

# DISCIPLINARY PENALTIES

Sorted by Recommended Penalty

For Complaints Closed in August 2022

## ADMONISHMENT

Allegation Type	Term(Days)	Misconduct	Assignment	Rank
Neglect of Duty - Non-Supervisory Duties		- On duty, failed to wear a face mask, as required by Department policy.	PATROL	POLICE OFFICER 3
Safety Belt Violation		- On-duty, was not wearing a seatbelt while riding a black and white police vehicle.	PATROL	POLICE OFFICER 2
Unauthorized Force		- On-duty, were involved in a Non-Categorical Use of Force that was classified as Out of Policy-Administrative Disapproval.	PATROL	POLICE OFFICER 3

## NO PENALTY(S-NP ONLY)

Allegation Type	Term(Days)	Misconduct	Assignment	Rank
Neglect of Duty - Non-Supervisory Duties		- On-duty, failed to properly account for complainant's U.S. currency that was booked with complainant's personal property resulting in discrepancy.	PATROL	POLICE OFFICER 2
Neglect of Duty - Non-Supervisory Duties			SPECIALIZED ENFORCEMENT	POLICE OFFICER 2
Neglect of Duty - Non-Supervisory Duties				POLICE OFFICER 3
Neglect of Duty - Supervisory Duties				SERGEANT 1

## OFFICIAL REPRIMAND

Allegation Type	Term(Days)	Misconduct	Assignment	Rank
Neglect of Duty - Non-Supervisory Duties		- On-duty, failed to report a Use of Force incident, as required.	PATROL	POLICE OFFICER 1
Discourtesy - General		- On-duty, failed to wear a face mask, as required by Department policy.	PATROL	POLICE OFFICER 2
Neglect of Duty - Non-Supervisory Duties		- On-duty, was discourteous when employee told the complainant the Department no longer took certain reports because of being de-funded.		
Other Policy/Rule		- While on Temporary Total Disability (TTD) status, engaged in secondary employment without a valid Permit for Secondary Employment.	PATROL	POLICE OFFICER 2
Safety Belt Violation		- On-duty, was not wearing seatbelt while operating a police vehicle.	PATROL	POLICE OFFICER 2
Neglect of Duty - Supervisory Duties		- On-duty, failed to properly investigate a Use of Force.	PATROL	SERGEANT 1

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## OFFICIAL REPRIMAND

Allegation Type	Term(Days)	Misconduct	Assignment	Rank
Unauthorized Force		- On-duty, utilized tactics that were found to be a substantial deviation, without justification, from approved Department tactical training, that reached a finding of "Administrative Disapproval." - On-duty, used lethal force that resulted in a finding of "Out of Policy, Administrative Disapproval."	PATROL	POLICE OFFICER 3
Unauthorized Tactics				
Vehicle Pursuit - Related Violation		- On-duty, were involved in an out of policy pursuit which resulted in a traffic collision.	PATROL	POLICE OFFICER 2

## SUSPENSION

Allegation Type	Term(Days)	Misconduct	Assignment	Rank
Unauthorized Force	5	- On-duty, utilized tactics that substantially and unjustifiably deviated from approved Departmental tactical training, resulting in a finding of "Administrative Disapproval" for tactics. - On duty, used Lethal Force that reached a finding of "Out of Policy, Administrative Disapproval."	PATROL	POLICE OFFICER 3
Unauthorized Tactics				
Neglect of Duty - Supervisory Duties	7	- On-duty, substantially and unjustifiably deviated from supervisory command and control of a Categorical Use of Force, Carotid Restraint Control Hold incident.	ADMINISTRATIVE	SERGEANT 1
Neglect of Duty - Supervisory Duties	8	- On duty, deviated from supervisory command and control of a Categorical Use of Force, Carotid Restraint Control Hold incident.	PATROL	SERGEANT 1
Body Worn/Digital In-Car Video Violation	10	- On-duty, failed to report a Non-Categorical Use of Force incident without delay. - On-duty, purposefully prematurely deactivated Body Worn Video during a Use of Force incident.	PATROL	POLICE OFFICER 2
Neglect of Duty - Non-Supervisory Duties				
Body Worn/Digital In-Car Video Violation	65	- On-duty, used unauthorized force when employee sprayed a suspect with OC spray. - On-duty, failed to report a Non-Categorical Use of Force incident without delay. - On-duty, activated Body Worn Video late during a citizen call. - On-duty, were discourteous when employee called a suspect, "asshole and piece of shit." - On-duty, inappropriately told a security guard to, "beat the living shit" out of a suspect.	PATROL	POLICE OFFICER 2
Discourtesy - General				
Neglect of Duty - Non-Supervisory Duties				
Unauthorized Force				
Neglect of Duty - Non-Supervisory Duties	4	- Failed to properly care for City owned Beretta firearm, resulting in its loss. - Failed to properly care for privately owned Glock firearm, resulting in its loss.	ADMINISTRATIVE	POLICE OFFICER 3

