

Mike Lewis
Chief of Police
Village of Shannon

After discussion with Kyle Ruter,
Mike Lewis believed whole heartedly
that Chief Lewis acted only ^{7/3/2025}
at his behest & would not
have acted without his direction.

WRITTEN REPRIMAND

MRA 7-7-25

This letter serves as a formal written reprimand for your actions on June 25, 2025, specifically related to your unauthorized engagement with a member of the public regarding a zoning violation and unrelated personal allegations against a Village Trustee.

It has come to the attention of the Village that you entered into a conversation with the individual in question and made representations or suggestions on behalf of the Village concerning both zoning enforcement and a separate, non-Village matter. This was done without the knowledge or approval of the Village President or Board, and without legal authority.

Let it be clearly stated: you do not have, nor did you have, any authority to negotiate conditions, agreements, or compromises involving Village ordinances, particularly when those discussions attempt to tie the enforcement of municipal law to matters wholly outside the Village's jurisdiction. Such conduct demonstrates a substantial lack of judgment and exposes the Village to significant reputational, legal, and ethical risk.

This letter will be placed in your personnel file. Any further actions of this nature will result in more severe disciplinary measures. You are hereby instructed to refrain from any further unauthorized negotiations, informal agreements, or extrajudicial conflict resolution involving Village ordinances or personnel matters.

You are expected to carry out your duties within the limits of your authority and in direct consultation with the Village President and legal counsel when required.

Ryan J. Shaner 7-7-25
Ryan J. Shaner
Shannon Village President

Discussed with
Chief Mike Lewis