

**2016**

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 Sergeant	1 Day Suspension	Failing to ensure an inmate was properly handcuffed, and/or waist chained, and/or placed in a safety chair prior to being transported.
1 Nursing Assistant	1 Day Suspension	Failing to administer medication to an inmate in the correct delivery mode.
2 Deputies	1 Day Suspension	Failing to properly book evidence by booking a loaded firearm into evidence.
1 Sergeant	1 Day Suspension	Failing to treat all persons in a respectful, courteous and civil manner.
1 Deputy	1 Day Suspension	Failing to use sound tactics during a force incident.
1 Deputy	1 Day Suspension	Failing to take appropriate action by failing to document an allegation of rape and kidnapping.
1 Custody Assistant 1 Deputy	1 Day Suspension	Failing to document their use of force after verbally reporting the use of force to a supervisor.
1 Custody Assistant 1 Deputy	1 Day Suspension	Transmitting and/or receiving a series of non-work related email messages that contained sexual and racial references.
1 Deputy	1 Day Suspension	Making comments of a sexual nature at a station sponsored event.
1 Deputy	1 Day Suspension	Pulling the hair of a co-worker.
1 Warehouse Worker	1 Day Suspension	Using derogatory language in the workplace.
1 Deputy	1 Day Suspension	Inappropriate involvement in an off-duty dispute resulting in a physical altercation.
2 Deputies	1 Day Suspension	Initiating a pursuit and failing to provide the watch commander the required information, and failing to properly document the pursuit.

2016

Rank	Recommended Discipline	Description
1 Deputy	1 Day Suspension	Using derogatory language while talking to another Department employee and striking a radio car with his hand during a heated confrontation with another Department employee.
1 Deputy	1 Day Suspension	Negligently discharging his duty weapon upon removing it from a gun locker.
1 Deputy	1 Day Suspension	Failing to contact hospital staff and take a missing person's report involving a mentally ill escaped patient.
1 Deputy	1 Day Suspension	Failing to follow up and/or take action in regards to an email sent to him by the Intake Specialist Unit.
1 Deputy	1 Day Suspension	Engaging in an out of policy vehicle pursuit, in which the suspect was wanted only for traffic infractions and evading.
1 Security Officer	1 Day Suspension	Working in excess of the 96 hour limit for overtime.
1 Deputy	1 Day Suspension	Using the Mobile Digital Computer to run a person for unofficial purposes.
1 Deputy	1 Day Suspension	Striking an inmate's head and/or neck with his helmeted head as a means to control the inmate who just gassed another Department member.
1 Deputy	1 Day Suspension	Failing to wear his Taser or have it immediately accessible during a use of force incident, placing his partner at a tactical disadvantage by disengaging from a fight with a suspect, and failing to communicate his intentions with his partner.
1 Deputy	1 Day Suspension	Using profanity toward a member of the public.
1 Deputy	1 Day Suspension	Negligent handling of a firearm resulting in an unintentional discharge.
1 Deputy	2 Day Suspension	Failing to safeguard a bank deposit.
1 Deputy	2 Day Suspension	Transmitting and/or receiving voluminous non-work related e-mails of a sexual nature.
1 Deputy	2 Day Suspension	Failing to broadcast that he was involved in a foot pursuit, and for driving in a reckless manner.
2 Deputies	2 Day Suspension	Failing to broadcast that he was involved in a vehicle pursuit, and failing to broadcast the necessary pursuit information.
1 Deputy	2 Day Suspension	Failing to obtain authorization to install a roller door and failing to notify his chain of command of a decision to cancel a multi-day cross country transit.
1 Deputy	2 Day Suspension	Failing to treat co-workers in a respectful manner by failing to assist a co-worker, and failing to take papers from another co-worker.

