

Executive Order No. 19 directing an investigation into the workplace climate at the State Police, and mandating full compliance to any state investigations of the State Police

WHEREAS, questions have been raised as to the fairness of employment, discipline and promotion policies at the Delaware State Police; and WHEREAS, a mechanism is needed to thoroughly investigate the climate at the Delaware State Police and to ensure full cooperation by the Delaware State Police with any future Delaware State Senate investigations;

I, RUTH ANN MINNER, GOVERNOR OF THE STATE OF DELAWARE, HEREBY ORDER ON AUGUST 17, 2001:

1. The Director of State Personnel is directed to undertake an investigation of the working conditions at the Delaware State Police. This investigation shall include:
 - a. Findings as to the compliance of the Delaware State Police with Executive Order No. 10, signed January 30, 2001.
 - b. Findings as to the working conditions and organizational culture for women and minorities at the Delaware State Police, and conditions that might impede women and minorities from remaining with the State Police and advancing through the ranks of the State Police.
 - c. Recommendations for changes at the State Police that could result in improvements in the state's ability to retain qualified State Troopers.
2. All state employees, including but not limited to members, employees, and officers of the Delaware State Police, are directed to fully and promptly comply with any requests made by the Director of State Personnel for access to persons, records, or other information in connection with the investigation I have ordered in paragraph 1 of this order.
3. The Director of State Personnel is directed to report her findings and recommendations to me and the Secretary of Public Safety by December 1, 2001.
4. All employees, officers and members of the Delaware State Police are directed to fully and promptly comply with any requests for information by the legislature of the State of Delaware or any formally constituted committee of that legislature. To the extent that any employee, officer or member seeks to withhold information on the basis that it is confidential or privileged, he or she shall do so only after receiving express permission to withhold that information from my office, and he or she shall explain to the legislature what information is being withheld and the specific reason that it is being withheld.
5. No employee, officer or member of the Delaware State Police shall be disciplined, punished, reprimanded, or sanctioned in any fashion as a consequence of providing information to the legislature of the State of Delaware or any formally constituted committee of that legislature.

6. No employee, officer or member of the Delaware State Police who has provided information in a public forum to the legislature of the State of Delaware or any formally constituted committee of that legislature shall be transferred, demoted, or otherwise have his or her employment status changed unless my office and the Secretary of Public Safety has been provided with prior notice of such impending change.

7. Any failure by any employee, member or official of the Delaware State Police to comply with the terms of this Order shall be considered an act of direct insubordination and shall be subject to the discipline associated with such acts.

8. None of the directives in this order waive any of the existing obligations of the Delaware State Police to comply with existing state and federal laws and regulations. If any member of the Delaware State Police perceives any direct conflict between this Order and any existing state or federal law or regulation, said conflict shall be brought to my attention in writing immediately and will be resolved by my office.