

# DISCIPLINARY PENALTIES

## Sorted by Recommended Penalty

For Complaints Closed in May 2023

### ADMONISHMENT

Allegation Type	Term(Days)	Misconduct	Assignment	Rank
Detrimental Workplace Behavior		- On-duty, failed to take appropriate action after observing inappropriate offensive material affixed to employee's assigned locker.	CUSTODY	SENIOR DETENTION OFFICER
Detrimental Workplace Behavior		- On-duty, failed to take appropriate action after observing inappropriate offensive material affixed to employee's assigned locker.	CUSTODY	SENIOR DETENTION OFFICER
Detrimental Workplace Behavior		- On-duty, failed to take appropriate action after observing inappropriate sexually suggestive and offensive material affixed to employee's assigned locker.	CUSTODY	SENIOR DETENTION OFFICER
Detrimental Workplace Behavior		- On-duty, failed to take appropriate action after observing inappropriate sexually suggestive material affixed to employee's assigned locker.	CUSTODY	SENIOR DETENTION OFFICER
Body Worn/Digital In-Car Video Violation		- On-duty, failed to adhere to Body Worn Video procedures as required.	PATROL	POLICE OFFICER 2
Neglect of Duty - Non-Supervisory Duties		- On-duty, failed to notify a supervisor after complainant made an allegation of biased policing.	ADMINISTRATIVE	POLICE OFFICER 1
Neglect of Duty - Non-Supervisory Duties		- Off-duty, engaged in secondary employment without a valid work permit.	PATROL	POLICE OFFICER 2
Neglect of Duty - Non-Supervisory Duties		- On-duty, failed to report complainant's friend as missing.	PATROL	POLICE OFFICER 2
Improper Remark		- On-duty, made an improper remark toward complainant.	PATROL	POLICE OFFICER 2
Discourtesy - General		- Off-duty, was rude, unprofessional and not objective. - Off-duty, used profanity when speaking to a citizen.	PATROL	POLICE OFFICER 3
Discourtesy - General		- On-duty, made a discourteous remark to a complainant.	PATROL	POLICE OFFICER 2
Detention Violation		- On-duty, detained complainant without cause.	PATROL	POLICE OFFICER 2
Body Worn/Digital In-Car Video Violation		- On-duty, failed to activate Body Worn Video in a timely manner.	PATROL	POLICE OFFICER 3
Discourtesy - General		- On-duty, was rude when speaking to the complainant over the phone. - On-duty, hung up the telephone on complainant.	ADMINISTRATIVE	POLICE OFFICER 2

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### NO PENALTY(S-NP ONLY)

Allegation Type	Term(Days)	Misconduct	Assignment	Rank
Neglect of Duty - Non-Supervisory Duties		-On-duty, failed to take a crime report	PATROL	POLICE OFFICER 2
Neglect of Duty - Non-Supervisory Duties				POLICE OFFICER 3

### OFFICIAL REPRIMAND

Allegation Type	Term(Days)	Misconduct	Assignment	Rank
Improper Remark		- On-duty, made improper remarks to a Department employee regarding another employee's perceived sexual orientation.	ADMINISTRATIVE	SERGEANT 1
Detrimental Workplace Behavior		- On-duty, failed to take appropriate action after observing inappropriate material with offensive language affixed to employee's assigned locker.	CUSTODY	DETENTION OFFICER
Detrimental Workplace Behavior		- On-duty, failed to take appropriate action after observing inappropriate offensive material affixed to assigned locker.	CUSTODY	DETENTION OFFICER
Detrimental Workplace Behavior		- On-duty, failed to take appropriate action after observing inappropriate sexually suggestive and offensive material affixed to assigned locker.	CUSTODY	DETENTION OFFICER
Detrimental Workplace Behavior		- On-duty, failed to take appropriate action after observing inappropriate sexually suggestive material affixed to assigned locker.	CUSTODY	DETENTION OFFICER
Detrimental Workplace Behavior		- On-duty, failed to take appropriate action after observing inappropriate sexually suggestive material affixed to assigned locker.	CUSTODY	DETENTION OFFICER
Detrimental Workplace Behavior			CUSTODY	DETENTION OFFICER
Neglect of Duty - Supervisory Duties		- On-duty, failed to take a personnel complaint.	PATROL	SERGEANT 1
Neglect of Duty - Non-Supervisory Duties		- On-duty, failed to conduct a thorough investigation.	PATROL	POLICE OFFICER 2
Neglect of Duty - Supervisory Duties		- On-duty, failed to provide administrative oversight on a complaint file, causing it to go out of statute. - On-duty, failed to properly review a Complaint Adjudication Form for accuracy on a complaint file.	ADMINISTRATIVE	CAPTAIN 3
Neglect of Duty - Non-Supervisory Duties		- On-duty, failed to notify a supervisor after complainant made an allegation of biased policing.	ADMINISTRATIVE	POLICE OFFICER 2
Unbecoming Conduct - Computer Violation		- On-duty, displayed an inappropriate sticker in the workplace. - On-duty, utilized the Department computer system for non-duty-related activities.	PATROL	SERGEANT 2

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For Complaints Closed in May 2023

### OFFICIAL REPRIMAND

Allegation Type	Term(Days)	Misconduct	Assignment	Rank
Unbecoming Conduct - Miscellaneous		- On-duty, displayed an inappropriate sticker in the workplace. - On-duty, utilized the Department computer system for non-duty-related activities.	PATROL	SERGEANT 2
Neglect of Duty - Non-Supervisory Duties		- On-duty, failed to complete a domestic violence report. - On-duty, failed to apply for an Emergency Protective order.	PATROL	POLICE OFFICER 2
Neglect of Duty - Non-Supervisory Duties		- On-duty, failed to maintain custody of evidence.	PATROL	POLICE OFFICER 2
Neglect of Duty - Non-Supervisory Duties				POLICE OFFICER 3
Neglect of Duty - Non-Supervisory Duties		- On-duty, failed to complete a thorough vehicle theft investigation.	ADMINISTRATIVE	POLICE OFFICER 2
Neglect of Duty - Non-Supervisory Duties			PATROL	POLICE OFFICER 2
Unbecoming Conduct - Miscellaneous		- On-duty, used Department issued cellular device to view inappropriate material.	PATROL	POLICE OFFICER 3
Neglect of Duty - Supervisory Duties		- On-duty, failed to properly address inappropriate remarks made by a Commanding Officer to a subordinate officer.	ADMINISTRATIVE	DEPUTY CHIEF
Neglect of Duty - Supervisory Duties		- On-duty, failed to properly address inappropriate remarks made by a Commanding Officer to a subordinate officer.	ADMINISTRATIVE	COMMANDER