2016

Rank	Recommended Discipline	Description
1 Deputy	2 day Suspension	Failing to use sound tactics during a force incident.
1 Deputy	2 Day Suspension	Initiating a vehicle pursuit and failing to broadcast the required information, and initiating a foot pursuit and failing to make an immediate radio broadcast.
1 Sergeant	2 Day Suspension	Conducting and submitting a substandard investigation.
1 Deputy	2 Day Suspension	Failing to use sound tactics during a force incident.
1 Deputy	2 Day Suspension	Failing to report to a Department shooting range and shoot a combat training exercise.
1 Captain	2 Day Suspension	Approving a pay request without the approval of his supervisors.
3 Deputies	2 Day Suspension	Transmitting and/or receiving a series of non-work related email messages that were sexual in nature.
1 Deputy	2 Day Suspension	Making comments of a sexual nature to a co-worker, touching the co-worker's hand, and failing to report a potential Policy of Equality violation to the Intake Specialist Unit regarding a comment made by a subordinate deputy.
1 Custody Assistant	2 Day Suspension	Making comments of a sexual nature to co-workers.
1 Bonus Deputy	2 Day Suspension	Allowing a deputy to participate in an unapproved ride-along, failing to ensure the ride-along was inspected by the watch commander, allowing the ride-along to perform active law enforcement work, and allowing the ride-along to wear law enforcement tools such as a bullet proof vest, Department issued gun belt and un-concealed duty weapon.
1 Deputy	2 Day Suspension	Sending a message on the Mobile Digital Computer which contained derogatory language.
1 Sergeant	2 Day Suspension	Being involved in a personal relationship with a direct subordinate and not reporting the relationship to the unit commander.
1 Sergeant	2 Day Suspension	Engaging in inappropriate conduct while on duty, transmitting non-work related e-mails on the Sheriff's Data Network which contained sexual references and photographs.
1 Custody Assistant	2 Day Suspension	Transmitting and/or receiving numerous non-work related emails which contained verbiage pertaining to sexual references and/or sexual language, and leaving his work area to meet with another employee.
1 Deputy	2 Day Suspension	Failing to wear his seatbelt and was later involved in a traffic collision.

2016

Rank	Recommended Discipline	Description
1 Custody Assistant	2 Day Suspension	Transmitting and/or receiving a series of non-work related emails which contained verbiage pertaining to sexual references and/or sexual language.
1 Deputy	2 Day Suspension	Transmitting and/or receiving a series of non-work related emails which contained verbiage pertaining to sexual references and/or sexual language from one employee, and transmitting and/or receiving a series of non-work related emails from another employee.
1 Custody Assistant	2 Day Suspension	Confusing the name on a teletype which resulted in the erroneous release of an inmate.
1 Deputy	2 Day Suspension	Sending a text message to a co-worker on a County cellular telephone which contained derogatory language toward women.
1 Deputy	2 Day Suspension	Using a control technique not taught by the Department on an inmate with a mental classification, and failing to request a supervisor when the inmate exhibited recalcitrant behavior.
1 Lieutenant	2 Day Suspension	Allowing unauthorized persons to ride in his assigned Department vehicle on multiple occasions without prior authorization.
1 Sergeant	2 Day Suspension	Failing to take reasonable steps to determine whether or not a use of force had occurred, failing to review CCTV video, failing to notify the watch commander of the incident, and failing to document the incident.
1 Deputy	2 Day Suspension	Failing to ensure handcuffs placed on an arrested female were properly secured, failing to ensure proper security of two persons detained in the backseat of his patrol car, failing to utilize proper tactics resulting in one of the suspects exiting the backseat of the patrol car, driving the patrol car and being involved in a serious traffic collision, and failing to ensure his written documentation of this incident was sufficiently detailed.
1 Deputy	2 Day Suspension	Transmitting and/or receiving a series of email messages on a Department computer containing verbiage pertaining to sexual, gender, sexual orientation, persons with disabilities, and age, and engaging in conduct of an unprofessional, sexual, and/or flirtations nature with a supervisor.
1 Deputy	2 Day Suspension	Failing to use sound tactics during a force incident.

2016

Rank	Recommended Discipline	Description
1 Sergeant	3 Day Suspension	Failing to supervise subordinates responsible for the welfare of inmates, and failing to inspect and manage the work area resulting in the subordinates performing in a manner not consistent with Department expectations.
2 Deputies	3 Day Suspension	Failing to provide adequate security for an inmate resulting in the inmate being able to free himself from the handcuffs, and failing to notify a supervisor of the missing inmate.
1 Lieutenant	3 Day Suspension	Failing to respond to a court lock up in a timely manner to ensure an inmate, who was refusing to exit his cell, was properly handcuffed and/or waist chained and/or placed in a safety chair, prior to being transported.
1 Lieutenant	3 Day Suspension	Neglecting to effectively assume command and control of a tactical incident, and for determining that a use of force was in policy without identifying significant concerns regarding force.
1 Deputy	3 Day Suspension	Being discourteous, argumentative and/or unprofessional to a supervisor, and being loud and aggressive toward a supervisor.
1 Deputy	3 Day Suspension	Failing to use sound tactics during a force incident.
1 Head Cook	3 Day Suspension	Accusing a subordinate that she had lost labels, walking away from this subordinate when she asked for direction and clarification regarding her job responsibilities, failing to update the Department of Motor Vehicles and Personnel Information Form with his current home address, signing a Personnel Information Form with the wrong address, and changing his Personnel Information Form only after being questioned by management.
1 Deputy	3 Day Suspension	Failing to properly search two inmates which he had transported. Both of these inmates were found in possession of contraband.
2 Deputies	3 Day Suspension	Failing to use sound tactics during a force incident.
1 Custody Assistant	3 Day Suspension	Failing to take steps to prevent a use of force and failing to communicate to a supervisor when encountering a recalcitrant inmate.
2 Sergeants	3 Day Suspension	Failing to terminate a pursuit after learning that the suspect was driving the wrong way on the freeway.
1 Deputy	3 Day Suspension	Failing to discontinue a pursuit after the suspect drove the wrong way on the freeway.
1 Deputy	3 Day Suspension	Not wearing a seatbelt while operating a Department vehicle.

