

# DISCIPLINARY PENALTIES

Sorted by Recommended Penalty

For Complaints Closed in March 2024

## ADMONISHMENT

Allegation Type	Term(Days)	Misconduct	Assignment	Rank
Neglect of Duty - Non-Supervisory Duties		- While on-duty, failed to conduct a thorough investigation.	PATROL	POLICE OFFICER 1

## NO PENALTY(S-NP ONLY)

Allegation Type	Term(Days)	Misconduct	Assignment	Rank
Neglect of Duty - Supervisory Duties		- While-on duty, failed to ensure a report was completed as required.	PATROL	SERGEANT 1

## OFFICIAL REPRIMAND

Allegation Type	Term(Days)	Misconduct	Assignment	Rank
Neglect of Duty - Non-Supervisory Duties		- While on-duty, failed to take a report for the complainant.	PATROL	POLICE OFFICER 2
Neglect of Duty - Non-Supervisory Duties		- While on-duty, failed to take appropriate action when employee became aware of alleged misconduct.	PATROL	POLICE OFFICER 3
Unbecoming Conduct - Miscellaneous		- Submitted reports which employee knew or should have known were improperly signed by someone other than the Commanding Officer.	ADMINISTRATIVE	POLICE OFFICER 3
Neglect of Duty - Supervisory Duties		- While on-duty, failed to follow-up on alleged misconduct.	PATROL	SERGEANT 1
Neglect of Duty - Supervisory Duties		- While on-duty, improperly directed officers to leave evidence inside an impounded vehicle.	CASE-CARRYING INVESTIGATOR	DETECTIVE 2
Unauthorized Tactics		- While on-duty, utilized tactics that were a substantial deviation, without justification, from Department approved tactical training that reached a finding of Administrative Disapproval.	PATROL	POLICE OFFICER 3
Discourtesy - General		- While both on and off-duty, inappropriately used status as a Department employee to influence an outside agency's release of information.	ADMINISTRATIVE	POLICE SPECIAL INVESTIGATOR
Unbecoming Conduct - Miscellaneous		- While both on and off-duty, inappropriately used status as a Department employee to gain special consideration by outside investigating agencies. - While off-duty, was unprofessional and discourteous when employee sent an email denigrating investigators from outside agencies to the heads of the agencies and the media. - Misused status as a Department employee by citing current employment in emails to an outside agency, district attorney, journalist, and others.		
Neglect of Duty - Supervisory Duties		- While on-duty, failed to take appropriate action after being advised of misconduct.	PATROL	SERGEANT 1

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### OFFICIAL REPRIMAND

Allegation Type	Term(Days)	Misconduct	Assignment	Rank
Neglect of Duty - Non-Supervisory Duties		- While on-duty, failed to complete a report as required.	PATROL	POLICE OFFICER 3
Unbecoming Conduct - Miscellaneous		- While off-duty, unnecessarily escalated an incident with complainant, resulting in the response of an outside law enforcement agency.	ADMINISTRATIVE	POLICE OFFICER 2

### SUSPENSION

Allegation Type	Term(Days)	Misconduct	Assignment	Rank
Neglect of Duty - Non-Supervisory Duties	3	- While on-duty, failed to conduct a thorough interview on a call for service. - While on-duty, failed to create and dispatch a call for service.	COMMUNICATIONS	POLICE SERVICE REPRESENTATIVE 3
Neglect of Duty - Non-Supervisory Duties	2	- While on-duty, failed to secure firearm.	ADMINISTRATIVE	POLICE OFFICER 2
Neglect of Duty - Non-Supervisory Duties	10	- While on-duty, failed to properly monitor the actions of a trainee, resulting in the destruction of evidence.	PATROL	POLICE OFFICER 3
Misleading Statements	10	- While on-duty, failed to follow-up on alleged misconduct. - While on-duty, provided misleading statements to a supervisor conducting an official investigation.	PATROL	POLICE OFFICER 3
Neglect of Duty - Non-Supervisory Duties				
Neglect of Duty - Non-Supervisory Duties	2	- While on-duty, failed to secure firearm.	CASE-CARRYING INVESTIGATOR	POLICE OFFICER 2
Neglect of Duty - Supervisory Duties	2	- While on-duty, failed to initiate a complaint during a use of force investigation.	PATROL	SERGEANT 1
Body Worn/Digital In-Car Video Violation	2	- While on-duty, failed to complete a report. - While on-duty, had a late activation of Body Worn Video.	PATROL	POLICE OFFICER 2
Neglect of Duty - Non-Supervisory Duties				
Neglect of Duty - Non-Supervisory Duties	2	- While off-duty, failed to secure firearm.	PATROL	POLICE OFFICER 1
Unbecoming Conduct - Convert On-Duty Contact to Off Duty Relationship	2	- While on-duty, inappropriately converted an official on-duty contact into a social relationship.	ADMINISTRATIVE	POLICE OFFICER 2