### SUSPENSION

Allegation Type	Term(Days)	Misconduct	Assignment	Rank
Misleading Statements	30	- Off-duty, failed to notify the Department of being the subject of a criminal investigation. - On-duty, provided a misleading statement to a Department supervisor.	PATROL	POLICE OFFICER 2
Neglect of Duty - Non-Supervisory Duties				
Unbecoming Conduct - Criminal	10	- Off-duty, unnecessarily pushed complainant.	PATROL	POLICE OFFICER 3
Unbecoming Conduct - Convert On-Duty Contact to Off Duty Relationship	65	- On-duty, engaged in unbecoming conduct when employee turned an on-duty contact into an off-duty relationship. - Off-duty, used position as a police officer to obtain a gratuity from a motel when employee received a free room.	ADMINISTRATIVE	POLICE OFFICER 2
Unbecoming Conduct - Miscellaneous				

# DISCIPLINARY PENALTIES

## Sorted by Recommended Penalty

For Complaints Closed in May 2023

SUSPENSION				
Allegation Type	Term(Days)	Misconduct	Assignment	Rank
Driving While Impaired	5	<ul style="list-style-type: none"> <li>- Off-duty, drove personal vehicle while under the influence of an alcoholic beverage.</li> <li>- Off-duty, drove personal vehicle while not in possession of California Driver's License in violation of the California Vehicle Code.</li> <li>- Off-duty, failed to properly secure a loaded, unattended firearm inside employee's parked vehicle in violation of the California Penal Code.</li> <li>- Off-duty, inappropriately used Department Identification Card to purchase alcoholic beverages.</li> <li>- Off-duty, had an unintentional discharge of firearm, while in employee's vehicle, and fled the scene.</li> <li>- Off-duty, failed to report an unintentional discharge of a firearm to the Department, in a timely manner.</li> <li>- Off-duty, was involved in an unintentional discharge of a firearm that resulted in a finding of Administrative Disapproval.</li> </ul>	PATROL	POLICE OFFICER 2
Neglect of Duty - Non-Supervisory Duties				
Negligent Discharge				
Other Policy/Rule				
Neglect of Duty - Non-Supervisory Duties	5	<ul style="list-style-type: none"> <li>- On-duty, negligently completed a Field Interview Card when employee inaccurately wrote that a subject was a gang member.</li> <li>- On-duty, negligently completed a Field Interview Card where employee inaccurately wrote that a subject was a gang member, which caused an inaccurate entry of secondary gang membership into the Cal Gang database.</li> <li>- Off-duty, inappropriately discussed an on-going complaint investigation with another officer.</li> </ul>	SPECIALIZED ENFORCEMENT	POLICE OFFICER 3
Unbecoming Conduct - Miscellaneous				
Unbecoming Conduct - Criminal	10	<ul style="list-style-type: none"> <li>- On-duty, unnecessarily damaged property during the service of a search warrant.</li> </ul>	PATROL	POLICE OFFICER 2
Unbecoming Conduct - Criminal	22	<ul style="list-style-type: none"> <li>- On-duty, unnecessarily damaged property during the service of a search warrant.</li> </ul>	SPECIALIZED ENFORCEMENT	POLICE OFFICER 3
Body Worn/Digital In-Car Video Violation	10	<ul style="list-style-type: none"> <li>- On-duty, was not wearing seatbelt prior to being involved in a vehicle pursuit in a police vehicle on two separate occasions.</li> <li>- On-duty and in full police uniform, had a late activation on Body Worn Video during a public contact.</li> <li>- On-duty, failed to wear seatbelt while operating a City vehicle on the roadway on numerous occasions.</li> <li>- On-duty, failed to activate Body Worn Video, as required.</li> <li>- On-duty, was not wearing seatbelt prior to or during a vehicle pursuit in a police vehicle.</li> </ul>	PATROL	POLICE OFFICER 3
Safety Belt Violation				
Detrimental Workplace Behavior	1	<ul style="list-style-type: none"> <li>- On-duty, failed to take appropriate action after observing inappropriate material affixed to assigned locker.</li> </ul>	CUSTODY	SENIOR DETENTION OFFICER
Detrimental Workplace Behavior		<ul style="list-style-type: none"> <li>- On-duty, failed to take appropriate action after observing inappropriate material affixed to employee's assigned locker.</li> </ul>	CUSTODY	SENIOR DETENTION OFFICER
Detrimental Workplace Behavior		<ul style="list-style-type: none"> <li>- On-duty, failed to take appropriate action after observing inappropriate offensive material affixed to</li> </ul>	CUSTODY	SENIOR

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## Sorted by Recommended Penalty