2016

Rank	Recommended Discipline	Description
1 Deputy	3 Day Suspension	Failing to document force that he witnessed.
1 Deputy	3 Day Suspension	Failing to use sound tactics during a force incident.
1 Deputy	3 Day Suspension	Being intoxicated while at an amusement park, and touching and making inappropriate comments to a park employee.
1 Lieutenant	3 Day Suspension	Engaging in conduct which was inappropriate for the workplace.
1 Custody Assistant	3 Day Suspension	Attempting to establish a personal relationship with a sheriff's explorer while off duty and volunteering as an advisor.
1 Sergeant	3 Day Suspension	Transmitting non-work related e-mails on the Sheriff's Data Network which contained sexual references and photographs.
1 Deputy	3 Day Suspension	Engaging in outside employment and failing to notify the Department, and failing to follow instructions that he was to report outside employment.
1 Deputy	3 Day Suspension	Entering a judge's chambers while on duty to discuss a ticket issued to the employee's wife and for leaving his assigned area.
1 Lieutenant	3 Day Suspension	Transmitting and/or receiving a series of non-work related messages and/or images containing references of a sexual nature, national origin, and/or sexual orientation.
1 Deputy	3 Day Suspension	Yelling and using profanity toward a supervisor.
1 Lieutenant	3 Day Suspension	Failing to properly intervene and manage a vehicle pursuit and/or surveillance mode operation.
1 Deputy	3 Day Suspension	Not communicating or coordinating a response to a tactical incident, and for driving a Department vehicle at speeds that were not reasonable and prudent.
1 Deputy	3 Day Suspension	Acting rude and disrespectful to members of the public, and using unprofessional and inappropriate language toward members of the public.
2 Deputies	3 Day Suspension	Failing to check inmate visiting passes which led to an inmate escape.
1 Custody Assistant	3 Day Suspension	Refusing to comply with an order to remain at work after being drafted for an additional shift.

2016

Rank	Recommended Discipline	Description
1 Deputy	3 Day Suspension	Failing to conduct a thorough investigation of a person driving under the influence of alcohol and narcotics, failing to employ sound judgment and/or tactics allowing the suspect to overhear radio broadcasts, giving the suspect back his cellular telephone and directing him to make phone calls, failing to coordinate with deputy personnel after being advised that the vehicle the suspect was driving was reported stolen, and failing to recognize that the unsecured suspect had become uncooperative in the back seat of the patrol car.
1 Deputy	3 Day Suspension	Showing a co-worker a text message on a County cellular telephone which contained derogatory language toward women, and kissing the co-worker on the forehead as a greeting on numerous occasions.
2 Deputies	3 Day Suspension	Failing to recognize they were involved in a vehicle pursuit, failing to broadcast the vehicle pursuit, and failing to activate emergency lights while driving on the wrong side of the road.
1 Deputy	3 Day Suspension	Failing to cancel a pursuit of a stolen vehicle after it failed to stop at three stop signs, collided with a parked vehicle, collided with a patrol car, drove in the wrong direction on a one way street, and for failing to broadcast the suspect's dangerous driving.
1 Sergeant	3 Day Suspension	Failing to immediately contact the Intake Specialist Unit upon learning about a potential Policy of Equality violation.
1 Deputy	3 Day Suspension	Negligently discharging his firearm causing a civilian to be injured from broken glass.
1 Deputy	3 Day Suspension	Failing to gather, correctly mark, maintain the chain of custody, and/or document and process property and evidence coming into his possession, and permitting the unauthorized destruction of such property; and for failing to accurately document the recovery of a stolen vehicle.
1 Deputy	3 Day Suspension	Failing to exercise reasonable care while operating a county vehicle, resulting in an at fault traffic collision and injuries to a civilian motorist, failing to assess potential injuries to the involved parties, and failing to summon medical assistance.
1 Deputy	4 Day Suspension	Returning narcotic paraphernalia to a suspect rather than retain it as evidence and document it in an Incident Report, and failing to conduct an under the influence of a controlled substance investigation.