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### TERMINATION

Allegation Type	Term(Days)	Misconduct	Assignment	Rank
False Statements		- While off-duty, made false statements on four separate occasions.	CASE-CARRYING INVESTIGATOR	POLICE OFFICER 2
Body Worn/Digital In-Car Video Violation		- While on-duty, was discourteous during a public contact at a police station. - While on-duty, twice failed to activate Body Worn Video camera while conducting an investigation.	ADMINISTRATIVE	POLICE OFFICER 2
Discourtesy - General				

### UNABLE TO IMPOSE PENALTY

Allegation Type	Reason	Misconduct	Assignment	Rank
Discourtesy - General	Previously Terminated	- While on-duty, was rude and discourteous toward complainant.	PATROL	POLICE OFFICER 2
Neglect of Duty - Non-Supervisory Duties		- While on-duty, failed to request a supervisor, as requested.		
Discourtesy - General	Resigned	- While on-duty, was rude and discourteous toward complainant.	PATROL	POLICE OFFICER 2
Neglect of Duty - Non-Supervisory Duties		- While on-duty, failed to request a supervisor, as requested.		
Unbecoming Conduct - Criminal	Retired	- While off-duty, threatened the complainant.	ADMINISTRATIVE	POLICE OFFICER 3
Unbecoming Conduct - Encounter with On-Duty Law Enforcement Personnel		- While off-duty, grabbed and pushed the complainant. - While off-duty, became involved in an altercation resulting in employee's arrest. - While off-duty, was discourteous to outside law enforcement agency personnel during employee's arrest.		
Neglect of Duty - Non-Supervisory Duties	Resigned	- While on-duty, failed to take appropriate action when employee became aware of alleged misconduct.	PATROL	POLICE OFFICER 2
Unbecoming Conduct - Computer Violation	Transferred to Other City Dept.	- While off-duty, improperly handled three reports.	ADMINISTRATIVE	MANAGEMENT ANALYST
Unbecoming Conduct - Miscellaneous		- Signed reports in place of the Commanding Officer without approval. - While off-duty, inappropriately accessed Department systems.		
Body Worn/Digital In-Car Video Violation	Previously Terminated	- While on-duty, failed to activate Body Worn Video camera as required.	PATROL	POLICE OFFICER 2
Discourtesy - General		- While on-duty, refused to provide appropriate assistance to complainant.		
Neglect of Duty - Non-Supervisory Duties		- While on-duty, made several discourteous statements to complainant.		
Neglect of Duty - Non-Supervisory	Previously	- While on-duty, fell asleep while assigned to a station security assignment.	PATROL	POLICE OFFICER

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## UNABLE TO IMPOSE PENALTY

Allegation Type	Reason	Misconduct	Assignment	Rank
Duties	Terminated			2
Neglect of Duty - Supervisory Duties	Retired	- Inappropriately provided confidential information to people who did not have a right or need to know. - Failed to report misconduct when employee knew or should have known misconduct occurred.	CASE-CARRYING INVESTIGATOR	DETECTIVE 3
Unbecoming Conduct - Miscellaneous				
False Statements		- Inappropriately provided a copy of a confidential report to someone who did not have a right or need to know. - Inappropriately provided confidential information to people who did not have a right or need to know. - Maintained an inappropriate relationship with the alleged suspect of an on-going investigation. - Inappropriately released confidential information. - While on-duty, provided a false statement during a compelled interview with a Department supervisor. - Inappropriately used rank to obtain confidential information.	ADMINISTRATIVE	CAPTAIN 3
Unbecoming Conduct - Miscellaneous				