For Complaints Closed in May 2023

SUSPENSION				
Allegation Type	Term(Days)	Misconduct	Assignment	Rank
	1	employee's assigned locker.		DETENTION OFFICER
Body Worn/Digital In-Car Video Violation	2	- On-duty, was discourteous towards complainant. - On-duty, failed to activate Body Worn Video.	PATROL	POLICE OFFICER 3
Discourtesy - General				
Neglect of Duty - Non-Supervisory Duties	12	- On-duty, failed to book substances that resembled rock cocaine.	PATROL	POLICE OFFICER 2
Neglect of Duty - Non-Supervisory Duties	15	- On-duty, failed to book substances that resembled rock cocaine.	PATROL	POLICE OFFICER 2
Neglect of Duty - Non-Supervisory Duties	2	- On-duty, failed to take appropriate supervisory action after becoming aware of subordinate's suicidal comments. - On-duty, failed to notify command of a potential conflict in employee's relationship with a subordinate.	CASE-CARRYING INVESTIGATOR	DETECTIVE 2
Neglect of Duty - Supervisory Duties				
Discourtesy - General	5	- On-duty, was discourteous when employee made unprofessional statements to the complainant during a 9-1-1 call.	COMMUNICATIONS	POLICE SERVICE REPRESENTATIVE 2
Driving While Impaired	65	- Off-duty, drove vehicle while under the influence of alcohol which resulted in arrest. - Off-duty, provided inaccurate information to employees of an outside law enforcement agency who were conducting an official investigation.	ADMINISTRATIVE	POLICE OFFICER 2
Unbecoming Conduct - Miscellaneous				
Neglect of Duty - Non-Supervisory Duties	10	- On duty, inappropriately converted an official on-duty contact into an off-duty social relationship. - On-duty, failed to make proper notification of a relationship that posed a potential conflict with an investigation.	CASE-CARRYING INVESTIGATOR	DETECTIVE 1
Unbecoming Conduct - Convert On-Duty Contact to Off Duty Relationship				
Driving While Impaired	22	- Off-duty, arrested for driving under the influence of alcohol resulting in a traffic collision.	PATROL	POLICE OFFICER 2
Driving While Impaired	22	- Off-duty, operated private vehicle, while under the influence of an alcoholic beverage, resulting in arrest by outside law enforcement agency.	PATROL	POLICE OFFICER 2
TERMINATION				

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For Complaints Closed in May 2023

### TERMINATION

Allegation Type	Term(Days)	Misconduct	Assignment	Rank
Misleading Statements		<ul style="list-style-type: none"> <li>- On Temporary Totally Disabled status, operated unregistered vehicle on multiple occasions.</li> <li>- On Temporary Totally Disabled status, engaged in activities inconsistent with reported injury.</li> <li>- On Temporary Totally Disabled status, failed to adhere to the Department's workers compensation policies and guidelines.</li> <li>- On-duty, provided misleading statements to a Deputy City Attorney during a sworn deposition.</li> <li>- On-duty, provided misleading statements to a Department supervisor during a complaint investigation on two separate occasions.</li> </ul>	PATROL	POLICE OFFICER 2
Neglect of Duty - Non-Supervisory Duties				
Unbecoming Conduct - Miscellaneous				
Shooting Violation		<ul style="list-style-type: none"> <li>- Off-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.</li> <li>- Off-duty, exhibited firearm that resulted in a finding of Out of Policy, Administrative Disapproval.</li> <li>- Off-duty, used Lethal Force that resulted in a finding of Out of Policy, Administrative Disapproval.</li> </ul>	SPECIALIZED ENFORCEMENT	POLICE OFFICER 3
Unauthorized Tactics				
Detrimental Workplace Behavior		<ul style="list-style-type: none"> <li>- On-duty, on numerous occasions, made inappropriate comments to complainant.</li> <li>- On-duty, inappropriately touched complainant.</li> <li>- On-duty, sent an inappropriate photograph and text about complainant's body to complainant and other personnel.</li> <li>- On-duty, inappropriately grabbed complainant's bicep.</li> <li>- On-duty, sent another employee an inappropriate photograph of complainant.</li> <li>- On-duty, surreptitiously took an inappropriate photograph of complainant while working out at the police station.</li> </ul>	CASE-CARRYING INVESTIGATOR	DETECTIVE 3
Improper Remark				
Unbecoming Conduct - Miscellaneous				

### UNABLE TO IMPOSE PENALTY

Allegation Type	Reason	Misconduct	Assignment	Rank
Neglect of Duty - Non-Supervisory Duties	Retired	<ul style="list-style-type: none"> <li>- Off-duty, unnecessarily struck complainant.</li> <li>- Off-duty, failed to notify a supervisor of an off-duty altercation in a timely manner.</li> </ul>	ADMINISTRATIVE	POLICE OFFICER 2
Unbecoming Conduct - Criminal				
Neglect of Duty - Supervisory Duties	Retired	<ul style="list-style-type: none"> <li>- On-duty, failed to properly document damage done during the service of a search warrant.</li> <li>- On-duty, failed to properly provide supervisory oversight during the service of a search warrant.</li> </ul>	SPECIALIZED ENFORCEMENT	SERGEANT 2
Insubordination	Resigned	<ul style="list-style-type: none"> <li>- Off-duty, used a controlled substance, in violation of Department policy.</li> <li>- On-duty, was insubordinate when employee refused to submit to a drug screening test.</li> </ul>	CUSTODY	DETENTION OFFICER
Narcotics/Drugs				
Insubordination	Previously Terminated	<ul style="list-style-type: none"> <li>- On-duty, was insubordinate when employee failed to follow the direction of employee's Commanding Officer.</li> </ul>	ADMINISTRATIVE	POLICE OFFICER 2
Neglect of Duty - Supervisory Duties	Retired	<ul style="list-style-type: none"> <li>- On-duty, failed to track and properly manage a personnel complaint.</li> </ul>	PATROL	SERGEANT 1

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### UNABLE TO IMPOSE PENALTY

Allegation Type	Reason	Misconduct	Assignment	Rank
Unauthorized Tactics	Resigned	- On-duty, was actively talking to a friend on cell phone during a response to an active radio call. - On-duty, violated Department policy when employee unnecessarily drew and exhibited duty weapon inside a moving vehicle.	PATROL	POLICE OFFICER 1
Unbecoming Conduct - Miscellaneous				
Alcohol Related (Other than DUI)	Previously Terminated	- Off-duty, committed actions which led to an arrest for public intoxication.	ADMINISTRATIVE	POLICE OFFICER 1
Neglect of Duty - Non-Supervisory Duties	Retired	- On-duty, failed to remain vigilant.	PATROL	SECURITY OFFICER
Unbecoming Conduct - Computer Violation	Previously Terminated	- On-duty, used a Department computer for non-duty-related activities.	ADMINISTRATIVE	MANAGEMENT ANALYST
Driving While Impaired	Resigned in Lieu of Penalty	- Off-duty, inappropriately left Department equipment unsecured in a vehicle. - Off-duty, failed to properly secure firearm in vehicle, as required. - Off-duty, drove personal vehicle while intoxicated.	PATROL	POLICE OFFICER 1
Neglect of Duty - Non-Supervisory Duties				

