

LANSING POLICE DEPARTMENT CITIZEN/POLICE COMPLAINT FORM			Internal Affairs Complaint No.: IA24-0021
Employee Complained Against: Ryan Wilcox	Rank/Class: Lieutenant	Badge/I.D.: 353	Unit: Investigation Division
Complainant: Captain Justin Moore	Home Address: Lansing Police Department		Home Phone Number:
Date/Time of Occurrence: 05/30/2024	Location of Occurrence: Various		
Witness Name:	Home Address:	Home Phone Number:	

Synopsis of Complaint:

SUMMARY AND FINDINGS:

On 05/30/24, the OIA (then consisting of Lt. Mills and Sgt. Doerr) received information regarding Lt. Ryan Wilcox that involved potential abuse of time usage and documentation. The OIA was provided documentation and possible evidence to the claimed offenses. At that time the documentation was turned over to the Michigan State Police (MSP), who conducted an independent investigation regarding any criminal implications. The lead MSP investigator assigned was D/Sgt. Scott Singleton. I took over charge of this investigation during my transition to Internal Affairs on 7-27-24. The OIA took numerous investigative actions and explored the following areas to reach a conclusion

MSP Requests
 Search Warrant Execution – Lt. Wilcox DB Office 7-31-24
 Return of items to Lt. Wilcox 8-19-24
 Search Warrant Execution – Lt. Wilcox DB Vehicle 9-4-24
 Criminal Charges:
 55th District Court Arraignment 2-25-25
 Administrative Leave without pay status 2-25-25
 Transfer of Jurisdiction
 54A District Court Arraignment 2-28-25
 Grievance 9-S-003-25-013 2-28-25
 Captain Moore Interview 3-12-25
 Criminal Plea Hearing 3-13-25
 Pensionable Items Preliminary Review 4-2-25
 Sentencing hearing Judge Ward 5-1-25
 Department Purchasing
 Sgt. Kevin Schlagel Special Report
 Supplemental Employment
 Use of Department Resources for Personal Reasons
 Use of City Vehicles and Fuel for Personal Reasons
 Personal activities during work hours/Regular time abuse
 Follow Up Captain Kreft 9-29-25
 Follow Up (then) Lieutenant McNamara 10-29-25
 Interview of Ryan Wilcox
 Overtime
 Detective Bureau Supervision Timelines
 On Call Status
 Review of Wilcox P Drive
 Reimbursement request from Wilcox for missing/questionable items
 FOIA Releases
 Media Articles
 LPD Procedure and Related Documents Review
 LPD Memorandums Review
 City of Lansing Document Review

The Michigan State Police conducted a criminal investigation into many of the allegations against Wilcox. That investigation resulted in Wilcox being charged with the felony crime of Larceny Under False Pretenses MCL 750.218(4)(a). Wilcox ultimately reached a plea deal and pled guilty to a misdemeanor crime of Embezzlement MCL 750.174(3)(a). The OIA determined this alone met the requirements needed to sustain LPD Rule of Conduct violation 1.04 Conformance to Laws. The internal investigation revealed additional criminal acts the OIA believed more likely than not occurred to further strengthen this stance.

Regarding Wilcox's departmental purchasing actions, the OIA was able to determine he had access to (3) separate accounts (START, Detective Bureau, and an LPD general Amazon account). Numerous purchases made by Wilcox revealed several questionable purchases using Department funds. At the conclusion of this investigation, the OIA was unable to locate any of these purchased items, nor was the OIA able to determine any legitimate purpose for their purchase (excluding one purchase whose purpose could not be definitively determined either way). While the OIA was unable to interview Wilcox to ascertain the details of

these purchases, many other circumstances uncovered during the investigation lead the OIA to believe that, more likely than not, Wilcox purchased personal items utilizing Department funds. Wilcox also purchased items that had a legitimate purpose for the Department, but also could have been used for his lawncare business. These items could not be located; however, the OIA could not determine by preponderance of the evidence that these purchases were improper without interviewing Wilcox.

