



LEXINGTON POLICE DEPARTMENT
PERSONNEL ORDER
Lexington, Kentucky

DATE OF ISSUE
January 9, 2026

EFFECTIVE DATE
January 9, 2026

NUMBER
REVISED
PO:26-022

TO:
RESIGNATION

AMENDS:

INDEX AS:
OFFICER
SAMUEL SHEEHAN / 62248

RESCINDS:

This is to advise on the resignation of Officer Samuel Sheehan to be effective, January 9, 2026.

Lawrence B. Weathers

Lawrence B. Weathers
Chief of Police

LBW/rmh



Lexington-Fayette Urban County
Division of Police
MEMORANDUM
Lexington, Kentucky

DATE OF ISSUE
December 19, 2025

EFFECTIVE DATE

NUMBER
COP:
25-0231

TO:
Commander David Biroshik
Public Integrity Unit

SUBJECT:
Disciplinary Review Board -
Formal Complaint PIU2025F-016/PIU2025F-
020/PIU2025F-026
Officer Samuel Sheehan / 62248

FROM:
Lawrence B. Weathers
Chief of Police

I met with Officer Samuel Sheehan on Monday, December 15, 2025, in regards to formal complaint(s). Officer Sheehan has requested to have the formal complaint(s) referred to the Disciplinary Review Board.

Please convene the Disciplinary Review Board.

Lawrence B. Weathers
Chief of Police

LBW/rmh

Attachment



LEXINGTON POLICE
DEPARTMENT
MEMORANDUM
Lexington, Kentucky

DATE OF ISSUE
October 27th, 2025

EFFECTIVE DATE

NUMBER
PIU 25-135

<p>TO: Lawrence Weathers Chief of Police</p>	<p>SUBJECT: Summary of Formal Complaint on Officer Samuel Sheehan PIU 2025F-016</p>
<p>FROM: Lieutenant Joe Anderson Bureau of Investigation Public Integrity Unit</p>	

Sir,

This memorandum will provide a synopsis of the investigation; however, other supporting documents may be viewed in conjunction with this memorandum.

On September 11th, 2025, Lieutenant Guy Miller filed a formal complaint against Officer Samuel Sheehan that alleged the following:

Over the past 6 months, Officer Sheehan has demonstrated a lack of ability to perform at the level required by the Lexington Police Department and the policies that set the expectations for every officer that works here. He has been counseled on multiple events and given a Performance Development Plan to assist him in knowing how to correct these deficiencies, each attempt at assisting him has currently failed. He has shown a lack of knowledge in laws and when it is legal to arrest someone, he has shown a lack of knowledge with the policies that outline pursuits, and when the taser can be used. He has a number of other issues including complaints by citizens he has come into contact with during the calls he has responded to. Because of this conduct he has negatively impacted the operations of the Bureau of Patrol.

If the above allegation is true, Officer Sheehan has violated General Order 1973-02L Disciplinary Procedures of Sworn Officers, Appendix B, Operation Rule 1.11 Unsatisfactory Performance, which states:

Officers shall familiarize themselves with all rules, regulations, directives, policies and procedures of the department, and maintain sufficient competency to properly perform their duties and to assume the responsibilities of their rank and assignments. Officers shall perform their duties in a manner which will tend to establish and maintain the highest standard of efficiency in carrying out the functions and objectives of the department.

Unsatisfactory performance/inefficiency may be demonstrated by:

1. *Repetitious or consistent lack of knowledge of the application of laws required to be enforced.*
2. *An inability to perform assigned tasks.*
3. *The failure to conform to work standards established for the officer's rank or position.*

In addition to other indications of unsatisfactory performance/inefficiency, the following will be considered prima facie evidence of unsatisfactory performance/inefficiency: repeated poor performance evaluations, or a written record of repeated infractions of rules, regulations, policies, and procedures.

Interview with Lieutenant Guy Miller

Lieutenant Miller was interviewed on October 2nd, 2025, at 1536 hours in the PIU office.

