



Police Department • 82 E. University Avenue • Champaign IL 61820 • (217) 403.7000 fax (217) 403-7022 • www.ci.champaign.il.us

Letter of Discipline

April 13, 2016

Matt Rush
[REDACTED]

Officer Rush:

This letter is in reference to internal investigation 16-II-02.

Internal investigation 16-II-02 was initiated after Champaign County State's Attorney Julia Rietz issued a letter and press release on February 23, 2016, stating that her office would be unable and unwilling to utilize you as a witness for the State in criminal proceedings, regardless of your role, due to your repeated failure to adequately document your use of force, your disciplinary history, and her concerns regarding your judgment and decision-making in crisis situations, particularly with respect to the mentally ill. Internal investigation 16-II-02 concludes that you are no longer able to meet the essential functions of your position as a Champaign Police Officer. Namely, the investigation concluded that you are unable to cooperate in the prosecution of criminal offenses, and you are unable to "develop and maintain positive working relationships with other employees, government officials and the public."

The City does not have any positions available in which you would not be required to exercise your powers as a sworn police officer and would not be called upon to testify in criminal matters. As the conclusion of this investigation is that you are unable to perform the essential functions of your position, I have recommended to the City Manager termination from your position as a police officer. The City Manager has accepted and approved my recommendation and your termination shall take effect immediately.

If you have any questions about your employee benefits, please contact Steve Harms in the Human Resources Office at 217-403-8770.

You have the right to appeal this decision under Article 33 of the terms of the Illinois FOP Labor Council contract with the City of Champaign.

Sincerely,

Anthony D. Cobb
Chief of Police

Cc: Human Resources
City Manager
FOP Attorney



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Letter of Discipline

April 13, 2016

Matt Rush


Officer Rush:

This letter is in reference to internal investigation 16-II-03.

Internal investigation 16-II-03 concerned allegations that on February 20 and 21, 2016, while you were highly intoxicated at Fat City Bar and Grill, located at 505 S Chestnut St. in Champaign, your badge and off-duty weapon were visible to the public, and you exposed your badge and weapon to bar employees while representing yourself as a police officer. Based on a review of your actions under this investigation, I have determined that you violated the following Department rules: 1(A)(1) Conduct Unbecoming a Police Officer, 4(G)(3) Badge and Credentials, 7(A)(1) & (2) Use of Department Position in General.


As a result of investigation 16-II-03, I have recommended that the appropriate discipline is termination. The City Manager has accepted and approved this course of action, with termination to take effect immediately.

My recommendation in investigation 16-II-03 is based on progressive discipline, in light of your previous disciplinary history. I am particularly concerned that this incident demonstrates a continued pattern of poor judgment and poor decision-making on your part.

If you have any questions about your employee benefits, please contact Steve Harms in the Human Resources Office at 217-403-8770.

You have the right to appeal this decision under Article 33 of the terms of the Illinois FOP Labor Council contract with the City of Champaign.

Sincerely,



Anthony D. Cobb
Chief of Police

Cc: Human Resources
City Manager
FOP Attorney