vaccine questions.
- ◆ Reviewed the Southeast Wisconsin Threat Analysis Center, Grant Award Summary, Grant #2019-HSW-40-12051, Common Council File #200653.
- ◆ Reviewed the City of Milwaukee Operating Grant Budget; Homeland Security WEM/Southeast WI Threat Analysis Center; Program Year 09/01/2020 – 08/31/2021
- ◆ Reviewed Lt. Stojisavljevic's Application for Retirement with an anticipated effective date of May 14, 2022.
- ◆ Reviewed the Fusion Center Guidelines: Developing and Sharing Information and Intelligence in a New Era (USDOJ/USDHS, Aug. 2006).
- ◆ Reviewed DHS/DOJ Fusion Process Technical Assistance Program and Services – Consideration for Fusion Center and Emergency Operations Center Coordination (May 2010).
- ◆ Reviewed Updated 2019-20 Wis. Stats. Published and certified under s. 35.18. April 28, 2022; Crimes Against Government And Its Administration; Chapter 946.
- ◆ Reviewed the International Association of Chiefs of Police (IACP), Law Enforcement Code of Ethics.

Findings



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- ◆ Lt. Stojavljevic downloaded a COVID-19 Vaccination Record Card template and created COVID-19 records for two members of the Fusion Center. **Unsubstantiated**
- ◆ Lt. Stojavljevic told a confidential source that he needed the COVID-19 Vaccination Record Card template to create COVID-19 Vaccination Record Cards for two members of the Fusion Center, Detective Lori Rom and Police Officer Natalie Cruz. **Unsubstantiated**
- ◆ Lt. Stojavljevic directed Detective Lori Rom and Police Officer Natalie Cruz to complete the Federal Law Enforcement Training Center, Protective Service Training Operations Program application and to say “yes” on the COVID-19 Vaccination related question(s). **Substantiated**
- ◆ Two members, Detective Lori Rom and Police Officer Natalie Cruz attended the FLETC, PSOTP using COVID-19 Vaccination Record Cards created by Lt. Branko Stojavljevic. **Unsubstantiated**
- ◆ Lt. Branko Stojavljevic instructed Detective Lori Rom and Police Officer Natalie Cruz to complete the Milwaukee Police Department’s Travel/Training Request, signed and approved each request, and falsely declared that each member was in compliance with Chief’s directive. **Substantiated**
- ◆ Detective Lori Rom and Police Officer Natalie Cruz attended the PSOTP training in Glynco, Georgia, instructed by George Breed from Sunday, June 6, 2021 through Saturday, June 19, 2021, inconsistent with the MPD, then-Acting Chief of Police directives, as well as, the FLETC COVID-19 vaccination requirements for in-person trainings. **Substantiated**
- ◆ Both Detective Lori Rom and Officer Natalie Cruz falsely authenticated COVID-19 vaccination status, individually, with the FLETC each time a status update of COVID-19 vaccination was requested prior to training. **Substantiated**
- ◆ Detective Lori Rom and Police Officer Natalie Cruz attended the PSOTP training with grant funds from the Wisconsin Department of Justice (DOJ) for Southeastern WI Threat Analysis Center (STAC). **Substantiated**

Conclusion

Honesty, ethics and integrity in law enforcement involves applying values to the decision making process working in a way that expresses the Codes of Ethics, Law Enforcement Codes and legal requirements that are a foundation of the policing culture in the environment in which the policing takes place. The Law Enforcement Code of Ethics, adopted in 1957 by the International Association of Chiefs of Police (IACP), stands as a preface to the mission and commitment law enforcement agencies make to the public they serve.³ Integrity is about law enforcement officials accepting and living within and

³ International Association of Chiefs of Police (IACP); Law Enforcement Code of Ethics, <https://www.theiacp.org/resources/law-enforcement-code-of-ethics>.



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upholding these ethical standards that underpin their function as officers of the law. Unfortunately, integrity can come at a personal cost. It has been well documented that those individuals who stand up for standards and integrity are not always well-received or accepted and often marginalized by colleagues and organization alike. The challenge of integrity is customarily the reason for lack of reporting misconduct. An organization's integrity is the key to individual integrity and ethical leadership is the bedrock of an individual's stance and support on integrity.

Recent years have seen efforts made to encourage and endorse individual displays of integrity by changing the perception within the policing culture as it relates to people who display such standards. The concept of a "whistleblower policy" has been introduced into the vocabulary and this itself has been superseded by "professional standards reporting" in order to remove the unethical practice of vilifying people with integrity by marginalizing them with concepts such as 'grass' and 'snitch'. Integrity is not about making the right or wrong decision it's the quality of having strong ethical principles that are rendered at all times – honesty and trust are central to integrity, as is consistency. A person with integrity, law enforcement officials included, demonstrates sound moral and ethical principles and does the right thing, no matter who's watching. Integrity is the foundation on which people build trust. To have integrity means that an individual is accountable; exhibits self-awareness; and is responsible and truthful with internal actions that are consistent with these principles. Those who demonstrate integrity draw others to them because of their dependability and trustworthiness.