## TERMINATION

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**For Complaints Closed in August 2022**

## TERMINATION

Allegation Type	Term(Days)	Misconduct	Assignment	Rank
Insubordination		- On-duty, failed to report a Use of Force incident, as required. - On-duty, were insubordinate to a sergeant who was conducting an official investigation.	PATROL	POLICE OFFICER 2
Neglect of Duty - Non-Supervisory Duties				

## UNABLE TO IMPOSE PENALTY

Allegation Type	Reason	Misconduct	Assignment	Rank
Unbecoming Conduct - Miscellaneous	Resigned	- Off-duty, displayed inappropriate items on business social media page. - Off-duty, inappropriately displayed an image of self wearing a Department uniform and a mask with business logo, on business social media page.	SPECIALIZED ENFORCEMENT	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.

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BODY WORN/DIGITAL IN-CAR VIDEO VIOLATION				Total Penalties: 2	
Penalty Type	Term(Days)	Misconduct	Assignment	Rank	
Suspension	10	- On-duty, failed to report a Non-Categorical Use of Force incident without delay. - On-duty, purposefully prematurely deactivated Body Worn Video during a Use of Force incident.	PATROL	POLICE OFFICER 2	
	65	- On-duty, used unauthorized force when employee sprayed a suspect with OC spray. - On-duty, failed to report a Non-Categorical Use of Force incident without delay. - On-duty, activated Body Worn Video late during a citizen call. - On-duty, were discourteous when employee called a suspect, "asshole and piece of shit." - On-duty, inappropriately told a security guard to, "beat the living shit" out of a suspect.	PATROL	POLICE OFFICER 2	
DISCOURTESY - GENERAL				Total Penalties: 2	
Penalty Type	Term(Days)	Misconduct	Assignment	Rank	
Official Reprimand		- On-duty, failed to wear a face mask, as required by Department policy. - On-duty, was discourteous when employee told the complainant the Department no longer took certain reports because of being de-funded.	PATROL	POLICE OFFICER 2	
Penalty Type	Term(Days)	Misconduct	Assignment	Rank	
Suspension	65	- On-duty, used unauthorized force when employee sprayed a suspect with OC spray. - On-duty, failed to report a Non-Categorical Use of Force incident without delay. - On-duty, activated Body Worn Video late during a citizen call. - On-duty, were discourteous when employee called a suspect, "asshole and piece of shit." - On-duty, inappropriately told a security guard to, "beat the living shit" out of a suspect.	PATROL	POLICE OFFICER 2	
INSUBORDINATION				Total Penalties: 1	
Penalty Type	Term(Days)	Misconduct	Assignment	Rank	
Termination		- On-duty, failed to report a Use of Force incident, as required. - On-duty, were insubordinate to a sergeant who was conducting an official investigation.	PATROL	POLICE OFFICER 2	
NEGLECT OF DUTY - NON-SUPERVISORY DUTIES				Total Penalties: 12	
Penalty Type	Term(Days)	Misconduct	Assignment	Rank	
Admonishment		- On duty, failed to wear a face mask, as required by Department policy.	PATROL	POLICE OFFICER 3	
Penalty Type	Term(Days)	Misconduct	Assignment	Rank	
No Penalty(S-NP Only)		- On-duty, failed to properly account for complainant's U.S. currency that was booked with complainant's personal property resulting in discrepancy.	PATROL	POLICE OFFICER 2	