- Lt. Miller transferred to Central 3rd Shift (over Sheehan) on July 14th, 2025.
- Was informed of the Performance Development Plan (PDP) Sergeant Heyward implemented for Officer Sheehan.
 - Advised the PDP was after an improper arrest was made for marijuana.
 - Stated the PDP concluded in July and Sergeant Heyward advised Officer Sheehan was “making progress”.
- Advised on August 19th, 2025, Officer Sheehan for being over 30 minutes late to court (felony preliminary) on that date (August 19th).
 - Stated the day before, August 18th, Officer Sheehan was verbally counseled by the court liaison lieutenant (Lieutenant Dillan Taylor) for being over 30 minutes late.
 - His hearing was postponed on August 19th because of his tardiness.
 - On the _____ on August 19th, it was noted Officer Sheehan was late to felony preliminary on March 14th, April 1st, April 3rd, April 23rd, May 15th, July 10th, July 16th, August 1st, and August 11th.
- Stated on August 20th, Officer Sheehan _____ for his response while on a call for service that same day.
 - Officer Sheehan advised a possible sexual assault victim a report could only be taken for “harassment – physical contact” and advised them the report would not go anywhere. Officer Sheehan was incorrect on his assessment of the proper report to be taken and he was also incorrect in his decision to advise the potential victim the report would not go anywhere. Officer Sheehan also directed the potential victim to re-enter the apartment without them, while the potential suspect was still present in the apartment.
 - It was noted Officer Sheehan did not attempt to contact a senior officer or a sergeant for guidance.
- On August 30th, Officer Sheehan _____ for a violation of the pursuit policy and the response to resistance policy.
 - Lieutenant Miller advised Officer Sheehan attempted to stop a stolen moped but never advised dispatch. He continued to follow the moped with his emergency lights activated, yelled an obscenity at the driver, then put his vehicle in park and pursued the moped on foot. Officer Sheehan deployed his taser at the operator of the moped (missing).
- Stated Officer Sheehan seems to understand he needs to slow down, which was the focal point of his PDP. It seems as if Officer Sheehan simply forgets to slow down or does not think about asking someone for help or assistance.

The interview ended at 1546 hours.

Interview with Sergeant Markell Heyward

Sergeant Heyward was interviewed on October 20th, 2025 at 1050 hours in the PIU office.

- Has been Officer Sheehan's sergeant since Officer Sheehan began solo phase, approximately April of 2024.
- Within the past 6 months, it seems Officer Sheehan has had numerous incidents that needed corrective action.
 - Stated he has sat down and spoken to Officer Sheehan multiple times and also shown up to calls for service to monitor Officer Sheehan and ensure he is performing at an acceptable level.
- We reviewed the _____ covered by the formal complaint against Officer Sheehan.
 - _____ on April 27th for a collision on April 22nd.
Officer Sheehan struck a red safety barrier at a gas station. No injuries reported.
 - _____ on June 24th for failing to activate and reactivate his BWC while having an official police contact.
 - Took ownership and understood how BWC activation can protect officers if allegations are made.
 - _____ on July 1st for an arrest that same day for a marijuana charge. The amount of marijuana was less than required for an arrest.
 - Understood and was counseled about slowing down and calling for help or assistance.
 - _____ on August 19th for being over 30 minutes late to felony preliminary.
 - As stated earlier, this involved multiple instances of being late to court and his case being postponed on the 19th.
 - Officer Sheehan blamed traffic and driving from outside of Fayette County.
 - _____ on August 20th for his response while on a call for service that same day.
 - As stated earlier, this was the incident involving a possible sexual assault victim.
 - Sergeant Heyward advised Officer Sheehan should have contacted him for guidance.
 - Officer Sheehan was receptive to _____
 - _____ on August 30th for an incident that same date, where he violated the pursuit policy and response to resistance policy.
 - As stated earlier, this was the incident involving the stolen moped and an unsuccessful taser deployment.
 - Officer Sheehan took ownership of the incident. He advised Sergeant Heyward as soon as it was over, he knew his actions were wrong.
 - Sergeant Heyward believes Officer Sheehan sometimes acts or reacts without thinking, which can lead to poor decision making.

- We discussed the PDP given to Officer Sheehan by Sergeant Heyward.
 - PDP was issued on July 7th, 2025.
 - Stated after watching BWC and receiving complaints from citizens, they needed to work to improve Officer Sheehan's communication skills and his attention to detail (in response to the improper marijuana arrest).
 - They spoke every week about various calls involving Officer Sheehan. Sergeant Heyward noted on BWC, Officer Sheehan "wasn't as blunt".
 - It was noted Officer Sheehan was late to court on July 10th, 16th, August 1st, and then August 11th. Three of those dates fall within the PDP, underscoring Officer Sheehan's perceived inability to understand the seriousness of his situation and the expectations.
- Sergeant Heyward thinks Officer Sheehan is a good person and does not act out of malice. He thinks his lack of attention to detail comes from inexperience.