\* 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: 3
Penalty Type	Term(Days)	Misconduct	Assignment	Rank
Suspension	2	- While on-duty, failed to complete a report. - While on-duty, had a late activation of Body Worn Video.	PATROL	POLICE OFFICER 2
Penalty Type	Term(Days)	Misconduct	Assignment	Rank
Termination		- While on-duty, was discourteous during a public contact at a police station. - While on-duty, twice failed to activate Body Worn Video camera while conducting an investigation.	ADMINISTRATIVE	POLICE OFFICER 2
Penalty Type	Reason	Misconduct	Assignment	Rank
Unable to Impose Penalty	Previously Terminated	- While on-duty, failed to activate Body Worn Video camera as required. - While on-duty, refused to provide appropriate assistance to complainant. - While on-duty, made several discourteous statements to complainant.	PATROL	POLICE OFFICER 2
DISCOURTESY - GENERAL				Total Penalties: 5
Penalty Type	Term(Days)	Misconduct	Assignment	Rank
Official Reprimand		- While both on and off-duty, inappropriately used status as a Department employee to influence an outside agency's release of information. - While both on and off-duty, inappropriately used status as a Department employee to gain special consideration by outside investigating agencies. - While off-duty, was unprofessional and discourteous when employee sent an email denigrating investigators from outside agencies to the heads of the agencies and the media. - Misused status as a Department employee by citing current employment in emails to an outside agency, district attorney, journalist, and others.	ADMINISTRATIVE	POLICE SPECIAL INVESTIGATOR
Penalty Type	Term(Days)	Misconduct	Assignment	Rank
Termination		- While on-duty, was discourteous during a public contact at a police station. - While on-duty, twice failed to activate Body Worn Video camera while conducting an investigation.	ADMINISTRATIVE	POLICE OFFICER 2
Penalty Type	Reason	Misconduct	Assignment	Rank
Unable to Impose Penalty	Previously Terminated	- While on-duty, failed to activate Body Worn Video camera as required. - While on-duty, refused to provide appropriate assistance to complainant. - While on-duty, made several discourteous statements to complainant.	PATROL	POLICE OFFICER 2
	Previously Terminated	- While on-duty, was rude and discourteous toward complainant. - While on-duty, failed to request a supervisor, as requested.	PATROL	POLICE OFFICER 2
	Resigned	- While on-duty, was rude and discourteous toward complainant.	PATROL	POLICE OFFICER 2

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DISCOURTESY - GENERAL				Total Penalties: 5	
Penalty Type	Reason	Misconduct	Assignment	Rank	
Unable to Impose Penalty		- While on-duty, failed to request a supervisor, as requested.			
FALSE STATEMENTS				Total Penalties: 2	
Penalty Type	Term(Days)	Misconduct	Assignment	Rank	
Termination		- While off-duty, made false statements on four separate occasions.	CASE-CARRYING INVESTIGATOR	POLICE OFFICER 2	
Penalty Type	Reason	Misconduct	Assignment	Rank	
Unable to Impose Penalty	Retired	<ul style="list-style-type: none"> <li>- Inappropriately provided a copy of a confidential report to someone who did not have a right or need to know.</li> <li>- Inappropriately provided confidential information to people who did not have a right or need to know.</li> <li>- Maintained an inappropriate relationship with the alleged suspect of an on-going investigation.</li> <li>- Inappropriately released confidential information.</li> <li>- While on-duty, provided a false statement during a compelled interview with a Department supervisor.</li> <li>- Inappropriately used rank to obtain confidential information.</li> </ul>	ADMINISTRATIVE	CAPTAIN 3	
MISLEADING STATEMENTS				Total Penalties: 1	
Penalty Type	Term(Days)	Misconduct	Assignment	Rank	
Suspension	10	<ul style="list-style-type: none"> <li>- While on-duty, failed to follow-up on alleged misconduct.</li> <li>- While on-duty, provided misleading statements to a supervisor conducting an official investigation.</li> </ul>	PATROL	POLICE OFFICER 3	
NEGLECT OF DUTY - NON-SUPERVISORY DUTIES				Total Penalties: 16	
Penalty Type	Term(Days)	Misconduct	Assignment	Rank	
Admonishment		- While on-duty, failed to conduct a thorough investigation.	PATROL	POLICE OFFICER 1	
Penalty Type	Term(Days)	Misconduct	Assignment	Rank	
Official Reprimand		- While on-duty, failed to complete a report as required.	PATROL	POLICE OFFICER 3	
		- While on-duty, failed to take a report for the complainant.	PATROL	POLICE OFFICER 2	
		- While on-duty, failed to take appropriate action when employee became aware of alleged misconduct.	PATROL	POLICE OFFICER 3	