\* 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 May 2023

ALCOHOL RELATED (OTHER THAN DUI)				Total Penalties: 1	
Penalty Type	Reason	Misconduct	Assignment	Rank	
Unable to Impose Penalty	Previously Terminated	- Off-duty, committed actions which led to an arrest for public intoxication.	ADMINISTRATIVE	POLICE OFFICER 1	
BODY WORN/DIGITAL IN-CAR VIDEO VIOLATION				Total Penalties: 4	
Penalty Type	Term(Days)	Misconduct	Assignment	Rank	
Admonishment		- On-duty, failed to activate Body Worn Video in a timely manner.	PATROL	POLICE OFFICER 3	
		- On-duty, failed to adhere to Body Worn Video procedures as required.	PATROL	POLICE OFFICER 2	
Penalty Type	Term(Days)	Misconduct	Assignment	Rank	
Suspension	10	- On-duty, was not wearing seatbelt prior to being involved in a vehicle pursuit in a police vehicle on two separate occasions. - On-duty and in full police uniform, had a late activation on Body Worn Video during a public contact. - On-duty, failed to wear seatbelt while operating a City vehicle on the roadway on numerous occasions. - On-duty, failed to activate Body Worn Video, as required. - On-duty, was not wearing seatbelt prior to or during a vehicle pursuit in a police vehicle.	PATROL	POLICE OFFICER 3	
	2	- On-duty, was discourteous towards complainant. - On-duty, failed to activate Body Worn Video.	PATROL	POLICE OFFICER 3	
DETENTION VIOLATION				Total Penalties: 1	
Penalty Type	Term(Days)	Misconduct	Assignment	Rank	
Admonishment		- On-duty, detained complainant without cause.	PATROL	POLICE OFFICER 2	
DETRIMENTAL WORKPLACE BEHAVIOR				Total Penalties: 17	
Penalty Type	Term(Days)	Misconduct	Assignment	Rank	
Admonishment		- On-duty, failed to take appropriate action after observing inappropriate offensive material affixed to employee's assigned locker.	CUSTODY	SENIOR DETENTION OFFICER	
		- On-duty, failed to take appropriate action after observing inappropriate offensive material affixed to employee's assigned locker.	CUSTODY	SENIOR DETENTION	



# DISCIPLINARY PENALTIES

Sorted by Allegation Type

For Complaints Closed in May 2023

DETRIMENTAL WORKPLACE BEHAVIOR				Total Penalties: 17
Penalty Type	Term(Days)	Misconduct	Assignment	Rank
Admonishment		- On-duty, failed to take appropriate action after observing inappropriate sexually suggestive and offensive material affixed to employee's assigned locker.	CUSTODY	OFFICER
		- On-duty, failed to take appropriate action after observing inappropriate sexually suggestive material affixed to employee's assigned locker.	CUSTODY	SENIOR DETENTION OFFICER
		- On-duty, failed to take appropriate action after observing inappropriate sexually suggestive material affixed to employee's assigned locker.	CUSTODY	SENIOR DETENTION OFFICER
Penalty Type	Term(Days)	Misconduct	Assignment	Rank
Official Reprimand		- On-duty, failed to take appropriate action after observing inappropriate material with offensive language affixed to employee's assigned locker.	CUSTODY	DETENTION OFFICER
		- On-duty, failed to take appropriate action after observing inappropriate offensive material affixed to assigned locker.	CUSTODY	DETENTION OFFICER
		- On-duty, failed to take appropriate action after observing inappropriate sexually suggestive and offensive material affixed to assigned locker.	CUSTODY	DETENTION OFFICER
		- On-duty, failed to take appropriate action after observing inappropriate sexually suggestive material affixed to assigned locker.	CUSTODY	DETENTION OFFICER
		- On-duty, failed to take appropriate action after observing inappropriate sexually suggestive material affixed to assigned locker.	CUSTODY	DETENTION OFFICER
		- On-duty, failed to take appropriate action after observing inappropriate sexually suggestive material affixed to assigned locker.	CUSTODY	DETENTION OFFICER
Penalty Type	Term(Days)	Misconduct	Assignment	Rank
Suspension	1	- On-duty, failed to take appropriate action after observing inappropriate material affixed to assigned locker.	CUSTODY	SENIOR DETENTION OFFICER
	1	- On-duty, failed to take appropriate action after observing inappropriate material affixed to employee's assigned locker.	CUSTODY	SENIOR DETENTION OFFICER
	1	- On-duty, failed to take appropriate action after observing inappropriate offensive material affixed to employee's assigned locker.	CUSTODY	SENIOR DETENTION OFFICER

