

From: Anwar Sillah <Anwar.Sillah@dunwoodyga.gov>
Sent: Wednesday, November 19, 2025 3:45 AM
To: Timothy Fecht <Timothy.Fecht@dunwoodyga.gov>; Patrick Krieg <Patrick.Krieg@dunwoodyga.gov>; Oliver Fladrich <Oliver.Fladrich@dunwoodyga.gov>; Mike Carlson <Mike.Carlson@dunwoodyga.gov>
Cc: Matthew Carley <Matthew.Carley@dunwoodyga.gov>
Subject: FW: Grievances

Please see the attached grievance letters submitted to Sgt. Carley and me from Officer Preston.



Anwar Sillah
Sergeant
Uniform Patrol Division
Dunwoody Police Department
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Please consider the environment before printing this email

From: Jessica Preston <jessica.preston@dunwoodyga.gov>
Sent: Tuesday, November 18, 2025 8:09 PM
To: Anwar Sillah <Anwar.Sillah@dunwoodyga.gov>; Matthew Carley <Matthew.Carley@dunwoodyga.gov>
Subject: Grievances

Attached is the grievance for both 25005129 and 25005130.

Jessica Preston

Patrol

Dunwoody Police Department

4800 Ashford Dunwoody Road

Dunwoody, GA 30338

Direct: 470.608.2077
jessica.preston@dunwoodyga.gov

Date: November 18, 2025

To:

From: Officer Jessica Preston

Subject: Formal Grievance Regarding Disciplinary Action

I am writing a formal grievance concerning the disciplinary action following case 25005130.

The summary of the incident: " At 02:30 hrs, Officer Preston was on I-285 WB at N Peachtree Rd when she observed a red Kia Sorento failing maintain lane. She attempted a traffic stop and the vehicle fled. A vehicle pursuit was initiated and Ofc. Edwards joined the pursuit. As the vehicle was exiting off the Peachtree Dunwoody exit, the driver of the Kia failed to negotiate a right turn and went airborne into the middle of the pond at Concourse Pkwy. Three black males wearing all black exited the pond on the other side. One of the suspects, a 15-year-old male was apprehended. Brookhaven K9 responded and attempted a track for the other two suspects. The vehicle was determined to be stolen out of DeKalb earlier in the evening. Around shift change, the security at Concourse Pkwy observed two juvenile males attempting to get on a Marta bus on Hammond Drive in Sandy Springs. Officers responded there and they were determined to be the other two suspects. They were placed in custody at gunpoint. All suspects were determined to be juveniles ages 15-16. Juvenile intake was contacted but advised they do not have enough points to hold. Their parents were contacted and responded. Juvenile complaint forms to be submitted. UOF and pursuit packet to be completed."

When this pursuit took place, I took the same exit as the subjects on Peachtree Dunwoody Rd. When you exit that road, you can either make a left or a right. The lane I was in forced me to go with the lane of traffic and immediately decelerate to go avoid going airborne. Per the pursuit policy P-3, I did not violate policy. If I had made left turn instead of right turn, it would have given me more time to decelerate, however would have risked me running a red light and possibly crashing into any vehicle with the right of way. I struck a curb as a result of my decelerating and cause damage with the alignment and tires.

The policy in risk analysis board A-34H states the board shall review these cases and make a group decision based on failure to comply with proper procedure, violations of any standard operating procedure, or negligence. I did not violate any of those. I did not cause any accident with other vehicles, damage property, violated traffic laws such as running the red light increasing risk. None of my actions were negligent. It is also noted that the only

person on the RAB meeting during my interview was the RAB secretary. Any other members a part of the RAB was not available at the time.

The result of the RAB findings with the accident was that it was preventable. The disciplinary action is a 2 day suspension without pay, loss of take home vehicle for 3 months and no extra duty jobs requiring departmental vehicle for 3 months. I did not violate any policy regarding this pursuit to my knowledge.

