

This report is based on the Department's "Letters of Intent" and does not reflect modifications to recommended discipline due to Grievances, Skelly Hearings, Arbitration Hearings, Civil Service Commission Hearings, and/or Court Litigation.

The discipline outlined below is based on a number of factors, including severity of action, employee's performance history, progressive discipline, and similar discipline for similar offenses. The masculine pronoun ("him", "his") includes the feminine pronoun.

<b>Rank</b>	<b>Recommended Discipline</b>	<b>Description</b>
1 Deputy	2 Day Suspension	Failing to comply with rules and/or obey the orders of a supervisor as it pertained to the Inmate Telephone Monitoring System.
1 Deputy	3 Day Suspension	Sleeping while on duty while assigned to assist instructors during a training class.
1 Deputy	3 Day Suspension	Failing to notify a supervisor after an inmate became insubordinate, failing to de-escalate a confrontation with an inmate, and viewing a video of a use force prior to writing his use of force memorandum.
1 Deputy	3 Day Suspension	Entering incorrect information regarding a call into his Deputy Daily Worksheet.
1 Deputy	3 Day Suspension	Failing to ensure proper security of an arrestee in the backseat of a patrol car.
1 Deputy	4 Day Suspension	Failing to notify SCC that he had initiated a Code 3 response, and failing to observe that a suspect was occupying the suspect vehicle.
1 Deputy	5 Day Suspension	Failing to comply with rules and/or obey the orders of a supervisor as it pertained to the Inmate Telephone Monitoring System, and failing to submit reports.
1 Deputy	5 Day Suspension	Using course, profane, and/or insulting language toward a fellow Department employee, and for verbally engaging the employee.
1 Sergeant	5 Day Suspension	Failing to ensure his subordinates complied with the informant management protocols and for failing to ensure reports submitted were complete and accurate.
1 Warehouse Worker	5 Day Suspension	Misappropriating County property, such as scrap metals, kitchen utensils, and pens.
1 Deputy	5 Day Suspension	Failing to render first aid to an inmate with a ligature around his neck, and delaying the initiation of Cardiopulmonary Resuscitation.
1 Lieutenant	5 Day Suspension	Failing to ensure his sergeant identified a primary deputy witness to a use of force, and failing to ensure his sergeant collected the deputy witness memorandum.
1 Sergeant	5 Day Suspension	Failing to identify a primary deputy witness to a use of force, and failing to collect the deputy's witness memorandum.

<b>Rank</b>	<b>Recommended Discipline</b>	<b>Description</b>
3 Deputies and 1 Custody Assistant	5 Day Suspension	Failing to immediately report to a supervisor that they witnessed a use of force against an inmate.
1 Supervising Line Deputy	5 Day Suspension	Failing to properly investigate an encounter between deputies and an inmate.
1 Sergeant	5 Day Suspension	Inappropriately directing personnel to place an inmate in a cell with other inmates even though he knew him to be recalcitrant and possibly mentally ill.
1 Deputy	5 Day Suspension	Not informing his trainee that he had arranged for another unit to handle a call for service, which resulted in incorrect information to be entered into their Deputy Daily Worksheet.
1 Security Officer	5 Day Suspension	Sleeping on-duty.
1 Deputy	5 Day Suspension	Failing to assist a fellow deputies as they were engaged in a use of force.
1 Lieutenant	5 Day Suspension	Failing to recognize force used by a deputy was unreasonable.
1 Deputy	5 Day Suspension	Possessing an open alcoholic beverage in public, being rude and arrogant with law enforcement, and requesting preferential treatment by displaying his badge, while off duty.
1 Security Officer	5 Day Suspension	Being arrested for misdemeanor domestic violence.
1 Deputy	7 Day Suspension	Responding Code 3 to a call for service at unsafe speeds causing him to lose control and collide with a light pole.
1 Deputy	7 Day Suspension	Responding Code 3 without proper authorization or justification, and causing a traffic collision while driving in an unsafe and/or negligent manner.
1 Deputy	8 Day Suspension	Failing to immediately notify to a supervisor that he used force against an inmate and failing to complete a report documenting the use of force prior to going off duty.
1 Deputy	10 Day Suspension	Engaging Department personnel in an argument, preventing a supervisor from entering a Department vehicle, and using profane and insulting language in the presence of a supervisor.