# DISCIPLINARY PENALTIES

Sorted by Allegation Type

For Complaints Closed in May 2023

DETRIMENTAL WORKPLACE BEHAVIOR				Total Penalties: 17
Penalty Type	Term(Days)	Misconduct	Assignment	Rank
Termination		<ul style="list-style-type: none"> <li>- On-duty, on numerous occasions, made inappropriate comments to complainant.</li> <li>- On-duty, inappropriately touched complainant.</li> <li>- On-duty, sent an inappropriate photograph and text about complainant's body to complainant and other personnel.</li> <li>- On-duty, inappropriately grabbed complainant's bicep.</li> <li>- On-duty, sent another employee an inappropriate photograph of complainant.</li> <li>- On-duty, surreptitiously took an inappropriate photograph of complainant while working out at the police station.</li> </ul>	CASE-CARRYING INVESTIGATOR	DETECTIVE 3
DISCOURTESY - GENERAL				Total Penalties: 5
Penalty Type	Term(Days)	Misconduct	Assignment	Rank
Admonishment		<ul style="list-style-type: none"> <li>- On-duty, was rude when speaking to the complainant over the phone.</li> <li>- On-duty, hung up the telephone on complainant.</li> </ul>	ADMINISTRATIVE	POLICE OFFICER 2
		<ul style="list-style-type: none"> <li>- Off-duty, was rude, unprofessional and not objective.</li> <li>- Off-duty, used profanity when speaking to a citizen.</li> </ul>	PATROL	POLICE OFFICER 3
		<ul style="list-style-type: none"> <li>- On-duty, made a discourteous remark to a complainant.</li> </ul>	PATROL	POLICE OFFICER 2
Penalty Type	Term(Days)	Misconduct	Assignment	Rank
Suspension	2	<ul style="list-style-type: none"> <li>- On-duty, was discourteous towards complainant.</li> <li>- On-duty, failed to activate Body Worn Video.</li> </ul>	PATROL	POLICE OFFICER 3
	5	<ul style="list-style-type: none"> <li>- On-duty, was discourteous when employee made unprofessional statements to the complainant during a 9-1-1 call.</li> </ul>	COMMUNICATIONS	POLICE SERVICE REPRESENTATIVE 2
DRIVING WHILE IMPAIRED				Total Penalties: 5
Penalty Type	Term(Days)	Misconduct	Assignment	Rank
Suspension	22	<ul style="list-style-type: none"> <li>- Off-duty, arrested for driving under the influence of alcohol resulting in a traffic collision.</li> </ul>	PATROL	POLICE OFFICER 2
	22	<ul style="list-style-type: none"> <li>- Off-duty, operated private vehicle, while under the influence of an alcoholic beverage, resulting in arrest by outside law enforcement agency.</li> </ul>	PATROL	POLICE OFFICER 2
	5	<ul style="list-style-type: none"> <li>- Off-duty, drove personal vehicle while under the influence of an alcoholic beverage.</li> <li>- Off-duty, drove personal vehicle while not in possession of California Driver's License in violation of the California Vehicle Code.</li> </ul>	PATROL	POLICE OFFICER 2

# DISCIPLINARY PENALTIES

Sorted by Allegation Type

For Complaints Closed in May 2023

DRIVING WHILE IMPAIRED				Total Penalties: 5
Penalty Type	Term(Days)	Misconduct	Assignment	Rank
Suspension		<ul style="list-style-type: none"> <li>- Off-duty, failed to properly secure a loaded, unattended firearm inside employee's parked vehicle in violation of the California Penal Code.</li> <li>- Off-duty, inappropriately used Department Identification Card to purchase alcoholic beverages.</li> <li>- Off-duty, had an unintentional discharge of firearm, while in employee's vehicle, and fled the scene.</li> <li>- Off-duty, failed to report an unintentional discharge of a firearm to the Department, in a timely manner.</li> <li>- Off-duty, was involved in an unintentional discharge of a firearm that resulted in a finding of Administrative Disapproval.</li> </ul>		
	65	<ul style="list-style-type: none"> <li>- Off-duty, drove vehicle while under the influence of alcohol which resulted in arrest.</li> <li>- Off-duty, provided inaccurate information to employees of an outside law enforcement agency who were conducting an official investigation.</li> </ul>	ADMINISTRATIVE	POLICE OFFICER 2
Penalty Type	Reason	Misconduct	Assignment	Rank
Unable to Impose Penalty	Resigned in Lieu of Penalty	<ul style="list-style-type: none"> <li>- Off-duty, inappropriately left Department equipment unsecured in a vehicle.</li> <li>- Off-duty, failed to properly secure firearm in vehicle, as required.</li> <li>- Off-duty, drove personal vehicle while intoxicated.</li> </ul>	PATROL	POLICE OFFICER 1
IMPROPER REMARK				Total Penalties: 3
Penalty Type	Term(Days)	Misconduct	Assignment	Rank
Admonishment		<ul style="list-style-type: none"> <li>- On-duty, made an improper remark toward complainant.</li> </ul>	PATROL	POLICE OFFICER 2
Penalty Type	Term(Days)	Misconduct	Assignment	Rank
Official Reprimand		<ul style="list-style-type: none"> <li>- On-duty, made improper remarks to a Department employee regarding another employee's perceived sexual orientation.</li> </ul>	ADMINISTRATIVE	SERGEANT 1
Penalty Type	Term(Days)	Misconduct	Assignment	Rank
Termination		<ul style="list-style-type: none"> <li>- On-duty, on numerous occasions, made inappropriate comments to complainant.</li> <li>- On-duty, inappropriately touched complainant.</li> <li>- On-duty, sent an inappropriate photograph and text about complainant's body to complainant and other personnel.</li> <li>- On-duty, inappropriately grabbed complainant's bicep.</li> <li>- On-duty, sent another employee an inappropriate photograph of complainant.</li> <li>- On-duty, surreptitiously took an inappropriate photograph of complainant while working out at the police station.</li> </ul>	CASE-CARRYING INVESTIGATOR	DETECTIVE 3
INSUBORDINATION				Total Penalties: 2

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Sorted by Allegation Type

For Complaints Closed in May 2023

INSUBORDINATION				Total Penalties: 2
Penalty Type	Reason	Misconduct	Assignment	Rank
Unable to Impose Penalty	Previously Terminated	- On-duty, was insubordinate when employee failed to follow the direction of employee's Commanding Officer.	ADMINISTRATIVE	POLICE OFFICER 2
	Resigned	- Off-duty, used a controlled substance, in violation of Department policy. - On-duty, was insubordinate when employee refused to submit to a drug screening test.	CUSTODY	DETENTION OFFICER
MISLEADING STATEMENTS				Total Penalties: 2
Penalty Type	Term(Days)	Misconduct	Assignment	Rank
Suspension	30	- Off-duty, failed to notify the Department of being the subject of a criminal investigation. - On-duty, provided a misleading statement to a Department supervisor.	PATROL	POLICE OFFICER 2
Penalty Type	Term(Days)	Misconduct	Assignment	Rank
Termination		- On Temporary Totally Disabled status, operated unregistered vehicle on multiple occasions. - On Temporary Totally Disabled status, engaged in activities inconsistent with reported injury. - On Temporary Totally Disabled status, failed to adhere to the Department's workers compensation policies and guidelines. - On-duty, provided misleading statements to a Deputy City Attorney during a sworn deposition. - On-duty, provided misleading statements to a Department supervisor during a complaint investigation on two separate occasions.	PATROL	POLICE OFFICER 2
NARCOTICS/DRUGS				Total Penalties: 1
Penalty Type	Reason	Misconduct	Assignment	Rank
Unable to Impose Penalty	Resigned	- Off-duty, used a controlled substance, in violation of Department policy. - On-duty, was insubordinate when employee refused to submit to a drug screening test.	UNKNOWN	DETENTION OFFICER
NEGLECT OF DUTY - NON-SUPERVISORY DUTIES				Total Penalties: 25
Penalty Type	Term(Days)	Misconduct	Assignment	Rank
Admonishment		- Off-duty, engaged in secondary employment without a valid work permit.	PATROL	POLICE OFFICER 2
		- On-duty, failed to notify a supervisor after complainant made an allegation of biased policing.	ADMINISTRATIVE	POLICE OFFICER 1
		- On-duty, failed to report complainant's friend as missing.	PATROL	POLICE OFFICER 2