I do not propose any action that would result in any form of disciplinary action. The pursuit policy does not align with the RAB policy and decision making in reference to this particular pursuit. Due to upcoming holidays and bonuses, I have to choose a time in which what day to serve the suspension. I am not sure this matter will be resolved within a timely manner. I will serve the day without suspension so my pay isn't affected as much with the upcoming added holiday pay. If you agree with the findings, I would like to be compensated for the day without pay at a later date.

I confirm that the information provided is accurate to the best of my knowledge.

Jessica Preston

Police Officer of Dunwoody Police Department

Jessica.preston@dunwoodyga.gov

Date: November 18, 2025

To:

From: Officer Jessica Preston

Subject: Formal Grievance Regarding Disciplinary Action

I am writing a formal grievance concerning the disciplinary action following case 25005129. I received written notice that I would be receiving a written reprimand and one-day suspension without pay related to an incident that occurred on September 20, 2025. I am requesting a review of this disciplinary action based on procedural concerns, inconsistent enforcement, and the circumstances surrounding the incident.

Description of the Incident

On September 20, 2025, I responded to a noise complaint at 5525 Mill Trace Dr. Upon arrival, we located alcoholic beverages scattered throughout the lawn, and multiple juveniles were found to be intoxicated. After assessing the situation, I arrested two adults who were responsible for the minors at the residence. The parents of all remaining juveniles on scene were contacted. Based on the conditions at the residence, both adults were charged with Disorderly House in accordance with Georgia law. The magistrate declined to issue a warrant for one of the adults and explicitly stated they would not provide a reason.

Following the incident, Chief Carlson received two emails/inquires regarding the call, only one of which was forwarded to my direct supervisors, Sergeant Sillah and Sergeant Carley. The second email, sent by a city council member who lives in the neighborhood, requested a meeting to discuss the incident. It is unclear whether the first notification came by email or phone, and the individual was not known to my sergeants.

The Chief initially recommended a written reprimand, consistent with department practice and my lack of prior discipline under this policy. However, after the meeting with the council member, the handling of my discipline changed, resulting in a written reprimand and a one-day suspension without pay. This change occurred without any new information about my conduct, and it was unclear to me what prompted the increased severity. -

I met with the Chief and Deputy Chief and explained that this incident occurred shortly after a weekend in which a DUI driver killed an eight-year-old child, an extremely traumatic event that led me to seek therapy. While this does not excuse my language, it provides important context for my demeanor that evening.

Policy Violation and Disciplinary Process Concerns

The disciplinary action was issued to me under policy A-32 Code of Conduct, 10.00 General Responsibilities, 10.08 Respect and Courtesy, which states: "Employees of the department shall treat all individuals and groups with respect and courtesy. They shall be civil and orderly at all

times and shall avoid the use of profane, racially offensive, or abusive language. They shall control their tempers and exercise discretion in the performance of their duties"

I acknowledge that my use of profanity falls under this policy, and I accept responsibility for that lapse in professionalism. However, the language was not directed at any individual in a threatening or abusive manner and did not escalate the situation. *Profanity, in and of itself, does not necessarily constitute a violation of the policy when used in the context of a high-stress enforcement situation.* I believe the disciplinary action in this case, particularly the escalation to a one-day suspension, is disproportionate given my prior record, departmental practice, and the circumstances of the call.

This is my first issue of this kind. I have no prior history of discipline for language, and there is no record of violations of this policy in Guardian Tracking. My last recorded complaint is dated July 6, 2024. Based on my understanding, normally all complaints are entered into Guardian Tracking with a corresponding complaint record and appropriate documentation.

In this matter, no formal complaint was entered into Guardian Tracking. Instead, I only received an EPN entry, which already included the disciplinary determination. Under Policy 2.2(c), I should have received a copy of any complaint filed against me, but none was provided.

