

# DISCIPLINARY PENALTIES

Sorted by Recommended Penalty

For Complaints Closed in November 2021

## ADMONISHMENT

Allegation Type	Term(Days)	Misconduct	Assignment	Rank
Safety Belt Violation		- On-duty, was not wearing seatbelt while riding in a police vehicle.	PATROL	POLICE OFFICER 2
Neglect of Duty - Non-Supervisory Duties		- On-duty, failed to maintain control of complainant's property resulting in its loss.	PATROL	POLICE OFFICER 2
Safety Belt Violation		- On-duty, did not wear seatbelt while operating a Department vehicle.	PATROL	POLICE OFFICER 2
Safety Belt Violation		- On-duty, was not wearing seatbelt while driving a black and white police vehicle.	PATROL	POLICE OFFICER 2
Safety Belt Violation		- On-duty, failed to wear seatbelt while operating a City vehicle, as required	ADMINISTRATIVE	POLICE OFFICER 2

## OFFICIAL REPRIMAND

Allegation Type	Term(Days)	Misconduct	Assignment	Rank
Neglect of Duty - Non-Supervisory Duties		- Failed to attend training, as required, and took actions to avoid responsibility.	ADMINISTRATIVE	LIEUTENANT 2
Body Worn/Digital In-Car Video Violation		- On duty, failed to activate Body Worn Video, as required by Department policy.	ADMINISTRATIVE	POLICE OFFICER 3

## SUSPENSION

Allegation Type	Term(Days)	Misconduct	Assignment	Rank
Unbecoming Conduct - Criminal	6	- Off-duty, failed to render aid following a traffic collision.	PATROL	POLICE OFFICER 2
Unbecoming Conduct - Miscellaneous	10	- On-duty, inappropriately placed the end of a baton against the chest of another employee.	ADMINISTRATIVE	POLICE OFFICER 2
Body Worn/Digital In-Car Video Violation	2	- On-duty, failed to complete an Investigative Report. - On-duty, failed to activate Body Worn Video.	PATROL	POLICE OFFICER 2
Neglect of Duty - Non-Supervisory Duties				
Body Worn/Digital In-Car Video Violation	7	- On-duty, failed to complete an Investigative Report. - On-duty, failed to activate Body Worn Video.	PATROL	POLICE OFFICER 2
Neglect of Duty - Non-Supervisory Duties				

## TERMINATION

# DISCIPLINARY PENALTIES

## Sorted by Recommended Penalty

For Complaints Closed in November 2021

### TERMINATION

Allegation Type	Term(Days)	Misconduct	Assignment	Rank
False Statements		<ul style="list-style-type: none"> <li>- Off-duty, engaged in off-duty employment during scheduled work shift.</li> <li>- On and off-duty, engaged in off-duty employment without a work permit.</li> <li>- On and off-duty, acted as a general contractor without a license, as required by California Business and Professions Code.</li> <li>- On-duty, falsified an official Department document regarding start and end of watch times.</li> <li>- On-duty, knowingly provided a false statement to a Department supervisor during an official investigation by denying working as a contractor.</li> </ul>	ADMINISTRATIVE	POLICE OFFICER 2
Other Policy/Rule				
Unbecoming Conduct - Miscellaneous				
Unbecoming Conduct - Computer Violation		<ul style="list-style-type: none"> <li>- Off duty, took a vehicle with the intent to permanently deprive the owner.</li> <li>- On and off duty, intentionally removed a Vehicle Identification Number from the vehicle.</li> <li>- Off duty, knowingly affixed a false license plate to a stolen vehicle to avoid detection.</li> <li>- On duty, impersonated another Department employee during an official communication with a Department entity.</li> <li>- On duty inappropriately accessed Network Communications System (NECS) to query license plates.</li> </ul>	ADMINISTRATIVE	POLICE OFFICER 3
Unbecoming Conduct - Criminal				

### UNABLE TO IMPOSE PENALTY

Allegation Type	Reason	Misconduct	Assignment	Rank
Other Policy/Rule	Resigned	<ul style="list-style-type: none"> <li>- Off-duty and on Temporary Total Disability (TTD) status, failed to follow policies and procedures governing Worker's Compensation.</li> <li>- Off-duty, worked secondary employment without an approved Department work permit.</li> <li>- Off-duty and on Temporary Total Disability (TTD) status, engaged in activity which was inconsistent with a medical claim.</li> </ul>	ADMINISTRATIVE	POLICE OFFICER 3
Unbecoming Conduct - Miscellaneous				
Neglect of Duty - Non-Supervisory Duties	Retired	<ul style="list-style-type: none"> <li>- On-duty, failed to create a call for service by treating it as a prank</li> </ul>	COMMUNICATIONS	POLICE SERVICE REPRESENTATIVE 2

\* Multiple sustained allegation types associated with one complaint will each be listed in the related allegation category.

