



Bradley University Police Benevolent Association, Inc.

VOTE OF NO CONFIDENCE

President Gary Roberts,

On behalf of the members of Bradley University Police Benevolent Association (BUPBA), we regretfully write this letter after taking a vote and receiving a majority to release this information. Unfortunately, circumstances have left us with no other recourse. We have lost all trust, faith and confidence in Chief Brian Joschko's ability to lead this department.

Chief Joschko has fostered an atmosphere of hostility, retaliation and unethical behavior. Chief Joschko has established a pattern and practice of inequitable treatment of department personnel. His lack of leadership, mismanagement, and poor policy decisions have damaged the relationship between the administration of the Bradley University Police Department and the men and women of the Bradley University Police Benevolent Association.

Attempts to address workplace problems and avoid grievances with Chief Joschko have gone unheeded. We feel that the relationship with Chief Joschko is irreparable. He has brought morale to an all-time low. His lack of leadership and poor management style has led to poor retention and recruitment of qualified personnel. Recent promotions, overly harsh disciplines, undermining seniority, officer safety concerns and continually violating the agreed upon contract are only a few of the ongoing problems within the department.

For the past six (6) years, we have attempted to work with Chief Joschko on these and many other issues within our department. We thank President Roberts for convening a morale committee, but unfortunately there were no topics discussed that concerned morale and those meetings have ceased as they were not productive. If we continue to do what we have been doing and expect a different result going forward, we would clearly be called insane. We only wish to focus on improving the Bradley University Police Department and protecting our students, faculty and staff at Bradley University.

A bad manager can take a good staff and destroy it, thereby causing the best employees to leave the Department and those who remain to lose all motivation. Chief Joschko's abuse of power, narcissistic attitude toward officers and bullying are more than any employee should have to endure.

In closing, we would like to reiterate that the men and women of the Bradley Police Benevolent Association have lost all trust and faith in Chief Brian Joschko's ability to lead this Department.

Respectfully Submitted,

Theresa McConnell-Hill
President

Joe Bullard
Executive Board Member

William Riggins
Secretary-Treasurer

Darmon Swanson
Executive Board Member

Brandon Wright
Recording Secretary

And the members of the BUPBA
February 26, 2018