2016

Rank	Recommended Discipline	Description
1 Deputy	4 Day Suspension	Failing to use sound tactics during a force incident.
1 Deputy	4 Day Suspension	Failing to use sound tactics during a force incident.
1 Deputy	4 Day Suspension	Yelling obscenities and using derogatory language toward a supervisor.
1 Deputy	4 Day Suspension	Not wearing a seatbelt while operating a Department vehicle.
1 Deputy	4 Day Suspension	Utilizing an unauthorized extended magazine in his duty weapon and failing to qualify for four quarters.
1 Deputy	4 Day Suspension	Allowing a deputy to participate in three unapproved ride-alongs, failing to ensure the ride-along was inspected by the watch commander, allowing the ride-along to perform active law enforcement work, and allowing the ride-along to wear law enforcement tools such as a bullet proof vest, Department issued gun belt and un-concealed duty weapon.
1 Deputy	4 Day Suspension	Failing to use sound tactics during a force incident.
1 Deputy	4 Day Suspension	Engaging in an unauthorized vehicle pursuit, failing to report the pursuit, and failing to document the pursuit.
1 Custody Assistant	4 Day Suspension	Deliberately showing an inmate a plastic replica of a fetus, after noticing that the inmate worked at a planned parenthood facility.
1 Deputy	5 Day Suspension	Transmitting and/or receiving numerous non-work related e-mails of a sexual and/or racial nature.
1 Sergeant	5 Day Suspension	Engaging in a domestic violence incident and being arrested for misdemeanor domestic violence.
1 Sergeant	5 Day Suspension	Failing to supervise subordinates responsible for the welfare of inmates, failing to inspect and manage the work area resulting in the subordinates performing in a manner not consistent with Department expectations, and failing to relay important information to other supervisors.
1 Deputy	5 Day Suspension	Leaving an inmate unattended which presented a security breach, failing to use reasonable efforts to de-escalate a situation with a recalcitrant inmate, and/or failing to wait for sufficient personnel and/or notify a supervisor.
1 Lieutenant	5 Day Suspension	Failing to take direct and/or operational control of a vehicle pursuit.



2016

Rank	Recommended Discipline	Description
1 Deputy	5 Day Suspension	Accepting a call for service without knowing the nature of the call, parking his vehicle in front of the call for service, allowing the suspect to leave the location, failing to communicate his observations, failing to coordinate with responding deputies, failing to broadcast that an assault on a peace officer occurred, failing to broadcast that he was involved in a vehicle pursuit, and failing to broadcast necessary pursuit information.
1 Deputy	5 Day Suspension	Failing to use sound tactics during a force incident.
1 Deputy	5 Day Suspension	Failing to use sound tactics during a force incident.
1 Deputy	5 Day Suspension	Operating a County vehicle in an unsafe manner while on-duty.
1 Sergeant	5 Day Suspension	Failing to properly handle a Use of Force incident.
1 Deputy	5 Day Suspension	Speaking to a co-worker in a raised tone, and speaking to another co-worker in a demeaning, loud and/or aggressive tone of voice.
1 Lieutenant	5 Day Suspension	Making comments of a sexual and/or gender based nature, and for spitting sunflower seeds on the ground in a public parking lot and/or in close proximity to subordinates.
1 Court Records System Clerk	5 Day Suspension	Being arrested for a domestic violence incident.
1 Law Enforcement Technician	5 Day Suspension	Posting disparaging comments on Facebook while on-duty directed towards supervisors.
1 Sergeant	5 Day Suspension	Initiating an inappropriate conversation with a subordinate employee, and making sexual comments.
1 Deputy	5 Day Suspension	Failing to conduct comprehensive investigations and/or failing to conduct follow-up investigations.
1 Sergeant	5 Day Suspension	Failing to use sound tactics during a force incident.
1 Deputy	5 Day Suspension	Failing to employ other methods prior to physically attempting to remove a ring from a handcuffed inmate.
1 Deputy	5 Day Suspension	Failing to book a recorded interview into evidence, failing to complete a supplementary report documenting an interview, and failing to un-handcuff a witness in a timely manner.