It was clear that Wilcox was engaging in supplemental employment with employers other than the City of Lansing. Wilcox engaged in this supplemental employment while also being paid his wages by the City. Furthermore, the OIA could locate no record of Wilcox getting the appropriate approval for his National Testing Network and/or Ergometrics supplemental employment; this is required by Policy and Procedure and LPD Rules of Conduct 1.01 Violation of Rules and 1.11 Employment Outside the Department.

It was also clear that Wilcox utilized a Department database (TLO) to conduct unauthorized searches of his ex-wife, her boyfriend, and her boyfriend's family. Wilcox charged the Department to obtain more in-depth information from these searches. This is a clear violation of countless LPD and City Policies and Procedures LPD Rule of Conduct 1.01 Violation of Rules and 1.02 Abuse of Position.

The OIA finds that Wilcox clearly used a City owned vehicle for travel for personal reasons, that included both in state and out of state travel. Wilcox's actions violated numerous LPD Procedures, Memorandums, and City of Lansing Policies and were also criminal in nature as portions of these actions were included in his criminal investigation and conviction.

The evidence clearly demonstrated that Wilcox, more likely than not, conducted numerous personal activities during work hours, generally did not work all the hours for which he was paid regular time, and conducted supplemental employment while on duty. These activities ranged from mowing lawns while on duty, purchasing items for his supplemental employment business, spending time with a potential girlfriend out of state, and others.

After a review of Wilcox's submitted overtime, the OIA finds that some of the overtime submissions appear legitimate, others require more information from Wilcox, and others appear inflated. While there is always the possibility Wilcox was working on printed hard copies or utilizing his personal cell phone for work (data which the OIA does not have), many of the IT activity reports do not show a level of activity that corresponds with the amount of hours Wilcox stated he was working. Overtime, while mentioned several sections of the MSP criminal report, was not included in the issued criminal charges and was not calculated as part of the loss estimate to the City of Lansing.

Finally, Wilcox's actions garnered a large amount of media attention that portrayed the Lansing Police Department in a very negative light. It was clear to the OIA that Wilcox's conduct discredited the department, impaired the efficiency of its operations, and greatly affected the reputation LPD has with the community it serves. There was overwhelming evidence that Wilcox violated LPD Rule of Conduct 1.02 Unbecoming Conduct.

DISPOSITION:

The OIA finds the following dispositions regarding Lt. Wilcox related to this investigation:

1.01 Violation of Rules and Expectations B – SUSTAINED

- It is the duty of all employees to know the rules, regulations, procedures, written directives, orders of the Department and/or City of Lansing, and the employee's assigned Division. In the event of a violation, it will be assumed that employees are familiar with the violated rules, regulations, procedures, directives, or orders.
- Employees will not commit or omit any acts which they know, or should know, would constitute a violation of any rules, regulations, procedures, written directives, or orders of the Department and/or City of Lansing.

1.02 Unbecoming Conduct C – SUSTAINED

- Employees will conduct themselves at all times in a manner that reflects favorably on the Department. Unbecoming conduct may include any action that discredits the Department or impairs the efficiency or operations of the Department. Employees must diligently avoid any conduct that compromises the integrity of the Department. The LPD does not prescribe employee conduct off-duty per se; however, any conduct or activity on-duty or off-duty that affects the employee's credibility, effectiveness, performance, or ability to fully carry out the responsibilities of an LPD Officer, and any conduct or activity that is prejudicial to the interests, reputation, or operations of the LPD and the City of Lansing are subject to disciplinary action.
- Employees conduct or enforcement of law will not be motivated by any prejudice, hostility, or bias concerning race, religion, politics, national origin, gender, sexual orientation, social background, or similar personal characteristics.

1.04 Conformance to Laws D – SUSTAINED

- Employees will obey all criminal laws of the United States and any of the state and local jurisdiction in which the employees are present. A conviction of the violation of any law will be prima facie evidence of a violation of this section. Lack of a criminal complaint or an acquittal of a violation of law will not preclude internal administrative disciplinary action.
- The severity of the offense committed may aggravate the disciplinary sanction.