The interview was concluded at 1119 hours.

Interview with Officer Samuel Sheehan

Officer Sheehan was interviewed on September 24th, 2025 at 0728 hours in the PIU office. Kate Valdez was present as Officer Sheehan's legal representative. Lieutenant Dillan Taylor was also present.

- Discussed one informal complaint he received where a citizen was upset Officer Sheehan was enforcing parking violations on private property.
 - Officer Sheehan made contact with an occupied vehicle in a driveway in a high-crime area late at night. He did not want to tell the occupants he was investigating them for criminal activity so he pointed to a sign in front of a dumpster (on the property) that prohibited parking. One of the occupants was also the resident and took exception to Officer Sheehan's actions.
 - Officer Sheehan was unaware we do not enforce parking restrictions on private property.
- Discussed his
 - He took a turn too sharply while making a turn at a gas station.
 - He realized he needs to activate his BWC when he turns a contact into an official contact.
 - He believed he had over 8oz of marijuana on the traffic stop so he made the arrest. He asked his partner if they also believed it was over 8oz and he stated they advised they too thought it was over 8oz. He realized his mistake as soon as he weighed the marijuana at the jail and contacted his sergeant. Officer Sheehan took the required steps to unarrest the citizen.
 - Advised the construction in Richmond has caused him trouble getting anywhere.
 - Stated it started around June or July.
 - He did not realize court tardiness was such an issue until Lieutenant Meredith Taylor brought it to his attention shortly before she left her position.
 - Shortly after that, he was late two days in row. He stated he left "what I thought was plenty early, I left right at 0800 out of my driveway..."

- Advised he tries to leave around 0730-0745 now.
 - Also advised it's difficult to leave his house on time as he have a
 -
 - He did not want to enter the apartment to accompany the possible sexual assault victim because he knew there were roommates present and did not know if they would consent to him entering. He also did not feel the possible suspect was an "active threat" that needed to be removed.
 - We spoke about the "risk vs. reward" of escorting a possible victim into their apartment compared to allowing them to go by themselves and the trauma that can cause. He understood an officer entering with a resident is not as intrusive as an officer conducting a search, and the result of not accompanying the victim can be far worse than entering and then being asked to leave by another resident.
 - His statement regarding the "harassment with physical contact report not going anywhere" was not intended to discourage a report. He understands it did come across that way. He was unaware of the charge Sexual Abuse 3rd Degree and based on the possible victim's statements, the closest charge he could think of was harassment with physical contact.
 - Regarding the stolen moped, advised he "got sucked into the moment. I was not thinking." Added "I was just in the wrong."
 - He called his sergeant as soon as it happened and self-reported.
- We discussed his PDP.
 - He felt like his PDP helped him.
 - The best part of the PDP was having him slow down and process things better. It had him step back and calm down.
- Asked what he has done to improve his performance since his formal complaint was issued on August 20th.
 - Stated he has slowed down and thought about things more.
 - I asked him if he has officers he works with that he feels comfortable asking for help or going to with questions. He advised he did.
 - He understands and agrees on most things, we have a chance to slow down and think or seek guidance if needed.

The interview was concluded at 0758 hours.

Summary

- Officer Sheehan has been _____ from April 22nd to August 30th.
- Officer Sheehan was late to felony preliminary hearings a total of 11 times from March 14th to August 19th.

- One case was continued because of his tardiness.
- He advised he was often late because of construction.
 - He added he previously thought leaving his driveway at 0800 hours gave him enough time to be present at court at 0830.
 - He now tries to leave between 0730-0745 hours.
 -
- Officer Sheehan was given a PDP on July 7th. During that time, he was late to court 3 times.
 - Officer Sheehan thought the PDP was helpful and he stated since August 20th, he has utilized items from it to help him.
- Officer Sheehan understands why he was formally charged and understands the expectations of the Lexington Police Department and how he can improve his performance.

Conclusion

Officer Samuel Sheehan's performance has failed to establish and maintain the highest standard of efficiency of the Lexington Police Department. It has been demonstrably proven that Officer Sheehan violated General Order 1973-02L Disciplinary Procedures of Sworn Officers, Appendix B, Section 1.11 Unsatisfactory Performance.