\*Unable to Impose Penalty indicates that a recommended penalty **CANNOT** be imposed due to an employee being deceased, previously terminated, resigned, retired or unknown.

# DISCIPLINARY PENALTIES

Sorted by Allegation Type

For Complaints Closed in November 2021

BODY WORN/DIGITAL IN-CAR VIDEO VIOLATION				Total Penalties: 3
Penalty Type	Term(Days)	Misconduct	Assignment	Rank
Official Reprimand		- On duty, failed to activate Body Worn Video, as required by Department policy.	ADMINISTRATIVE	POLICE OFFICER 3
Penalty Type	Term(Days)	Misconduct	Assignment	Rank
Suspension	2	- On-duty, failed to complete an Investigative Report. - On-duty, failed to activate Body Worn Video.	PATROL	POLICE OFFICER 2
	7	- On-duty, failed to complete an Investigative Report. - On-duty, failed to activate Body Worn Video.	PATROL	POLICE OFFICER 2
FALSE STATEMENTS				Total Penalties: 1
Penalty Type	Term(Days)	Misconduct	Assignment	Rank
Termination		- Off-duty, engaged in off-duty employment during scheduled work shift. - On and off-duty, engaged in off-duty employment without a work permit. - On and off-duty, acted as a general contractor without a license, as required by California Business and Professions Code. - On-duty, falsified an official Department document regarding start and end of watch times. - On-duty, knowingly provided a false statement to a Department supervisor during an official investigation by denying working as a contractor.	ADMINISTRATIVE	POLICE OFFICER 2
NEGLECT OF DUTY - NON-SUPERVISORY DUTIES				Total Penalties: 5
Penalty Type	Term(Days)	Misconduct	Assignment	Rank
Admonishment		- On-duty, failed to maintain control of complainant's property resulting in its loss.	PATROL	POLICE OFFICER 2
Penalty Type	Term(Days)	Misconduct	Assignment	Rank
Official Reprimand		- Failed to attend training, as required, and took actions to avoid responsibility.	ADMINISTRATIVE	LIEUTENANT 2
Penalty Type	Term(Days)	Misconduct	Assignment	Rank
Suspension	2	- On-duty, failed to complete an Investigative Report. - On-duty, failed to activate Body Worn Video.	PATROL	POLICE OFFICER 2
	7	- On-duty, failed to complete an Investigative Report. - On-duty, failed to activate Body Worn Video.	PATROL	POLICE OFFICER 2
Penalty Type	Reason	Misconduct	Assignment	Rank
Unable to Impose Penalty	Retired	- On-duty, failed to create a call for service by treating it as a prank	COMMUNICATIONS	POLICE SERVICE REPRESENTATIVE 2