2016

Rank	Recommended Discipline	Description
1 Law Enforcement Technician	5 Day Suspension	Unprofessional conduct with a citizen in the station lobby, and for failing to remain at his assigned post.
1 Deputy	5 Day Suspension	Failing to take steps to prevent a use of force, failing to communicate to a supervisor when encountering a recalcitrant inmate, and failing to safeguard an inmate when witnessing another employee use unreasonable force against the inmate.
1 Registered Nurse	5 Day Suspension	Accessing a high profile inmate's medical record without medical necessity.
1 Evidence and Property Custodian	5 Day Suspension	Being arrested for an off-duty domestic violence incident.
1 Deputy	5 Day Suspension	Being arrested for petty theft.
1 Sergeant	5 Day Suspension	Failing to properly handle a use of force incident.
1 Deputy	5 Day Suspension	Operating a Department vehicle at an unsafe speed while transporting an inmate, losing control of the vehicle and colliding into a freeway barrier, and failing to request assistance from other law enforcement personnel or failing to request a supervisor when the inmate became disruptive in the vehicle.
1 Deputy	5 Day Suspension	Failing to use sound tactics during a force incident.
1 Food Services Manager	5 Day Suspension	Failing to follow workplace violence responsibilities when the matter was brought to his attention.
2 Deputies	5 Day Suspension	Using directed force and not documenting the force.
1 Deputy	5 Day Suspension	Sending and/or receiving numerous e-mails of a sexually explicit nature.
1 Deputy	5 Day Suspension	Failing to de-escalate a force incident, failing to communicate other options to gain cooperation, repeatedly using force options that were ineffective, and failing to notify the watch commander that he was responding in code 3 mode.
1 Deputy	5 Day Suspension	Failing to use sound tactics during a force incident.
1 Deputy	5 Day Suspension	Failing to use sound tactics during a force incident.
1 Deputy	5 Day Suspension	Failing to use sound tactics during a force incident.

2016

Rank	Recommended Discipline	Description
1 Nursing Assistant	5 Day Suspension	Failing to verify which medication he received and administered to an inmate.
1 Security Officer	5 Day Suspension	Sending messages on the Mobile Digital Computer which contained derogatory language and for making hostile comments directed at a co-worker during a briefing.
1 Sergeant	5 Day Suspension	Failing to submit a video recording of the force with his force investigation.
1 Deputy	5 Day Suspension	Using derogatory language while conducting a traffic stop.
1 Deputy	5 Day Suspension	Making numerous unauthorized purchases with the Voyager credit card.
1 Deputy	5 Day Suspension	Using derogatory language while conducting a traffic stop.
1 Sergeant	5 Day Suspension	Conducting an inadequate force investigation.
1 Deputy	5 Day Suspension	Failing to obtain medical treatment for an inmate, failing to notify a supervisor to ensure medical treatment was given, and failing to notify a supervisor when the inmate became uncooperative.
1 Deputy	5 Day Suspension	Failing to use sound tactics during a force incident.
1 Deputy	5 Day Suspension	Placing an anonymous call to another police agency to complain about an officer while misrepresenting his personal knowledge of the facts.
1 Lieutenant	5 Day Suspension	Failing to take appropriate steps to remove an inmate's contraband clothing, failing to place signage on the inmate's cell door, failing to pass on information to the oncoming watch commander, and failing to document the incident in the watch commander's log.
1 Custody Assistant	5 Day Suspension	Failing to secure his jail keys on his person and instead placing them in the desk, and for delaying the locking of the cell doors.
1 Deputy	5 Day Suspension	Engaging in a heated argument with another employee, yelling at the employee, using profanity toward the employee, making physical contact with the employee, and sending an inappropriate message to the employee via the Mobile Digital Computer.
1 Sergeant	5 Day Suspension	Failing to conduct an inquiry into a vehicle pursuit, failing to notify his supervisor of the pursuit, and failing to document the pursuit.
1 Sergeant	5 Day Suspension	Transmitting and/or receiving a series of non-work related emails which contained sexual references, references to sexual orientation and/or references to national origin.