1.06 Neglect of Duty B – COMBINED WITH OTHER VIOLATION

- Employees are expected to be productive and efficient with organizational time.

- Employees will not engage in any activities or personal business which would cause them to neglect or be inattentive to duty.
- The point of contact for citizens will be the point of service. When any person requests assistance, information, reports, or makes a complaint against any employee, either by telephone, email, or in person, all pertinent information will be provided or obtained in an official and courteous manner and will be properly and judiciously acted upon consistent with established Departmental procedures.
- Employees will not fail to take appropriate action in the event of a crime, disorder, or other condition deserving police attention.

1.11 Employment Outside the Department A – SUSTAINED

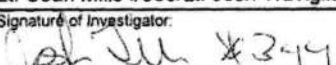
- Employees may engage in off-duty employment subject to the following limitations.
 - Such employment will not interfere with the employee's employment with the Department.
 - Employees will submit a written request for off-duty employment to the Chief of Police, whose approval is required prior to engaging in such employment.
 - Employees are also required to complete any City of Lansing approval process for off-duty employment.

1.20 Abuse of Position C – SUSTAINED

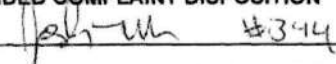
- Employees will not have any claim to any found property, or property turned into them during the course of their employment, including any property held as evidence.
- Employees are prohibited from using information gained through their position as law enforcement employees to improve their financial position or to advance the private interests of themselves or others.
- Employees will not lend to another person their identification cards or badges, or permit them to be photographed or reproduced, without the approval of the Chief of Police.
- Employees will not authorize the use of their names, photographs, or official titles which identify them as employees in connection with testimonials or advertisements of any commodity or commercial enterprise, without the approval of the Chief of Police.

1.38 Use of Department Property and Facilities A/B - COMBINED WITH OTHER VIOLATION

- Employees will utilize Department Property, including but not limited to, equipment, materials, supplies, and vehicles, only for its intended purpose and in accordance with established Department procedures and training. Use of all Department property not specifically assigned to an individual employee or vehicle requires supervisory authorization. Employees will report to their supervisor any loss, defect, or hazardous condition of Departmental property.
- Employees will not mark, deface, or affix unauthorized items to the walls of a police building without permission from the Chief of Police.
- Bulletin boards are located throughout police buildings to keep employees aware of official notices, orders, and changes. Employees will not remove, alter, deface, or mark upon any official notice posted on a bulletin board.
- Employees will maintain their desks and lockers in a clean and orderly manner, and will not mark, deface, or affix anything to a desk or locker without permission of the Chief of Police. All desks and lockers are subject to inspection by a Command Officer upon notification.
- This rule does not apply to items allowed or required by law to be posted.

Date Complaint Received: 05/30/2024	Person Recording Complaint: Lt. Josh Travaglia #344	Unit: Office of Internal Affairs
Date Forwarded for Investigation:	Name of Assigned Investigator: Lt. Sean Mills #365/Lt. Josh Travaglia #344	Unit: Office of Internal Affairs
Investigated by: IA X Division ☐	Signature of Investigator:  #344	Unit: Office of Internal Affairs
Date Completed: Investigation Forwarded for Review 2-23-26		

RECOMMENDED COMPLAINT DISPOSITION

Date: Supervisor's Name & Signature: Lt. Josh Travaglia #344  #344

☐ Other Misconduct ☐ Exonerated ☐ Unfounded ☐ Not Sustained ☒ Sustained ☐ Policy Failure ☐ Partially Sustained

Reviewed by:	Reference the findings of the Investigating Officer:		Signature
	I Concur (check and date)	I do not Concur (requires report, check & date)	

Lieutenant: N/A	N/A	N/A	N/A
Captain: <i>Nathan Osborn</i>	<i>Vencus 3/27/26</i>		<i>[Signature]</i> <i>351</i>
AC / Chief:			

Rev 1/4/2021