# DISCIPLINARY PENALTIES

Sorted by Allegation Type

For Complaints Closed in November 2021

OTHER POLICY/RULE				Total Penalties: 2
Penalty Type	Term(Days)	Misconduct	Assignment	Rank
Termination		<ul style="list-style-type: none"> <li>- Off-duty, engaged in off-duty employment during scheduled work shift.</li> <li>- On and off-duty, engaged in off-duty employment without a work permit.</li> <li>- On and off-duty, acted as a general contractor without a license, as required by California Business and Professions Code.</li> <li>- On-duty, falsified an official Department document regarding start and end of watch times.</li> <li>- On-duty, knowingly provided a false statement to a Department supervisor during an official investigation by denying working as a contractor.</li> </ul>	ADMINISTRATIVE	POLICE OFFICER 2
Penalty Type	Reason	Misconduct	Assignment	Rank
Unable to Impose Penalty	Resigned	<ul style="list-style-type: none"> <li>- Off-duty and on Temporary Total Disability (TTD) status, failed to follow polices and procedures governing Worker's Compensation.</li> <li>- Off-duty, worked secondary employment without an approved Department work permit.</li> <li>- Off-duty and on Temporary Total Disability (TTD) status, engaged in activity which was inconsistent with a medical claim.</li> </ul>	ADMINISTRATIVE	POLICE OFFICER 3
SAFETY BELT VIOLATION				Total Penalties: 4
Penalty Type	Term(Days)	Misconduct	Assignment	Rank
Admonishment		- On-duty, did not wear seatbelt while operating a Department vehicle.	PATROL	POLICE OFFICER 2
		- On-duty, failed to wear seatbelt while operating a City vehicle, as required	ADMINISTRATIVE	POLICE OFFICER 2
		- On-duty, was not wearing seatbelt while driving a black and white police vehicle.	PATROL	POLICE OFFICER 2
		- On-duty, was not wearing seatbelt while riding in a police vehicle.	PATROL	POLICE OFFICER 2
UNBECOMING CONDUCT - COMPUTER VIOLATION				Total Penalties: 1
Penalty Type	Term(Days)	Misconduct	Assignment	Rank
Termination		<ul style="list-style-type: none"> <li>- Off duty, took a vehicle with the intent to permanently deprive the owner.</li> <li>- On and off duty, intentionally removed a Vehicle Identification Number from the vehicle.</li> <li>- Off duty, knowingly affixed a false license plate to a stolen vehicle to avoid detection.</li> <li>- On duty, impersonated another Department employee during an official communication with a Department entity.</li> <li>- On duty inappropriately accessed Network Communications System (NECS) to query license plates.</li> </ul>	ADMINISTRATIVE	POLICE OFFICER 3
UNBECOMING CONDUCT - CRIMINAL				Total Penalties: 2

# DISCIPLINARY PENALTIES

Sorted by Allegation Type

For Complaints Closed in November 2021

UNBECOMING CONDUCT - CRIMINAL				Total Penalties: 2
Penalty Type	Term(Days)	Misconduct	Assignment	Rank
Suspension	6	- Off-duty, failed to render aid following a traffic collision.	PATROL	POLICE OFFICER 2
Penalty Type	Term(Days)	Misconduct	Assignment	Rank
Termination		<ul style="list-style-type: none"> <li>- Off duty, took a vehicle with the intent to permanently deprive the owner.</li> <li>- On and off duty, intentionally removed a Vehicle Identification Number from the vehicle.</li> <li>- Off duty, knowingly affixed a false license plate to a stolen vehicle to avoid detection.</li> <li>- On duty, impersonated another Department employee during an official communication with a Department entity.</li> <li>- On duty inappropriately accessed Network Communications System (NECS) to query license plates.</li> </ul>	ADMINISTRATIVE	POLICE OFFICER 3
UNBECOMING CONDUCT - MISCELLANEOUS				Total Penalties: 3
Penalty Type	Term(Days)	Misconduct	Assignment	Rank
Suspension	10	- On-duty, inappropriately placed the end of a baton against the chest of another employee.	ADMINISTRATIVE	POLICE OFFICER 2
Penalty Type	Term(Days)	Misconduct	Assignment	Rank
Termination		<ul style="list-style-type: none"> <li>- Off-duty, engaged in off-duty employment during scheduled work shift.</li> <li>- On and off-duty, engaged in off-duty employment without a work permit.</li> <li>- On and off-duty, acted as a general contractor without a license, as required by California Business and Professions Code.</li> <li>- On-duty, falsified an official Department document regarding start and end of watch times.</li> <li>- On-duty, knowingly provided a false statement to a Department supervisor during an official investigation by denying working as a contractor.</li> </ul>	ADMINISTRATIVE	POLICE OFFICER 2
Penalty Type	Reason	Misconduct	Assignment	Rank
Unable to Impose Penalty	Resigned	<ul style="list-style-type: none"> <li>- Off-duty and on Temporary Total Disability (TTD) status, failed to follow policies and procedures governing Worker's Compensation.</li> <li>- Off-duty, worked secondary employment without an approved Department work permit.</li> <li>- Off-duty and on Temporary Total Disability (TTD) status, engaged in activity which was inconsistent with a medical claim.</li> </ul>	ADMINISTRATIVE	POLICE OFFICER 3

\* Multiple sustained allegation types associated with one complaint will each be listed in the related allegation category.

\*Unable to Impose Penalty indicates that a recommended penalty **CANNOT** be imposed due to an employee being deceased, previously terminated, resigned, retired or unknown.