<b>Rank</b>	<b>Recommended Discipline</b>	<b>Description</b>
1 Deputy	10 Day Suspension	Engaging in a physical altercation with his girlfriend, and being arrested for Corporal Injury of a Cohabitant/Spouse, Criminal Threats, and False Imprisonment.
2 Deputies	10 Day Suspension	Failing to provide emergency first aid to an inmate.
1 Deputy	10 Day Suspension	Not properly responding to an emergency incident, including failing to immediately provide emergency first aid to an inmate.
1 Deputy	10 Day Suspension	Engaging in an act of family violence, and pleading guilty to a misdemeanor.
1 Deputy	10 Day Suspension	Being involved in a domestic dispute, being arrested for misdemeanor domestic violence, and being discourteous during the criminal investigation.
1 Deputy	10 Day Suspension	Operating a county vehicle in a dangerous manner which resulted in a traffic collision which caused injuries.
1 Deputy	10 Day Suspension	Failing to report and document that he witnessed force, and leaving work prior to the end of his shift without obtaining permission from a supervisor.
1 Deputy	10 Day Suspension	Being aggressive, hostile, and unprofessional to law enforcement while being issued a citation during a traffic stop while off duty.
2 Deputies	10 Day Suspension	Failing to properly document the arrest of a suspected drunk driver in an incident report, and failing to obtain approval for the person's release.
1 Deputy	15 Day Suspension	Being arrested for DUI, with a blood alcohol content of .14%.
1 Deputy	15 Day Suspension	Driving a patrol vehicle in a dangerous, unsafe and negligent manner, causing a traffic collision, failing to wear a seatbelt while operating a Department vehicle, engaging in an out of policy vehicle pursuit, and failing to accurately document his actions and the actions of the suspect in the criminal report.
1 Deputy	15 Day Suspension	Engaging in an out of policy vehicle pursuit as a bookman, and failing to accurately document his actions and the actions of the suspect in the criminal report.
1 Sergeant	15 Day Suspension	Contacting an officer from another law enforcement agency and questioning him about the circumstances regarding traffic citation issued to a family member.
1 Deputy	15 Day Suspension	Being arrested for drunk in public, being uncooperative, and refusing to be photographed or fingerprinted during the booking process.

<b>Rank</b>	<b>Recommended Discipline</b>	<b>Description</b>
1 Deputy	15 Day Suspension	Not properly responding to an emergency incident, including failing to immediately provide emergency first aid to an inmate.
1 Deputy	15 Day Suspension	Failing to obtain authorization to respond to a call Code 3, failing to stop at an intersection facing a red light, becoming involved in a traffic collision, and failing to wear a safety belt while driving a county vehicle.
1 Deputy	15 Day Suspension	Initiating an out of policy vehicle pursuit, and failing to exert proper control over a deputy whom he was training from becoming involved in a one-person foot pursuit.
1 Deputy	15 Day Suspension	Intentionally antagonizing two members of the public by using coarse, profane and/or insulting language, and detaining them without having reasonable suspicion that they were engaged or about to be engaged in the commission of a crime.
1 Deputy	15 Day Suspension	Working as a personal bodyguard off duty when he became involved in a physical altercation, being detained by officials and security personnel, failing to report the off duty incident, and failing to obtain authorization and approval to work outside employment as a personal bodyguard.
1 Deputy	20 Day Suspension	Being arrested for driving under the influence of alcohol, with a blood alcohol content of .12%, and being in possession of his firearm while intoxicated.
1 Deputy	20 Day Suspension	Being arrested for driving under the influence of alcohol, with a blood alcohol content of .08%, and being in possession of his firearm while intoxicated.
1 Deputy	20 Day Suspension	Being arrested for driving under the influence of alcohol, with a blood alcohol content of .10%, and being in possession of his firearm while intoxicated.
1 Deputy	20 Day Suspension	Being involved in a traffic collision which damaged county property, failing to report it, and being charged with hit and run.
2 Deputies	25 Day Suspension	Receiving information that a suspect was armed with a knife and failing to take appropriate action, or failing to take appropriate action during more than one confrontation with a murder suspect, and failing to notify SCC or a supervisor regarding the initiation of a foot pursuit.
1 Deputy	30 Day Suspension	Using unreasonable force by punching a handcuffed inmate after the inmate was held down by another deputy.