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NEGLECT OF DUTY - NON-SUPERVISORY DUTIES				Total Penalties: 12	
Penalty Type	Term(Days)	Misconduct	Assignment	Rank	
No Penalty(S-NP Only)		- On-duty, failed to properly account for complainant's U.S. currency that was booked with complainant's personal property resulting in discrepancy.	SPECIALIZED ENFORCEMENT	POLICE OFFICER 2	
		- On-duty, failed to properly account for complainant's U.S. currency that was booked with complainant's personal property resulting in discrepancy.	SPECIALIZED ENFORCEMENT	POLICE OFFICER 3	
Penalty Type	Term(Days)	Misconduct	Assignment	Rank	
Official Reprimand		- On-duty, failed to report a Use of Force incident, as required.	PATROL	POLICE OFFICER 1	
		- On-duty, failed to wear a face mask, as required by Department policy. - On-duty, was discourteous when employee told the complainant the Department no longer took certain reports because of being de-funded.	PATROL	POLICE OFFICER 2	
Penalty Type	Term(Days)	Misconduct	Assignment	Rank	
Suspension	10	- On-duty, failed to report a Non-Categorical Use of Force incident without delay. - On-duty, purposefully prematurely deactivated Body Worn Video during a Use of Force incident.	PATROL	POLICE OFFICER 2	
	4	- Failed to properly care for City owned Beretta firearm, resulting in its loss. - Failed to properly care for privately owned Glock firearm, resulting in its loss.	ADMINISTRATIVE	POLICE OFFICER 3	
	65	- On-duty, used unauthorized force when employee sprayed a suspect with OC spray. - On-duty, failed to report a Non-Categorical Use of Force incident without delay. - On-duty, activated Body Worn Video late during a citizen call. - On-duty, were discourteous when employee called a suspect, "asshole and piece of shit." - On-duty, inappropriately told a security guard to, "beat the living shit" out of a suspect.	PATROL	POLICE OFFICER 2	
Penalty Type	Term(Days)	Misconduct	Assignment	Rank	
Termination		- On-duty, failed to report a Use of Force incident, as required. - On-duty, were insubordinate to a sergeant who was conducting an official investigation.	PATROL	POLICE OFFICER 2	
NEGLECT OF DUTY - SUPERVISORY DUTIES				Total Penalties: 4	
Penalty Type	Term(Days)	Misconduct	Assignment	Rank	
No Penalty(S-NP Only)		- On-duty, failed to properly account for complainant's U.S. currency that was booked with complainant's personal property resulting in discrepancy.	SPECIALIZED ENFORCEMENT	SERGEANT 1	
Penalty Type	Term(Days)	Misconduct	Assignment	Rank	
Official Reprimand		- On-duty, failed to properly investigate a Use of Force.	PATROL	SERGEANT 1	