The normal chain-of-command review was also bypassed. Although policy states that disciplinary decisions are ultimately at the Chief's discretion, standard practice moves from the officer to the sergeant, to the lieutenant, to the major, to the deputy chief, and then to the chief. In this case, my direct supervisors did not have input into the disciplinary action at all, and the matter went directly to the Chief following external inquiries.

Following my discipline, officers responded to a separate call regarding a noise complaint on 1490 Valley View Manor on November 2, 2025. The circumstances appeared to be worse because it involved a 17-year-old hosting a party with multiple intoxicated juveniles at a residence where a previous incident involved a juvenile experiencing alcohol poisoning. On that call, officers expressed reluctance to take enforcement action, saying that the situation was "a city council issue" and "they aren't going to do anything but call the mayor." A coworker also told me that a lieutenant informally said that arrests should not have been made during my earlier call in addition to my language used. Although the officers remained professional, no arrests were made, and it appeared the outcome of my disciplinary action influenced the decisions made that night.

This inconsistent application of policy and enforcement practices has created confusion among officers, lowered morale, and contributed to an uncomfortable work environment.

Requested Outcome

I take accountability for my actions during the call and accepted the initial recommendation of a written reprimand. However, the additional suspension without pay feels disproportionate and unfair given the circumstances, my lack of prior discipline, the incomplete documentation of the complaint, and the perception that outside influence played a role in the decision.

If you agree with the findings, I respectfully request that the suspension be removed and replaced with the original written reprimand. If the suspension has already been served, I request that the lost pay be restored. Due to upcoming holidays and bonuses, I need to schedule the day I will serve the suspension accordingly. If the matter is not resolved in a timely manner and I serve the suspension, I request compensation for the lost pay at a later date.

Thank you for taking the time to review and consider this grievance. I confirm that the information provided is accurate to the best of my knowledge.

Jessica Preston

Police Officer of Dunwoody Police Department

Jessica.preston@dunwoodyga.gov

If you have any concern that the City's EEO and No Harassment policy may have been violated by anyone, you must immediately report the matter in writing. This includes any complaint of harassing, discriminating, or retaliatory behavior by employees and non-employees, including but not limited to citizens, elected officials, appointed officials, contractors, subcontractors and vendors. Due to the very serious nature of harassment, discrimination and retaliation, you must report your concerns in writing to a supervisor or manager. In this regard, you may report your concerns to anyone with supervisory responsibility at the City of Dunwoody, including but not limited to, your immediate supervisor, any Department Head, the Human Resources Director, or the City Manager. Any supervisor or Department Head who receives a complaint under this policy must immediately report the complaint to the Human Resources Director. You may be asked to complete an Employee Complaint Form.

You should report any actions that you believe may violate our policy, no matter how slight the actions may seem.

Investigation and Resolution Procedure

Any reported allegations of harassment, discrimination or retaliation will be investigated promptly, thoroughly and impartially. At the discretion of the City Manager, an outside investigator may be utilized. The investigation may include interviews with the parties involved and with individuals who may have observed the alleged conduct or may have other relevant knowledge. Confidentiality will be maintained throughout the investigatory process to the extent practicable and appropriate. The City expects all employees to fully cooperate with internal investigations that may be initiated by the City to review any perceived violation of City policy or procedure or any other matter.

We are serious about enforcing our policy against discrimination, harassment, and retaliation. We will take corrective action as we determine is appropriate. Employees who violate this or any other City policy are subject to discipline, up to and including immediate termination for an employee, or other appropriate remedial action for a non-employee.

Intentionally False Claims

We recognize that intentional or malicious false accusations of misconduct can have a serious effect on innocent individuals. Employees making such false accusations of misconduct will be disciplined in accordance with the nature and extent of his or her false accusation. We encourage any employee to raise questions he or she may have regarding misconduct or this Policy with the Human Resources Director.