<b>Rank</b>	<b>Recommended Discipline</b>	<b>Description</b>
1 Deputy	30 Day Suspension	Failing to employ sound tactical principles prior to confronting a handcuffed arrestee in the backseat of a patrol car, resulting in an unnecessary application of the Taser, failing to summon a supervisor, and driving a patrol car in an unsafe manner.
1 Deputy	30 Day Suspension	Failing to employ sound tactical principles resulting in an unreasonable use of force, failing to de-escalate the confrontation, and failing to allow other employees, not involved in the force, to escort the arrestee.
1 Deputy	Bonus Removal	Failing to de-escalate a contact between himself and a handcuffed inmate, and using unreasonable force.
1 Custody Assistant	Discharge	Making false statements to a supervisor regarding a use of force, failing to properly report witnessed force, falsifying a report, making false statements during a criminal investigation, and making false statements during an administrative investigation.
1 Deputy	Discharge	Making false statements to a supervisor, making false statements to a watch commander, failing to report witnessed force, failing to document witnessed force in a report, making false statements during a criminal investigation, and making false statements during an administrative investigation.
1 Building Complex Manager	Discharge	Making false and/or misleading statements by misrepresenting his position at the Sheriff's Department while testifying in a personal civil matter under oath, and being charged with perjury.
1 Deputy	Discharge	Bringing a cellular telephone into a secure jail facility, using the device to record Department member and inmates without their knowledge or consent, being charged with Possession of a Wireless Communication Device in a Jail Facility, making false statements to a supervisor, making false statements during a criminal investigation, and making false statements during an administrative investigation.
1 Deputy	Discharge	Reporting to work under the influence of alcohol (blood alcohol content of .03%) in violation of a Departmental agreement which allowed for random, unscheduled alcohol testing.

<b>Rank</b>	<b>Recommended Discipline</b>	<b>Description</b>
1 Deputy	Discharge	Using inmates to work on his personal car parts within a custodial facility and compensating them with food, and making false statements during an administrative investigation.
1 Deputy	Discharge	Being involved in a physical altercation with security personnel while off duty, being uncooperative and belligerent with security personnel and law enforcement personnel, and being arrested for battery and public intoxication.
1 Deputy	Discharge	Being arrested for criminal threats, and being in possession of a firearm while under the influence of alcohol.
1 Deputy	Discharge	Inappropriately interfering in a criminal investigation, fabricating a non-existent criminal investigation to obtain information, making an official inquiry into an intelligence sharing system under false pretenses, and accessing a confidential law enforcement database to acquire information for unofficial purposes.
1 Deputy	Discharge	Being intoxicated in a public place, behaving in a belligerent manner, damaging hotel property, eluding law enforcement dispatched to make contact with him, and failing to notify his unit of assignment of his detention by law enforcement.
1 Deputy	Discharge	Being arrested for driving under the influence of alcohol, with a blood alcohol content of .17%, being involved in a hit and run traffic collision, asking for preferential treatment from law enforcement, making false statements during the DUI investigation, and being in possession of his firearm while under the influence of alcohol.
1 Deputy	Discharge	Failing to treat members of the public in a respectful, courteous and civil manner, using coarse, profane and/or insulting language toward the public, and making false statements during the administrative investigation.
1 Registered Nurse	Discharge	Being under the influence of a controlled substance while on duty, twice being arrested for driving under the influence of drugs, being involved in traffic collisions (one including hit and run), and providing a blood sample which tested positive for controlled substances.
1 Custody Assistant	Discharge	Being arrested for petty theft twice, being charged with and convicted of petty theft, and failing to notify his unit of assignment of the arrests and prosecution.
1 Deputy	Discharge	Removing parts from vehicles he had legally stored, being charged with petty theft, and making false statements during the administrative investigation.

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1 Deputy	Discharge	Solicitation for the purpose of prostitution, and making false statements during the administrative investigation.
1 Security Officer	Discharge	Second DUI arrest.
1 Custody Assistant	Discharge	Failing to conduct proper inmate safety checks, and falsifying jail logs indicating that the safety checks were completed.
1 Deputy	Discharge	Being intoxicated in public, arguing with bar patrons, refusing to leave at the request of security, resisting law enforcement's attempt to be placed under arrest, being insubordinate by refusing to provide a breath test after being ordered to do so by the watch commander, and being arrested for and charged with trespass and resisting.
1 Security Officer	Discharge	Being named as a commercial burglary suspect, failing to disclose this information during the background/hiring process, and making false statements during the administrative investigation.
1 Deputy	Discharge	Being arrested for driving under the influence of alcohol, with a blood alcohol content of .13%, making derogatory comments, failing to cooperate, asking for preferential treatment, making false statements during the DUI investigation, being in possession of his firearm while intoxicated, and making false statements during the administrative investigation.