# DISCIPLINARY PENALTIES

Sorted by Allegation Type

For Complaints Closed in May 2023

NEGLECT OF DUTY - NON-SUPERVISORY DUTIES				Total Penalties: 25
Penalty Type	Term(Days)	Misconduct	Assignment	Rank
No Penalty(S-NP Only)		- On-duty, failed to take a crime report	PATROL	POLICE OFFICER 2
		- On-duty, failed to take a crime report	PATROL	POLICE OFFICER 3
Penalty Type	Term(Days)	Misconduct	Assignment	Rank
Official Reprimand		- On-duty, failed to complete a thorough vehicle theft investigation.	ADMINISTRATIVE	POLICE OFFICER 2
		- On-duty, failed to complete a thorough vehicle theft investigation.	PATROL	POLICE OFFICER 2
		- On-duty, failed to conduct a thorough investigation.	PATROL	POLICE OFFICER 2
		- On-duty, failed to maintain custody of evidence.	PATROL	POLICE OFFICER 2
		- On-duty, failed to maintain custody of evidence.	PATROL	POLICE OFFICER 3
		- On-duty, failed to notify a supervisor after complainant made an allegation of biased policing.	ADMINISTRATIVE	POLICE OFFICER 2
		- On-duty, failed to complete a domestic violence report. - On-duty, failed to apply for an Emergency Protective order.	PATROL	POLICE OFFICER 2
Penalty Type	Term(Days)	Misconduct	Assignment	Rank
Suspension	10	- On-duty, inappropriately converted an official on-duty contact into an off-duty social relationship. - On-duty, failed to make proper notification of a relationship that posed a potential conflict with an investigation.	CASE-CARRYING INVESTIGATOR	DETECTIVE 1
	12	- On-duty, failed to book substances that resembled rock cocaine.	PATROL	POLICE OFFICER 2
	15	- On-duty, failed to book substances that resembled rock cocaine.	PATROL	POLICE OFFICER 2
	2	- On-duty, failed to take appropriate supervisory action after becoming aware of subordinate's suicidal comments. - On-duty, failed to notify command of a potential conflict in employee's relationship with a subordinate.	CASE-CARRYING INVESTIGATOR	DETECTIVE 2
	30	- Off-duty, failed to notify the Department of being the subject of a criminal investigation. - On-duty, provided a misleading statement to a Department supervisor.	PATROL	POLICE OFFICER 2

# DISCIPLINARY PENALTIES

Sorted by Allegation Type

For Complaints Closed in May 2023

NEGLECT OF DUTY - NON-SUPERVISORY DUTIES				Total Penalties: 25
Penalty Type	Term(Days)	Misconduct	Assignment	Rank
Suspension	5	<ul style="list-style-type: none"> <li>- On-duty, negligently completed a Field Interview Card when employee inaccurately wrote that a subject was a gang member.</li> <li>- On-duty, negligently completed a Field Interview Card where employee inaccurately wrote that a subject was a gang member, which caused an inaccurate entry of secondary gang membership into the Cal Gang database.</li> <li>- Off-duty, inappropriately discussed an on-going complaint investigation with another officer.</li> </ul>	SPECIALIZED ENFORCEMENT	POLICE OFFICER 3
	5	<ul style="list-style-type: none"> <li>- Off-duty, drove personal vehicle while under the influence of an alcoholic beverage.</li> <li>- Off-duty, drove personal vehicle while not in possession of California Driver's License in violation of the California Vehicle Code.</li> <li>- Off-duty, failed to properly secure a loaded, unattended firearm inside employee's parked vehicle in violation of the California Penal Code.</li> <li>- Off-duty, inappropriately used Department Identification Card to purchase alcoholic beverages.</li> <li>- Off-duty, had an unintentional discharge of firearm, while in employee's vehicle, and fled the scene.</li> <li>- Off-duty, failed to report an unintentional discharge of a firearm to the Department, in a timely manner.</li> <li>- Off-duty, was involved in an unintentional discharge of a firearm that resulted in a finding of Administrative Disapproval.</li> </ul>	PATROL	POLICE OFFICER 2
Penalty Type	Term(Days)	Misconduct	Assignment	Rank
Termination		<ul style="list-style-type: none"> <li>- On Temporary Totally Disabled status, operated unregistered vehicle on multiple occasions.</li> <li>- On Temporary Totally Disabled status, engaged in activities inconsistent with reported injury.</li> <li>- On Temporary Totally Disabled status, failed to adhere to the Department's workers compensation policies and guidelines.</li> <li>- On-duty, provided misleading statements to a Deputy City Attorney during a sworn deposition.</li> <li>- On-duty, provided misleading statements to a Department supervisor during a complaint investigation on two separate occasions.</li> </ul>	PATROL	POLICE OFFICER 2
Penalty Type	Reason	Misconduct	Assignment	Rank
Unable to Impose Penalty	Resigned in Lieu of Penalty	<ul style="list-style-type: none"> <li>- Off-duty, inappropriately left Department equipment unsecured in a vehicle.</li> <li>- Off-duty, failed to properly secure firearm in vehicle, as required.</li> <li>- Off-duty, drove personal vehicle while intoxicated.</li> </ul>	PATROL	POLICE OFFICER 1
	Retired	<ul style="list-style-type: none"> <li>- Off-duty, unnecessarily struck complainant.</li> <li>- Off-duty, failed to notify a supervisor of an off-duty altercation in a timely manner.</li> </ul>	ADMINISTRATIVE	POLICE OFFICER 2
	Retired	<ul style="list-style-type: none"> <li>- On-duty, failed to remain vigilant.</li> </ul>	PATROL	SECURITY OFFICER
NEGLECT OF DUTY - SUPERVISORY DUTIES				Total Penalties: 7