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<b>NEGLECT OF DUTY - SUPERVISORY DUTIES</b>				<b>Total Penalties: 4</b>	
<b>Penalty Type</b>	<b>Term(Days)</b>	<b>Misconduct</b>	<b>Assignment</b>	<b>Rank</b>	
Suspension	7	- On-duty, substantially and unjustifiably deviated from supervisory command and control of a Categorical Use of Force, Carotid Restraint Control Hold incident.	ADMINISTRATIVE	SERGEANT 1	
	8	- On duty, deviated from supervisory command and control of a Categorical Use of Force, Carotid Restraint Control Hold incident.	PATROL	SERGEANT 1	
<b>OTHER POLICY/RULE</b>				<b>Total Penalties: 1</b>	
<b>Penalty Type</b>	<b>Term(Days)</b>	<b>Misconduct</b>	<b>Assignment</b>	<b>Rank</b>	
Official Reprimand		- While on Temporary Total Disability (TTD) status, engaged in secondary employment without a valid Permit for Secondary Employment.	PATROL	POLICE OFFICER 2	
<b>SAFETY BELT VIOLATION</b>				<b>Total Penalties: 2</b>	
<b>Penalty Type</b>	<b>Term(Days)</b>	<b>Misconduct</b>	<b>Assignment</b>	<b>Rank</b>	
Admonishment		- On-duty, was not wearing a seatbelt while riding a black and white police vehicle.	PATROL	POLICE OFFICER 2	
<b>Penalty Type</b>	<b>Term(Days)</b>	<b>Misconduct</b>	<b>Assignment</b>	<b>Rank</b>	
Official Reprimand		- On-duty, was not wearing seatbelt while operating a police vehicle.	PATROL	POLICE OFFICER 2	
<b>UNAUTHORIZED FORCE</b>				<b>Total Penalties: 4</b>	
<b>Penalty Type</b>	<b>Term(Days)</b>	<b>Misconduct</b>	<b>Assignment</b>	<b>Rank</b>	
Admonishment		- On-duty, were involved in a Non-Categorical Use of Force that was classified as Out of Policy-Administrative Disapproval.	PATROL	POLICE OFFICER 3	
<b>Penalty Type</b>	<b>Term(Days)</b>	<b>Misconduct</b>	<b>Assignment</b>	<b>Rank</b>	
Official Reprimand		- On-duty, utilized tactics that were found to be a substantial deviation, without justification, from approved Department tactical training, that reached a finding of "Administrative Disapproval." - On-duty, used lethal force that resulted in a finding of "Out of Policy, Administrative Disapproval."	PATROL	POLICE OFFICER 3	
<b>Penalty Type</b>	<b>Term(Days)</b>	<b>Misconduct</b>	<b>Assignment</b>	<b>Rank</b>	
Suspension	5	- On-duty, utilized tactics that substantially and unjustifiably deviated from approved Departmental tactical training, resulting in a finding of "Administrative Disapproval" for tactics. - On duty, used Lethal Force that reached a finding of "Out of Policy, Administrative	PATROL	POLICE OFFICER 3	

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UNAUTHORIZED FORCE				Total Penalties: 4	
Penalty Type	Term(Days)	Misconduct	Assignment	Rank	
Suspension	65	Disapproval." - On-duty, used unauthorized force when employee sprayed a suspect with OC spray. - On-duty, failed to report a Non-Categorical Use of Force incident without delay. - On-duty, activated Body Worn Video late during a citizen call. - On-duty, were discourteous when employee called a suspect, "asshole and piece of shit." - On-duty, inappropriately told a security guard to, "beat the living shit" out of a suspect.	PATROL	POLICE OFFICER 2	
UNAUTHORIZED TACTICS				Total Penalties: 2	
Penalty Type	Term(Days)	Misconduct	Assignment	Rank	
Official Reprimand		- On-duty, utilized tactics that were found to be a substantial deviation, without justification, from approved Department tactical training, that reached a finding of "Administrative Disapproval." - On-duty, used lethal force that resulted in a finding of "Out of Policy, Administrative Disapproval."	PATROL	POLICE OFFICER 3	
Penalty Type	Term(Days)	Misconduct	Assignment	Rank	
Suspension	5	- On-duty, utilized tactics that substantially and unjustifiably deviated from approved Departmental tactical training, resulting in a finding of "Administrative Disapproval" for tactics. - On duty, used Lethal Force that reached a finding of "Out of Policy, Administrative Disapproval."	PATROL	POLICE OFFICER 3	
UNBECOMING CONDUCT - MISCELLANEOUS				Total Penalties: 1	
Penalty Type	Reason	Misconduct	Assignment	Rank	
Unable to Impose Penalty	Resigned	- Off-duty, displayed inappropriate items on business social media page. - Off-duty, inappropriately displayed an image of self wearing a Department uniform and a mask with business logo, on business social media page.	SPECIALIZED ENFORCEMENT	POLICE OFFICER 3	
VEHICLE PURSUIT - RELATED VIOLATION				Total Penalties: 1	
Penalty Type	Term(Days)	Misconduct	Assignment	Rank	
Official Reprimand		- On-duty, were involved in an out of policy pursuit which resulted in a traffic collision.	PATROL	POLICE OFFICER 2	
* Multiple sustained allegation types associated with one complaint will each be listed in the related allegation category.					

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