2016

Rank	Recommended Discipline	Description
1 Deputy	5 Day Suspension	Failing to respond to a domestic violence call for service and conduct a thorough investigation.
1 Custody Assistant	5 Day Suspension	Failing to report that he witnessed force to a supervisor.
1 Deputy	5 Day Suspension	Responding unauthorized Code 3 to an assistance request and failing to wear his seatbelt, and was later involved in a traffic collision.
1 Lieutenant	5 Day Suspension	Failing to ensure that a suspect was transported to a medical facility and provided medical treatment after a Taser dart was deployed against the suspect and struck him.
1 Deputy	5 Day Suspension	Transmitting and/or receiving a series of non-work related emails which contained verbiage pertaining to sexual references and/or sexual language from three employees, and transmitting and/or receiving a series of non-work related emails from three additional employees.
1 Deputy	5 Day Suspension	Failing to report to his supervisor that he witnessed force.
1 Deputy	5 Day Suspension	Failing to treat an officer of another law enforcement agency in a respectful matter after being pulled over for driving with no license plates on his vehicle, having expired registration over two years, failing to show proof of insurance, and using profanity toward the officer after being issued a citation.
1 Deputy	5 Day Suspension	Failing to use sound tactics during a force incident.
1 Information Systems Analyst	5 Day Suspension	Attaching a video and sending the video to a fellow employee's Department email after being ordered to refrain from emailing fellow employees. The video had content which was inappropriate for the workplace.
1 Security Assistant	5 Day Suspension	Engaging in conduct of a racial and/or gender based nature considered inappropriate for the workplace.
1 Deputy	5 Day Suspension	Failing to report witnessed force to a supervisor.
1 Deputy	5 Day Suspension	Engaging in conduct of a sexual and/or gender based nature considered inappropriate for the workplace.
1 Sergeant	5 Day Suspension	Granting a time-off request for a relieved of duty employee, without verifying an upcoming statute date for the employee's administrative investigation, which affected the Department's ability to serve the intent letter.

2016

Rank	Recommended Discipline	Description
1 Deputy	5 Day Suspension	Failing to formulate a tactical plan to contact a high risk suspect, failing to communicate with deputy personnel, splitting from his partner, failing to use de-escalation efforts, and going "hands-on" with a high risk suspect known to be carrying a knife.
1 Deputy	5 Day Suspension	Failing to conduct a proper safety check and inadequately assessing the safety and well-being of an inmate.
1 Electronics Comm. Equipment Installer	5 Day Suspension	Accepting an offer by an acquaintance to have an attorney provided and paid for in the event he was questioned by federal investigators regarding the acquaintance's arrest and possible involvement in receiving stolen property belonging to the Department.
1 Captain	5 Day Suspension	The manner in which he handled a critical incident at his work location.
1 Deputy	5 Day Suspension	Being discourteous, argumentative and/or unprofessional toward a lieutenant, being unaware of the Custody Division Directive establishing protocol when charging 69 PC committed in custody facilities, and providing inaccurate and/or incorrect information to a deputy he was mentoring.
1 Refrigeration Mechanic	5 Day Suspension	Failing to retrieve his tools which were left unsecured inside a secured and gated area of a custody facility.
1 Sergeant	5 Day Suspension	Failing to actively monitor the escort of a recalcitrant inmate.
1 Sergeant	5 Day Suspension	Permitting the unauthorized release and destruction of property, and failing to take reasonable steps to ensure that a deputy correctly mark, maintain the chain of custody, and document and process property and evidence coming into his possession, and permitting the unauthorized destruction of such property.
1 Deputy	5 Day Suspension	Failing to provide adequate security and control of an inmate who escaped while under his direct supervision.
1 Deputy	6 Day Suspension	Initiating a pursuit against Department policy, and failing to discontinue the pursuit.
1 Captain	6 Day Suspension	Consuming alcohol while attending an on-duty event.
1 Deputy	6 Day Suspension	Failing to conduct a proper safety check and inadequately assessing the safety and well-being of an inmate.
1 Deputy	6 Day Suspension	Being arrested for a domestic violence incident, and being in possession of a revolver he was not authorized by the Department to carry.