# DISCIPLINARY PENALTIES

Sorted by Allegation Type

For Complaints Closed in May 2023

NEGLECT OF DUTY - SUPERVISORY DUTIES				Total Penalties: 7
Penalty Type	Term(Days)	Misconduct	Assignment	Rank
Official Reprimand		- On-duty, failed to provide administrative oversight on a complaint file, causing it to go out of statute. - On-duty, failed to properly review a Complaint Adjudication Form for accuracy on a complaint file.	ADMINISTRATIVE	CAPTAIN 3
		- On-duty, failed to take a personnel complaint.	PATROL	SERGEANT 1
		- On-duty, failed to properly address inappropriate remarks made by a Commanding Officer to a subordinate officer.	ADMINISTRATIVE	DEPUTY CHIEF
		- On-duty, failed to properly address inappropriate remarks made by a Commanding Officer to a subordinate officer.	ADMINISTRATIVE	COMMANDER
Penalty Type	Term(Days)	Misconduct	Assignment	Rank
Suspension	2	- On-duty, failed to take appropriate supervisory action after becoming aware of subordinate's suicidal comments. - On-duty, failed to notify command of a potential conflict in employee's relationship with a subordinate.	CASE-CARRYING INVESTIGATOR	DETECTIVE 2
Penalty Type	Reason	Misconduct	Assignment	Rank
Unable to Impose Penalty	Retired	- On-duty, failed to track and properly manage a personnel complaint.	PATROL	SERGEANT 1
	Retired	- On-duty, failed to properly document damage done during the service of a search warrant. - On-duty, failed to properly provide supervisory oversight during the service of a search warrant.	SPECIALIZED ENFORCEMENT	SERGEANT 2
NEGLIGENT DISCHARGE				Total Penalties: 1
Penalty Type	Term(Days)	Misconduct	Assignment	Rank
Suspension	5	- Off-duty, drove personal vehicle while under the influence of an alcoholic beverage. - Off-duty, drove personal vehicle while not in possession of California Driver's License in violation of the California Vehicle Code. - Off-duty, failed to properly secure a loaded, unattended firearm inside employee's parked vehicle in violation of the California Penal Code. - Off-duty, inappropriately used Department Identification Card to purchase alcoholic beverages. - Off-duty, had an unintentional discharge of firearm, while in employee's vehicle, and fled the scene. - Off-duty, failed to report an unintentional discharge of a firearm to the Department, in a timely manner. - Off-duty, was involved in an unintentional discharge of a firearm that resulted in a finding of Administrative Disapproval.	PATROL	POLICE OFFICER 2
OTHER POLICY/RULE				Total Penalties: 1
Penalty Type	Term(Days)	Misconduct	Assignment	Rank
Suspension	5	- Off-duty, drove personal vehicle while under the influence of an alcoholic beverage. - Off-duty, drove personal vehicle while not in possession of California Driver's License in violation of the California Vehicle Code.	PATROL	POLICE OFFICER 2

# DISCIPLINARY PENALTIES

Sorted by Allegation Type

For Complaints Closed in May 2023

OTHER POLICY/RULE				Total Penalties: 1
Penalty Type	Term(Days)	Misconduct	Assignment	Rank
		<ul style="list-style-type: none"> <li>- Off-duty, failed to properly secure a loaded, unattended firearm inside employee's parked vehicle in violation of the California Penal Code.</li> <li>- Off-duty, inappropriately used Department Identification Card to purchase alcoholic beverages.</li> <li>- Off-duty, had an unintentional discharge of firearm, while in employee's vehicle, and fled the scene.</li> <li>- Off-duty, failed to report an unintentional discharge of a firearm to the Department, in a timely manner.</li> <li>- Off-duty, was involved in an unintentional discharge of a firearm that resulted in a finding of Administrative Disapproval.</li> </ul>		
SAFETY BELT VIOLATION				Total Penalties: 1
Penalty Type	Term(Days)	Misconduct	Assignment	Rank
Suspension	10	<ul style="list-style-type: none"> <li>- On-duty, was not wearing seatbelt prior to being involved in a vehicle pursuit in a police vehicle on two separate occasions.</li> <li>- On-duty and in full police uniform, had a late activation on Body Worn Video during a public contact.</li> <li>- On-duty, failed to wear seatbelt while operating a City vehicle on the roadway on numerous occasions.</li> <li>- On-duty, failed to activate Body Worn Video, as required.</li> <li>- On-duty, was not wearing seatbelt prior to or during a vehicle pursuit in a police vehicle.</li> </ul>	PATROL	POLICE OFFICER 3
SHOOTING VIOLATION				Total Penalties: 1
Penalty Type	Term(Days)	Misconduct	Assignment	Rank
Termination		<ul style="list-style-type: none"> <li>- Off-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.</li> <li>- Off-duty, exhibited firearm that resulted in a finding of Out of Policy, Administrative Disapproval.</li> <li>- Off-duty, used Lethal Force that resulted in a finding of Out of Policy, Administrative Disapproval.</li> </ul>	SPECIALIZED ENFORCEMENT	POLICE OFFICER 3
UNAUTHORIZED TACTICS				Total Penalties: 2
Penalty Type	Term(Days)	Misconduct	Assignment	Rank
Termination		<ul style="list-style-type: none"> <li>- Off-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.</li> <li>- Off-duty, exhibited firearm that resulted in a finding of Out of Policy, Administrative Disapproval.</li> <li>- Off-duty, used Lethal Force that resulted in a finding of Out of Policy, Administrative Disapproval.</li> </ul>	SPECIALIZED ENFORCEMENT	POLICE OFFICER 3
Penalty Type	Reason	Misconduct	Assignment	Rank
Unable to Impose	Resigned	<ul style="list-style-type: none"> <li>- On-duty, was actively talking to a friend on cell phone during a response to an active radio call.</li> <li>- On-duty, violated Department policy when employee unnecessarily drew and exhibited duty weapon inside a</li> </ul>	PATROL	POLICE OFFICER 1



