



# THE CITY OF JACKSONVILLE

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## MEDIA RELEASE

September 21, 2022

For Immediate Release

### **Chief Williams Returns – Allegations “deemed unfounded”**

(JACKSONVILLE, TEXAS) As a nearly 3-week investigation concludes, Chief Joe Williams has returned to command of the Jacksonville Police Department. His September 20 return follows issuance of findings from third-party investigatory firm Fee, Smith & Sharp, LLP. Attorney Darrell Noga led the extensive investigation and states, “In summation, we [Fee, Smith & Sharp, LLP] are of the opinion that this investigation may be concluded and the allegations against Chief Williams be deemed unfounded. We see no reason Chief Williams should not return to work.”

Williams was on paid leave from August 29 to September 19, 2022, while the investigation was underway.

See attached report from the investigatory firm, Fee, Smith & Sharp, LLP.



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James Hubbard  
City Manager, City of Jacksonville  
315 S. Ragsdale St.  
Jacksonville, TX 75766

RE: Investigation of Anonymous Complaints against Police Chief Joe Williams  
Results: Unfounded

Dear Mr. Hubbard:

As you know, our office was retained by the City of Jacksonville, Texas to conduct an independent investigation into an anonymous complaint against the City's Chief of Police, Joe Williams. The complaint was postmarked on August 5, 2022 and was received by you and Assistant City Manager ReNissa Wade on August 8, 2022. I understand that an additional copy of the anonymous complaint was also later sent to City Attorney Brett Brewer.

The anonymous complaint purported to be on behalf of multiple City Police Department employees and claimed that "we" had lost confidence in the Chief's ability to lead the department. The anonymous complaint was also rife with numerous factually-unsupported conclusions, opinion and personal attacks on Chief Williams. As such, this complaint differed rather radically from most complaints, which typically are supported by some sort of factual specificity and evidentiary basis. Nonetheless, the City acted appropriately, promptly arranging an independent review of these allegations to confirm whether supporting evidence existed, both for its own sake and that of Chief Williams.

In that context, and given the anonymity of the complaint and the lack of specifics, our office had to undertake a number of comprehensive interviews to cover many potential witnesses, and also had to engage in related issue and document investigation. We interviewed many witnesses who reached out to us and also interviewed multiple witnesses who did not. We also conducted a detailed interview of Chief Williams. Not only were numerous City Police Department employees interviewed in detail, but we also conducted review of pertinent Police Department documentation, and investigated and obtained history as to performance, discipline, promotion and related Department matters to see if there was any documentary support for the complaint allegations; there was not. In short, we found no substantiation to the complaint allegations from either witnesses or from the documentation at hand. In fact, contrary to the

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anonymous complaint, there appeared from our interviews to be significant and widespread support for Chief Williams from within the Department, even from those witnesses who may have disagreed with the Chief as to some management or operational issues.

Moreover, every single witness from the Police Department that our office interviewed denied any role in, or knowledge of, the filing of the anonymous complaint. All witnesses with an opinion advised that the complaint likely originated from a source outside the Police Department. While it is always possible that witnesses may not be truthful, it does not appear likely in this case, as witnesses were not shy to share their opinions as to management issues and not one witness displayed or indicated that they were fearful of the Chief. Indeed, many witnesses cited the Chief's willingness to listen to them as to departmental issues. Even those witnesses who may have disagreements with the Chief as to management or operational issues, and there were such witnesses, advised they had been able to voice their opinions to the Chief without fear of retaliation. Tellingly, those witnesses who may have had differences of opinion with the Chief as to certain management issues were also clear in confirming the lack of substance to the allegations directed against Chief Williams.

In summation, we are of the opinion that this investigation may be concluded and the allegations against Chief Williams be deemed unfounded. We see no reason Chief Williams should not return to work, and we remain available to answer any other questions our City clients may have. We sincerely appreciate the opportunity to be of service to the City of Jacksonville and we thank all at the City for their cooperation in assisting us with this investigation.

Sincerely,



Darrell G-M Noga

DGN/rl