

From: [Eric Linton](#)
To: [Jakori Edwards](#)
Cc: [Nicole Stoika](#); [Heather Vseer](#)
Subject: RE: Grievance
Date: Wednesday, February 11, 2026 10:37:12 AM

I have reviewed your grievance dated November 28, 2025. As a result of your grievance, I had an outside independent investigation conducted. Based on that investigation, I find that your grievance was not substantiated. As a result, I am upholding the decision of the Police Chief.

If you would like a copy of the independent investigation, subject to redaction, please submit a request under the Open Records Act to the City Clerk's Office.



Eric Linton, ICMA-CM, AICP
City Manager

City of Dunwoody
4800 Ashford Dunwoody Road
Dunwoody, Georgia 30338
P 678.382.6704
F 678-533-0790
eric.linton@dunwoodyga.gov

From: Jakori Edwards <[REDACTED]>
Sent: Thursday, December 11, 2025 6:39 PM
To: Eric Linton <Eric.Linton@dunwoodyga.gov>
Cc: Tierra Monteiro <tmonteiro@radfordscott.com>; Aurora Gallegos <agallegos@radfordscott.com>
Subject: Re: Grievance

External sender <[REDACTED]>
Make sure you trust this sender before taking any actions.

Thank you for the update.

Dr. Jakori Edwards-Dixon, PhD
Criminal Justice | Research & Scholarship

“The future belongs to those who prepare for it today.” — Malcolm X

On Thu, Dec 11, 2025 at 3:53 PM Eric Linton <Eric.Linton@dunwoodyga.gov> wrote:

The City is conducting an independent investigation into your grievance, and as you are well aware, the investigation is still ongoing and will likely not be completed until after the new year. Therefore, I will delay providing a formal response and conclusion related to the grievance until after I have a chance to review the independent investigator's report.



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From: Jakori Edwards <[REDACTED]>
Sent: Friday, November 28, 2025 7:00 PM
To: Eric Linton <Eric.Linton@dunwoodyga.gov>
Subject: Grievance

Warning: Unusual sender <[REDACTED]>
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Mr. Linton,

I am submitting this grievance regarding my termination issued by Chief Carlson. I am filing directly with your office because the Department Head was the individual who took the disciplinary action, and therefore cannot serve as the reviewing authority.

Basis of Grievance

I respectfully contest the grounds for my termination, which include allegations of untruthfulness, failure to report misconduct, and a GCIC/NCIC violation. I believe the investigative findings were applied inconsistently, the disciplinary action was

disproportionate, and the timing and circumstances raise concerns of retaliation and unfair treatment.

1. Georgia State Patrol: Allegation of Untruthfulness

My termination cites untruthfulness regarding potential employment with the Georgia State Patrol. However, prior to any investigation, I openly discussed with Chief Carlson that I was considering exploring GSP as a career opportunity. During that conversation, the Chief clearly stated that if this was something I wanted to pursue, he would support my decision and would not hold it against me.

Despite this assurance, an investigation into my interest in GSP began shortly thereafter. The timing and outcome do not reflect the support or neutrality I was told to expect. Instead, it appears that my interest in exploring career opportunities outside the department may have been used against me, contributing to the recommended termination. This is inconsistent with the Chief's stated position and raises concerns of retaliation.

2. Alleged Failure to Report Misconduct

I was also terminated for allegedly failing to report witnessing a coworker violate a policy. I disagree with the characterization of my actions and do not believe I knowingly failed to report actionable misconduct.

Furthermore, there are significant inconsistencies in how disciplinary actions have been handled across the department. For example, an incident involving an officer making an inappropriate sexual remark about a female officer specifically stating that he wanted to "pull a female officer out of her panties" was reported by another officer. Despite the seriousness of this conduct and the fact that it was formally reported, no action was taken against that officer or others aware of the behavior.

This inconsistent enforcement of policy suggests that discipline has not been fair, firm, or consistent, and strengthens the appearance that my termination is discriminatory or retaliatory in nature.

3. GCIC/NCIC Violation

I was also terminated for allegedly running a GCIC/NCIC inquiry for personal reasons. At the time I conducted the inquiry, I believed I was acting within the scope of my duties and responding to a request from a coworker in a manner any officer would reasonably view as legitimate. I did not knowingly run the information for personal gain, nor was I aware of any improper motive by the coworker until after the fact.

Considering the timing of the investigation following my disclosure about exploring GSP, the inconsistent handling of misconduct within the department, and the disproportionate disciplinary action taken against me, it appears that the processes followed in my case were not neutral, fair, or consistent with how others have been treated. These circumstances give rise to legitimate concerns about retaliation and discriminatory treatment.

Requested Remedy

I respectfully request an alternative remedy short of termination, as I believe the decision to terminate me was unsupported by the totality of the facts, inconsistent with department-wide practices, and may have been influenced by improper considerations.

Request for Hearing

I request that a formal grievance hearing be scheduled at a date and time convenient for you and my attorney. Please provide written confirmation that this grievance has been received and will be processed in accordance with City policy.

My contact information is as follows:

Phone: [REDACTED] | **Email:** [REDACTED]

Thank you for your time and consideration. I look forward to the opportunity to present all relevant information during the hearing.