



**Office of the Chief of Police**  
**Disciplinary Order**

Date: October 22, 2019  
To: Agent Nate Meier #26170  
From: Nicholas J. Metz, Chief of Police  
Re: IA Case #19-10

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Please be advised that I have reviewed in its entirety IAB Case #19-10. In making my determination, I make the following findings and orders:

1. **FINDINGS OF FACT:** I adopt as my findings of fact the Summary of Evidence prepared by the Internal Affairs Bureau.
2. **DISCIPLINARY ACTION:**
  - a. **DEMOTION FROM THE RANK OF AGENT TO OFFICER**  
Effective immediately you will be demoted from the rank of Agent. You will continue to be assigned to the Economic Crimes Section. You are prohibited from testing for the promotional rank of Agent until 2021.
  - b. **SUSPENSION**  
You will be suspended for a period of 360 hours. You will serve 260 of those hours. The date and time of the suspension shall be in accordance with Addendum "A" attached to this Order. The remaining 100 hours will be held in abeyance for a period of five (5) years from the date of the order. Some, or all, of the 100 hours, at the Chief's discretion, will be immediately imposed in the event of a sustained complaint that results in suspension or demotion.
  - c. **RANDOM URINALYSIS AND/OR PORTABLE BREATH TESTING.  
LAST CHANCE AGREEMENT ON ALCOHOL-RELATED INCIDENTS.**

Additionally, a sustained finding in the next five (5) years from the date of this order of a policy violation involving the use of alcohol, marijuana, or any illegal substance in an on-duty or off-duty capacity will result in termination.

d.

[Redacted]

e.

[Redacted]

3. NOTICE OF RIGHT TO APPEAL: I waive my rights to appeal or challenge this disciplinary action in any manner, including waiving my rights to appeal this action to the Civil Service Commission.

  
Nate Meier #26170

10/22/19  
Date

By Order of:

  
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Nicholas J. Metz  
Chief of Police

NJM/djc