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NEGLECT OF DUTY - NON-SUPERVISORY DUTIES				Total Penalties: 16
Penalty Type	Term(Days)	Misconduct	Assignment	Rank
Suspension	10	- While on-duty, failed to follow-up on alleged misconduct. - While on-duty, provided misleading statements to a supervisor conducting an official investigation.	PATROL	POLICE OFFICER 3
	10	- While on-duty, failed to properly monitor the actions of a trainee, resulting in the destruction of evidence.	PATROL	POLICE OFFICER 3
	2	- While off-duty, failed to secure firearm.	PATROL	POLICE OFFICER 1
	2	- While on-duty, failed to secure firearm.	CASE-CARRYING INVESTIGATOR	POLICE OFFICER 2
	2	- While on-duty, failed to secure firearm.	ADMINISTRATIVE	POLICE OFFICER 2
	2	- While on-duty, failed to complete a report. - While on-duty, had a late activation of Body Worn Video.	PATROL	POLICE OFFICER 2
	3	- While on-duty, failed to conduct a thorough interview on a call for service. - While on-duty, failed to create and dispatch a call for service.	COMMUNICATIONS	POLICE SERVICE REPRESENTATIVE 3
Penalty Type	Reason	Misconduct	Assignment	Rank
Unable to Impose Penalty	Previously Terminated	- While on-duty, failed to activate Body Worn Video camera as required. - While on-duty, refused to provide appropriate assistance to complainant. - While on-duty, made several discourteous statements to complainant.	PATROL	POLICE OFFICER 2
	Previously Terminated	- While on-duty, fell asleep while assigned to a station security assignment.	PATROL	POLICE OFFICER 2
	Previously Terminated	- While on-duty, was rude and discourteous toward complainant. - While on-duty, failed to request a supervisor, as requested.	PATROL	POLICE OFFICER 2
	Resigned	- While on-duty, was rude and discourteous toward complainant. - While on-duty, failed to request a supervisor, as requested.	PATROL	POLICE OFFICER 2
	Resigned	- While on-duty, failed to take appropriate action when employee became aware of alleged misconduct.	PATROL	POLICE OFFICER 2
NEGLECT OF DUTY - SUPERVISORY DUTIES				Total Penalties: 6
Penalty Type	Term(Days)	Misconduct	Assignment	Rank
No Penalty(S-NP Only)		- While-on duty, failed to ensure a report was completed as required.	PATROL	SERGEANT 1
Penalty Type	Term(Days)	Misconduct	Assignment	Rank
Official		- While on-duty, failed to follow-up on alleged misconduct.	PATROL	SERGEANT 1

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NEGLECT OF DUTY - SUPERVISORY DUTIES				Total Penalties: 6	
Penalty Type	Term(Days)	Misconduct	Assignment	Rank	
Reprimand		- While on-duty, failed to take appropriate action after being advised of misconduct.	PATROL	SERGEANT 1	
		- While on-duty, improperly directed officers to leave evidence inside an impounded vehicle.	CASE-CARRYING INVESTIGATOR	DETECTIVE 2	
Penalty Type	Term(Days)	Misconduct	Assignment	Rank	
Suspension	2	- While on-duty, failed to initiate a complaint during a use of force investigation.	PATROL	SERGEANT 1	
Penalty Type	Reason	Misconduct	Assignment	Rank	
Unable to Impose Penalty	Retired	- Inappropriately provided confidential information to people who did not have a right or need to know. - Failed to report misconduct when employee knew or should have known misconduct occurred.	CASE-CARRYING INVESTIGATOR	DETECTIVE 3	
UNAUTHORIZED TACTICS				Total Penalties: 1	
Penalty Type	Term(Days)	Misconduct	Assignment	Rank	
Official Reprimand		- While on-duty, utilized tactics that were a substantial deviation, without justification, from Department approved tactical training that reached a finding of Administrative Disapproval.	PATROL	POLICE OFFICER 3	
UNBECOMING CONDUCT - COMPUTER VIOLATION				Total Penalties: 1	
Penalty Type	Reason	Misconduct	Assignment	Rank	
Unable to Impose Penalty	Transferred to Other City Dept.	- While off-duty, improperly handled three reports. - Signed reports in place of the Commanding Officer without approval. - While off-duty, inappropriately accessed Department systems.	ADMINISTRATIVE	MANAGEMENT ANALYST	
UNBECOMING CONDUCT - CONVERT ON-DUTY CONTACT TO OFF DUTY RELATIONSHIP				Total Penalties: 1	
Penalty Type	Term(Days)	Misconduct	Assignment	Rank	
Suspension	2	- While on-duty, inappropriately converted an official on-duty contact into a social relationship.	ADMINISTRATIVE	POLICE OFFICER 2	
UNBECOMING CONDUCT - CRIMINAL				Total Penalties: 1	
Penalty Type	Reason	Misconduct	Assignment	Rank	
Unable to Impose Penalty	Retired	- While off-duty, threatened the complainant. - While off-duty, grabbed and pushed the complainant. - While off-duty, became involved in an altercation resulting in employee's arrest.	ADMINISTRATIVE	POLICE OFFICER 3	