2016

Rank	Recommended Discipline	Description
1 Deputy	7 Day Suspension	Failing to use a seatbelt while driving a county vehicle while assigned as a field training officer, and failing to set a good example to his assigned trainee.
1 Registered Nurse	7 Day Suspension	Failing to provide immediate attention to an inmate believed to have been erroneously medicated, and administering a medication to an inmate with hypertension without a physician's order.
1 Deputy	7 Day Suspension	Failing to enter a call for service of a suspicious person which may have been related to an earlier containment and search of burglary suspects.
1 Deputy	7 Day Suspension	Operating a county vehicle in an unsafe manner, and failing to wear a seatbelt.
1 Custody Assistant	7 Day Suspension	Being discourteous and unprofessional to a sergeant, and failing to electronically open a door for the sergeant.
1 Deputy	7 Day Suspension	Failing to use sound tactics during a force incident.
1 Deputy	7 Day Suspension	Failing to obtain medical treatment for an inmate, and failing to notify a supervisor.
1 Sergeant	7 Day Suspension	Failing to properly evaluate and investigate an emergent situation.
1 Deputy	7 Day Suspension	Failing to conduct a proper safety check and inadequately assessing the safety and well-being of an inmate.
1 Deputy	7 Day Suspension	Failing to ensure handcuffs placed on an arrested female were properly secured, failing to ensure proper security of two persons detained in the backseat of his patrol car, failing to utilize proper tactics resulting in one of the suspects exiting the backseat of the patrol car, driving the patrol car and being involved in a serious traffic collision, and failing to ensure his written documentation of this incident was sufficiently detailed.
1 Deputy	7 Day Suspension	Being arrested for domestic violence, and being uncooperative with the arresting officer.
1 Custody Assistant	8 Day Suspension	Transmitting and/or receiving numerous non-work related e-mails of a sexual nature.
1 Deputy	8 Day Suspension	Failing to perform an assigned task, not informing his chain of command of a transfer of property to another law enforcement agency, failing to obtain authorization to install a roller door, and failing to notify his chain of command of a decision to cancel a multi-day cross country transit.

2016

Rank	Recommended Discipline	Description
1 Lieutenant	8 Day Suspension	Making comments that were inappropriate for the workplace based on religion, consuming alcohol while on-duty, and encouraging his subordinates to consume alcohol while on-duty.
1 Registered Nurse	8 Day Suspension	Being discourteous and unprofessional toward inmates, refusing to provide inmates medication, threatening inmates that they would be removed from medical housing, and using derogatory language toward inmates.
1 Deputy	8 Day Suspension	Participating in four unapproved ride-alongs, failing to be inspected by the watch commander, performing active law enforcement work resulting in an unintentional discharge of a firearm, wearing law enforcement tools such as a bullet proof vest, Department issued gun belt and un-concealed duty weapon, and unintentionally discharging his duty weapon.
1 Senior Cook	8 Day Suspension	Engaging in conduct inappropriate for the workplace by tapping a co-worker's shoulder after being told not to do so, reaching toward the co-worker, and blocking the co-worker from exiting a room.
1 Deputy	8 Day Suspension	Striking a trailer hitch ball with his County vehicle, and failing to report it to a supervisor.
1 Deputy	8 Day Suspension	Failing to report to work for a scheduled shift and failing to immediately report the reason to his supervisor.
1 Custody Assistant	8 Day Suspension	Transmitting and/or receiving numerous non-work related emails which contained verbiage pertaining to sexual references and/or sexual language, and leaving his work station to meet with another employee.
1 Custody Assistant	8 Day Suspension	Acting unprofessionally, using profanity toward female inmates, and activating a Taser without sufficient justification, and failing to report it.
1 Deputy	8 Day Suspension	Failing to report for duty and making no effort to report his absence to a supervisor.
1 Sergeant	9 Day Suspension	Failing to implement other tactical options involving the arrest of a suspect, and directing the use of an Arwen that was unnecessary or excessive given the totality of the circumstances.
1 Lieutenant	10 Day Suspension	Engaging in inappropriate conduct while on duty.

2016

Rank	Recommended Discipline	Description
1 Security Assistant	10 Day Suspension	Being involved in an off-duty incident where he attempted to assault a person, and having contact with the person after being ordered by two supervisors not to have contact with the person.
1 Lieutenant	10 Day Suspension	Failing to properly review a Use of Force incident.
1 Deputy	10 Day Suspension	Failing to treat a co-worker in a respectful and/or courteous manner by calling and/or texting the co-worker and/or sending flowers and/or letters to the co-worker after being ordered by two supervisors to have no contact with the co-worker.
1 Nurse Assistant	10 Day Suspension	Failing to properly administer medication and/or failing to correctly document the administration of medication.
1 Security Officer	10 Day Suspension	Being involved in a verbal and physical altercation with family members and being arrested for Assault with a Deadly Weapon.
1 Sergeant	10 Day Suspension	Failing to initiate a use of force investigation when notified of a use of force incident.
1 Sergeant	10 Day Suspension	Failing to use sound tactics during a force incident.
1 Deputy	10 Day Suspension	Failing to include his partner's name on a traffic citation.
1 Deputy	10 Day Suspension	Discussing an on-going investigation involving a minor with the complainant, attempting to establish a relationship with the complainant, threatening to arrest the complainant's daughter, and failing to take appropriate police action by not dispatching a field unit to document an incident.
1 Deputy	10 Day Suspension	Failing to stay at home during his relieved of duty status, being absent from his assigned post without proper leave or permission, and failing to submit an updated Personal Information Form.
1 Deputy	10 Day Suspension	Sending and/or receiving numerous emails of a sexual nature and/or related to ethnicity to eight different co-workers.
1 Custody Assistant	10 Day Suspension	Transmitting and/or receiving a series of non-work related emails which contained verbiage pertaining to sexual references and/or sexual language, and leaving his work station to meet with another employee.