# DISCIPLINARY PENALTIES

Sorted by Allegation Type

For Complaints Closed in May 2023

UNAUTHORIZED TACTICS				Total Penalties: 2	
Penalty Type	Reason	Misconduct	Assignment	Rank	
Penalty		moving vehicle.			
UNBECOMING CONDUCT - COMPUTER VIOLATION				Total Penalties: 2	
Penalty Type	Term(Days)	Misconduct	Assignment	Rank	
Official Reprimand		- On-duty, displayed an inappropriate sticker in the workplace. - On-duty, utilized the Department computer system for non-duty-related activities.	PATROL	SERGEANT 2	
Penalty Type	Reason	Misconduct	Assignment	Rank	
Unable to Impose Penalty	Previously Terminated	- On-duty, used a Department computer for non-duty-related activities.	ADMINISTRATIVE	MANAGEMENT ANALYST	
UNBECOMING CONDUCT - CONVERT ON-DUTY CONTACT TO OFF DUTY RELATIONSHIP				Total Penalties: 2	
Penalty Type	Term(Days)	Misconduct	Assignment	Rank	
Suspension	10	- On-duty, inappropriately converted an official on-duty contact into an off-duty social relationship. - On-duty, failed to make proper notification of relationship that posed a potential conflict with an investigation.	CASE-CARRYING INVESTIGATOR	DETECTIVE 1	
	65	- On-duty, engaged in unbecoming conduct when employee turned an on-duty contact into an off-duty relationship. - Off-duty, used position as a police officer to obtain a gratuity from a motel when employee received a free room.	ADMINISTRATIVE	POLICE OFFICER 2	
UNBECOMING CONDUCT - CRIMINAL				Total Penalties: 4	
Penalty Type	Term(Days)	Misconduct	Assignment	Rank	
Suspension	10	- Off-duty, unnecessarily pushed complainant.	PATROL	POLICE OFFICER 3	
	10	- On-duty, unnecessarily damaged property during the service of a search warrant.	PATROL	POLICE OFFICER 2	
	22	- On-duty, unnecessarily damaged property during the service of a search warrant.	SPECIALIZED ENFORCEMENT	POLICE OFFICER 3	
Penalty Type	Reason	Misconduct	Assignment	Rank	
Unable to Impose Penalty	Retired	- Off duty, unnecessarily struck complainant. - Off duty, failed to notify a supervisor of an off-duty altercation in a timely manner.	ADMINISTRATIVE	POLICE OFFICER 2	

# DISCIPLINARY PENALTIES

Sorted by Allegation Type

For Complaints Closed in May 2023

UNBECOMING CONDUCT - MISCELLANEOUS				Total Penalties: 8
Penalty Type	Term(Days)	Misconduct	Assignment	Rank
Official Reprimand		- On-duty, displayed an inappropriate sticker in the workplace. - On-duty, utilized the Department computer system for non-duty-related activities.	PATROL	SERGEANT 2
		- On-duty, used Department issued cellular device to view inappropriate material.	PATROL	POLICE OFFICER 3
Penalty Type	Term(Days)	Misconduct	Assignment	Rank
Suspension	5	- On-duty, negligently completed a Field Interview Card when employee inaccurately wrote that a subject was a gang member. - On-duty, negligently completed a Field Interview Card where employee inaccurately wrote that a subject was a gang member, which caused an inaccurate entry of secondary gang membership into the Cal Gang database. - Off-duty, inappropriately discussed an on-going complaint investigation with another officer.	SPECIALIZED ENFORCEMENT	POLICE OFFICER 3
	65	- Off-duty, drove vehicle while under the influence of alcohol which resulted in arrest. - Off-duty, provided inaccurate information to employees of an outside law enforcement agency who were conducting an official investigation.	ADMINISTRATIVE	POLICE OFFICER 2
	65	- On-duty, engaged in unbecoming conduct when employee turned an on-duty contact into an off-duty relationship. - Off-duty, used position as a police officer to obtain a gratuity from a motel when employee received a free room.	ADMINISTRATIVE	POLICE OFFICER 2
Penalty Type	Term(Days)	Misconduct	Assignment	Rank
Termination		- On Temporary Totally Disabled status, operated unregistered vehicle on multiple occasions. - On Temporary Totally Disabled status, engaged in activities inconsistent with reported injury. - On Temporary Totally Disabled status, failed to adhere to the Department's workers compensation policies and guidelines. - On-duty, provided misleading statements to a Deputy City Attorney during a sworn deposition. - On-duty, provided misleading statements to a Department supervisor during a complaint investigation on two separate occasions.	PATROL	POLICE OFFICER 2
		- On-duty, on numerous occasions, made inappropriate comments to complainant. - On-duty, inappropriately touched complainant. - On-duty, sent an inappropriate photograph and text about complainant's body to complainant and other personnel. - On-duty, inappropriately grabbed complainant's bicep. - On-duty, sent another employee an inappropriate photograph of complainant. - On-duty, surreptitiously took an inappropriate photograph of complainant while working out at the police station.	CASE-CARRYING INVESTIGATOR	DETECTIVE 3
Penalty Type	Reason	Misconduct	Assignment	Rank
Unable to	Resigned	- On-duty, was actively talking to a friend on cell phone during a response to an active radio call.	PATROL	POLICE OFFICER

# DISCIPLINARY PENALTIES

Sorted by Allegation Type

For Complaints Closed in May 2023

## UNBECOMING CONDUCT - MISCELLANEOUS

Total Penalties: 8

Penalty Type	Reason	Misconduct	Assignment	Rank
Impose Penalty		- On-duty, violated Department policy when employee unnecessarily drew and exhibited duty weapon inside a moving vehicle.		1

\* 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.