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UNBECOMING CONDUCT - CRIMINAL				Total Penalties: 1	
Penalty Type	Reason	Misconduct	Assignment	Rank	
		- While off-duty, was discourteous to outside law enforcement agency personnel during employee's arrest.			
UNBECOMING CONDUCT - ENCOUNTER WITH ON-DUTY LAW ENFORCEMENT PERSONNEL				Total Penalties: 1	
Penalty Type	Reason	Misconduct	Assignment	Rank	
Unable to Impose Penalty	Retired	<ul style="list-style-type: none"> <li>- While off-duty, threatened the complainant.</li> <li>- While off-duty, grabbed and pushed the complainant.</li> <li>- While off-duty, became involved in an altercation resulting in employee's arrest.</li> <li>- While off-duty, was discourteous to outside law enforcement agency personnel during employee's arrest.</li> </ul>	ADMINISTRATIVE	POLICE OFFICER 3	
UNBECOMING CONDUCT - MISCELLANEOUS				Total Penalties: 6	
Penalty Type	Term(Days)	Misconduct	Assignment	Rank	
Official Reprimand		- Submitted reports which employee knew or should have known were improperly signed by someone other than the Commanding Officer.	ADMINISTRATIVE	POLICE OFFICER 3	
		<ul style="list-style-type: none"> <li>- While both on and off-duty, inappropriately used status as a Department employee to influence an outside agency's release of information.</li> <li>- While both on and off-duty, inappropriately used status as a Department employee to gain special consideration by outside investigating agencies.</li> <li>- While off-duty, was unprofessional and discourteous when employee sent an email denigrating investigators from outside agencies to the heads of the agencies and the media.</li> <li>- Misused status as a Department employee by citing current employment in emails to an outside agency, district attorney, journalist, and others.</li> </ul>	ADMINISTRATIVE	POLICE SPECIAL INVESTIGATOR	
		- While off-duty, unnecessarily escalated an incident with complainant, resulting in the response of an outside law enforcement agency.	ADMINISTRATIVE	POLICE OFFICER 2	
Penalty Type	Reason	Misconduct	Assignment	Rank	
Unable to Impose Penalty	Retired	<ul style="list-style-type: none"> <li>- Inappropriately provided confidential information to people who did not have a right or need to know.</li> <li>- Failed to report misconduct when employee knew or should have known misconduct occurred.</li> </ul>	CASE-CARRYING INVESTIGATOR	DETECTIVE 3	
	Retired	<ul style="list-style-type: none"> <li>- Inappropriately provided a copy of a confidential report to someone who did not have a right or need to know.</li> <li>- Inappropriately provided confidential information to people who did not have a right or need to know.</li> <li>- Maintained an inappropriate relationship with the alleged suspect of an on-going investigation.</li> <li>- Inappropriately released confidential information.</li> <li>- While on-duty, provided a false statement during a compelled interview with a Department supervisor.</li> <li>- Inappropriately used rank to obtain confidential information.</li> </ul>	ADMINISTRATIVE	CAPTAIN 3	

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## UNBECOMING CONDUCT - MISCELLANEOUS

Total Penalties: 6

Penalty Type	Reason	Misconduct	Assignment	Rank
Unable to Impose Penalty	Transferred to Other City Dept.	<ul style="list-style-type: none"> <li>- While off-duty, improperly handled three reports.</li> <li>- Signed reports in place of the Commanding Officer without approval.</li> <li>- While off-duty, inappropriately accessed Department systems.</li> </ul>	ADMINISTRATIVE	MANAGEMENT ANALYST

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