

VIPD Officer on Medical Leave Sues Government for Terminating Pay and Benefits

Law enforcement officer Jose Allen has filed a federal lawsuit seeking the reinstatement of his salary and benefits, claiming the VIPD and HR Director Dwayne Richards unlawfully cut off his pay despite documentation of a duty-connected medical condition.

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A law enforcement officer out on extended medical leave is suing the government and the Virgin Islands Police Department Human Resource Director for the reinstatement of his salary and benefits after they were terminated.

Jose Allen, who is currently representing himself in District Court, says that he is a “sworn law enforcement officer incapacitated by a duty-connected condition certified by the Veterans

Administration.” As requested by VIPD HR Director Dwayne Richards in October 2024, Mr. Allen submitted a form for medical leave accompanied by the requisite doctor's note with an estimated date of return to work.

In June 2025, he submitted an updated doctor's note, “reflecting the duty-connected nature of his condition” and which invoked FMLA protections, ADA accommodation rights, and salary continuation rights. According to the civil complaint, Mr. Richards rejected the assertion that Mr. Allen's condition was work-related, stating there was no indication of such. He also reportedly stated that “stress conditions are generally not compensable,” and noted that “no workers’ compensation claim had been filed.”

Once Mr. Allen's annual leave had been exhausted, his salary and benefits ceased, since Mr. Richards reportedly “failed to implement mandatory salary continuation.” With no pay or benefits, Mr. Allen says he suffered “financial hardship and disruption of medical care.”

He is seeking an injunction from the court that would immediately restore his salary, benefits and leave credits. As of press time, the named defendants have not yet responded to the complaint, which was filed on Tuesday.