A law enforcement professional with integrity fulfills their duty imposed upon them by law and serves the community in which they serve by protecting all persons against illegal acts; a law enforcement official or force with integrity is one with little or no misconduct or corruption.

Recommendations or Corrective Actions:

Finding 1:

Lt. Branko Stojisavljevic committed an act of gross misconduct as a public officer by willfully and deliberately circumventing MPD's then-Acting Chief of Police, Jeffrey Norman's directives related to travel/training request for its members who had not been vaccinated or received the appropriate dose(s) of the COVID-19 vaccination by:

- ◆ Knowingly made a false statement, on the *MPD, Travel/Training Request* form, by indicating the "member is in compliance with Chief's directive" specifically for the purposes of complying with both the MPD Traveling/Training and COVID-19 Vaccine;



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- ◆ Leading both Det. Rom and PO Cruz to wrongfully respond to the COVID-19 Vaccination question with a “yes”; and
- ◆ Failing to inform MPD, executive command staff about Det. Rom or PO Cruz unvaccinated status, as well as FLETC’s COVID-19 vaccination requirement.

Recommendation

Management should consider disciplinary actions up to and including discharge from the Fusion Center and/or the department altogether. Additionally, management should also consider whether Lt. Stojavljevic’s act of misconduct, in a public office, criminal charges are permissible under, updated 19-20 Wis. Stat. §946.13.4, published and certified under §35.18.

Finding 2:

Det. Rom and PO Cruz committed an act of gross-misconduct by knowingly and wrongfully certifying an untruthful statement to a federal government agency for the purpose of complying with a COVID-19 Vaccination requirement.

Recommendation

Management should consider executing disciplinary actions up to and including discharge from the Fusion Center or termination from the department entirely. Also, Management should examine whether criminal charges are admissible under, updated 19-20 Wis. Stat. §946.13.4, published and certified under §35.18.

Sub-Recommendation

Management should consider reviewing the requirements of the Southeastern WI Threat Analysis Center (STAC) grant for 2020-21 to determine whether there were any amended, added, or modified requirements of the grant as it relates to COVID-19 vaccination requirements to substantiate whether or not the detective and police officer’s attendance in the FLETC, PSOTP training met all the requirements of the grant including those related to COVID-19 vaccination. Additionally, Management should consider the possibility of pursuing legal action for the misuse of the State of Wisconsin, Department of Military Affairs, Homeland Security government grant funds and/or to recover all monies associated with the training (training, registration and lodging).

Finding 3:

MPD Executive Command Staff failed to verify whether FLETC, had COVID-19 vaccination requirements for in-person attendance to the PSTOP, as well as to clarify what was meant by the “member is in compliance with Chief’s directive” statement in the District Supervisor’s Recommendation & Signature section of the Travel/Training Request form.



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Recommendation

MPD Management and/or Executive Command Staff should implement key controls to ensure that members of the MPD comply with both internal and external requirements; policy rules and guidelines are authorized, approved, documented and maintained through an adequate separation of duties and responsibilities (i.e. district supervisory approves the training; district commander verifies whether internal and external requirements have been met; and executive officer(s) reviews appropriate, documentation to support that all applicable requirements have been met).

In the case where duties cannot be sufficiently segregated due to the limited size of a unit or division, management should consider establishing mitigating controls, such as detailed supervisory review of the activities or assign the district commander and executive officer(s) of another MPD unit/division.

Finding 4:

Both Det. Rom and PO Cruz attended additional trainings outside of the FLETC trainings, both internally and externally. Neither were unsure of any other specific requirements, related to COVID-19 for trainings attended in person; and both admitted that none of the trainings attended were per se “emergency trainings.

Recommendation:

MPD Management should request IAD to conduct a comprehensive investigation surrounding the additional trainings that both PO Cruz and Det. Rom attended to determine whether both the MPD travel/training and COVID vaccine requirements were met for unvaccinated members as well as whether there were specific COVID-19 vaccination for both the internal and external that both the detective and the officer attended.

Additional Recommendations

Additional Recommendation 1

Management should prohibit Lt. Stojavljevic, Det. Rom and PO Cruz from further involvement in MPD’s Intelligence Fusion Center and Southeastern Wisconsin Threat Analysis Center activities including, but not limited to, the STAC Threat Analysis Section; Infrastructure Protection Section; Training and Outreach Section; and any other federal, state, local and tribal agencies and disciplines involved with exchanging information and intelligence for the purposes of detecting, preventing, deterring, and responding to crime and terrorism by analyzing data from various sources associated with Fusion/STAC.

Additional Recommendation 2



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The Inspector General will suggest to the OPR, FLETC to consider debarment of Lt. Stojavljevic, Det. Rom and PO Cruz from participation in future trainings and/or activities associated with the OPR, FLETC.