PROBLEM-SOLVING PROCEDURE (GRIEVANCES)

The "Problem-Solving Procedure" offers all employees the freedom to discuss anything they wish with the appropriate members of management. These discussions might include but are not limited to discipline, termination, transfer, suspension, promotion or demotion. Follow the procedure below if you believe that a City policy may have been violated. Whenever you have a problem, it usually can be resolved by following these steps:

1. First, discuss any problem with your immediate supervisor. Very often, your supervisor is in the best position to handle your problem satisfactorily. This informal process often will resolve your problem. When practicable, employees should follow the chain of command within their Department in this process. Employees should make every effort to discuss their problems with their immediate supervisor within five (5) working days of the action or decision giving rise to the issue. The employee's supervisor should respond within ten (10) working days, to the extent reasonably practicable under the circumstances. Throughout this procedure, the term "working day" is defined as Monday through Friday business days, excluding City holidays.
2. If you are not satisfied after you have spoken with your immediate supervisor, or if you feel that you cannot speak to your supervisor, you should submit a written grievance to the next level in your chain of command within five (5) working days of your immediate supervisor's decision or the action or decision giving rise to the issue, whichever is later. If the immediate supervisor is

bypassed, the written grievance should so indicate and include the reasons why you did not feel that you could speak to him or her.

3. If you are not satisfied after you have spoken with your immediate supervisor and have gone through the chain of command as applicable, or if you feel that you cannot speak to your supervisor or anyone in your chain of command, you should submit a written grievance to your Department Head. For the Municipal Court where the immediate supervisor is also the Department Head, the grievance should be submitted to the City Clerk at this step. This written grievance should be submitted within five (5) working days of the last supervisor's decision in your chain of command or the action or decision giving rise to the issue, whichever is later. The Department Head (or City Clerk, for Municipal Court employees) will review the issue and respond within ten (10) working days, to the extent reasonably practicable under the circumstances. If any supervisor in the chain of command is bypassed, the written grievance should so indicate and include the reasons why you did not feel that you could submit your grievance to him/her/them.
4. If you still are not satisfied after working with your Department Head (or City Clerk, for Municipal Court employees) on a resolution, or if you feel that you cannot speak to your Department Head (or City Clerk, for Municipal Court employees), you may submit a written grievance to the City Manager within five (5) working days of receiving the recommendation of your Department Head (or City Clerk, for Municipal Court employees) or supervisor, as applicable. If the Department Head (or City Clerk, for Municipal Court employees) is bypassed, the written grievance should so indicate and include the reasons why you did not feel that you could submit your grievance to him or her. The City Manager will respond within ten (10) working days, to the extent reasonably practicable under the circumstances. The City Manager's decision is final.

At any step in the process, City management will investigate the circumstances to the extent necessary to make an informed decision.

An employee may speak with the Human Resources Director at any time to express concerns or seek assistance; however, depending on the nature of the problem involved and other relevant circumstances, the employee may be directed to follow the above-described problem-solving procedure prior to the Human Resources Director's consideration of the problem.

Any supervisor (at any level) who is involved in the process may consult with the Human Resources Director at any time.

Employees in their introductory period whose employment is terminated involuntarily shall not be afforded the above noted procedure. The decision of the Department Head shall be final.

The existence of this Problem-Solving Procedure in no way alters any employee's at-will employment status. This procedure is not intended to and does not limit the City's discretion to terminate or take other employment actions regarding employees.

If you have a complaint that is covered by the EEO and No-Harassment Policy, you must use the City's Reporting Procedure, which is contained in the EEO and No Harassment Policy.

NAME-CLEARING HEARINGS

A former employee may be offered the opportunity to seek a name-clearing hearing if the employee contends that he/she was the subject of a false and stigmatizing statement that was made in connection with the employee's involuntary termination and was made public by the City. The City Manager, or his/her designee, will decide when a name-clearing hearing will be offered at his/her sole discretion. The sole purpose of a name-clearing hearing is to afford certain terminated employees an opportunity to