Lieutenant Joe Anderson
Bureau of Investigation
Public Integrity Unit

cc: file – PIU 2025F-016

DATE

TIME

Bureau Commander [Signature] 9-12-25 1002
Supervisor [Signature] 09/11/2025 2350
Officer [Signature] 09/11/2025 2319

Accused officer would like the Public Integrity Unit to notify the FOP President or their designee that a formal complaint is filed against them. (Circle One) YES or NO

Returned to the Public Integrity Unit Joe Anderson 09-12-2025 / 1000

Joe Anderson

Lieutenant Joe Anderson
Bureau of Investigation
Public Integrity Unit

mrv

enclosures

cc: Chief Lawrence Weathers
file - PIU2025F-016

**LEXINGTON POLICE DEPARTMENT
FORMAL COMPLAINT FORM
FOR OFFICIAL USE ONLY**

FORM 111 (2/24)

File #: 2025F-016

Employee Involved: Officer Samuel Sheehan			Employee #: 62248	Hire Date: 06/05/2023
Present Assignment: Bureau of Patrol / Central Sector Third Shift				
Complainant: Lieutenant Guy Miller		Complainant Address: 150 E. Main Street, Lexington, KY 40507		
Complainant Phone #: (859) 258-3600	Alternate Complainant Phone #: N/A	Complainant Email: rmiller@lexingtonpolice.ky.gov		
Date of Incident: Various	Time of Incident: Various	Location of Incident: Various	Date and Time Reported:	How Reported: <input type="checkbox"/> Letter <input type="checkbox"/> Phone <input checked="" type="checkbox"/> Person <input type="checkbox"/> Email

DESCRIPTION OF ALLEGATIONS:

Over the past 6 months, Officer Sheehan has demonstrated a lack of ability to perform at the level required by the Lexington Police Department and the Policies that set the expectations for every officer that works here. He has been on multiple events and given a Performance Development Plan to assist him in knowing how to correct these deficiencies, each attempt at assisting him has currently failed. He has shown a lack of knowledge in laws and when it is legal to arrest someone, he has shown a lack of knowledge with the policies that outline pursuits, and when the taser can be used. He has a number of other issues including complaints by citizens he has come into contact with during the calls he has responded to. Because of this conduct he has negatively impacted the operations of the Bureau of Patrol.

If the above allegations are true, then Officer Sheehan has violated General Order 1973-02L Disciplinary Procedures of Sworn Officers, Appendix B, Operational Rule 1.11 Unsatisfactory Performance.

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I swear/affirm that the facts set out in the allegations herein are true to the best of my knowledge and belief.

Complainant Signature: _____

Date: 9/11/25

Subscribed and sworn before me this date: _____

September 11, 2025
(Date)

Rosita M. Happy KYNP75816
(Notary)

My Commission Expires: July 29, 2027

Witness:

Name: _____ Address: _____ Phone: _____

Recorded By: Bureau of Investigation, Public Integrity Unit

File #: 2025F-016 Employee: Officer Samuel Sheehan

CHIEF OF POLICE

[Finding: PC=Proper Conduct, IC=Improper Conduct, IE=Insufficient Evidence, PF=Policy Failure, UC=Unfounded Complaint]
Finding Policy Violation

IC	General Order 1973-02L Disciplinary Procedures of Sworn Officers, Appendix B, Operational Rule 1.11 Unsatisfactory Performance.

Chief of Police Determination: Case Be Closed Corrective Training Recommend Disciplinary Action (see below)

Materials Reviewed: Reviewed PIU Synopsis

Comments:
See recommendation for PIU2025-026 Misconduct

Signature: Lawrence B. Weathers Digitally signed by Lawrence B. Weathers
Date: 2025.12.17 14:13:59 -05'00' Date: 12/15/2025

DISCIPLINARY REVIEW BOARD
Policy Violation

Finding	

Disciplinary Review Board Recommendation: Case Be Closed Corrective Training Disciplinary Action (see below)

Comments:

Signature: _____ Date: _____

CHIEF OF POLICE FINAL DETERMINATION

Case Be Closed Corrective Training Recommend Disciplinary Action (see below)

Comments:

Signature: _____ Date: _____