2016

Rank	Recommended Discipline	Description
1 Deputy	10 Day Suspension	Moving a recalcitrant inmate alone, without both of the inmate's arms secured, and for forcibly pulling and/or pushing the inmate from the cell where the inmate fell backward.
1 Employment Services Assistant	10 Day Suspension	Transmitting and/or receiving a series of non-work related emails which contained verbiage pertaining to sexual references and/or sexual language, and sending a nude photograph.
1 Deputy	10 Day Suspension	Engaging in a road rage incident with a motorist, and admitting to using inappropriate hand gestures and derogatory language towards the motorist.
1 Information Systems Analyst	10 Day Suspension	Excessive absences and insubordination.
1 Deputy	10 Day Suspension	Failing to report and document a witnessed use of force.
1 Lieutenant	10 Day Suspension	Being under the influence of alcohol at a Department sanctioned event, and engaging in inappropriate conduct.
1 Deputy	10 Day Suspension	Leaving his Department issued patrol rifle, two loaded thirty round magazines, Department issued LIDAR, and his Department identification and flat badge in his personal vehicle parked on the street in front of his house. His vehicle was burglarized resulting in the items being stolen.
1 Deputy	10 Day Suspension	Filing a narcotics case in state court (instead of Federal Court) after being ordered not to by a supervisor.
1 Deputy	10 Day Suspension	Failing to cancel a pursuit of a stolen vehicle after it failed to stop at three stop signs, collided with a parked vehicle, collided with a patrol car, drove in the wrong direction on a one way street, and for failing to broadcast the suspect's dangerous driving.
1 Deputy	10 Day Suspension	Failing to recognize and report a use of force that he witnessed, failing to notify a supervisor of a recalcitrant inmate who refused to surrender his handcuffs, allowing the inmate to remain handcuffed in a cell for three hours, and failing to make required safety checks.

2016

Rank	Recommended Discipline	Description
1 Law Enforcement Technician	10 Day Suspension	Using coarse, profane, and insulting language toward a supervisor after being ordered to work overtime.
1 Deputy	12 Day Suspension	Showing co-workers a picture of a man's anatomy, placing his buttocks near the face of two co-workers, and making inappropriate sexual comments in the workplace.
1 Deputy	12 Day Suspension	Being under the influence of alcohol while on-duty and having a Blood Alcohol Content of .14 percent.
1 Custody Assistant	15 Day Suspension	Being arrested for driving under the influence of alcohol with a Blood Alcohol Content of .12 percent.
1 Sergeant	15 Day Suspension	Transmitting and/or receiving a series of non-work related e-mails that contained racial and/or ethnic undertones, failing to report inappropriate e-mails to the Intake Specialist Unit, failing to set a good example to subordinate personnel, and failing to admonish subordinate personnel regarding their unprofessional conduct.
1 Commander	15 Day Suspension	Failing to stop a subordinate from making disparaging comments about another subordinate's religion, failing to report the comments to the Intake Specialist Unit, purchasing alcohol for his subordinates while on-duty, and consuming alcohol while on-duty.
2 Deputies	15 Day Suspension	Failing to notify a supervisor and/or complete a written report after using force.
1 Deputy	15 Day Suspension	Using unreasonable force on an inmate.
1 Registered Nurse	15 Day Suspension	Being arrested for driving under the influence of a controlled substance (prescription drug).
1 Custody Assistant	15 Day Suspension	Making sexual innuendos and other comments of a sexual nature.
1 Sergeant	15 Day Suspension	Failing to conduct the required visual inspection of the station jail area, and failing to complete thorough jail checks.
1 Sergeant	15 Day Suspension	Making an inappropriate sexual gesture, making derogatory gender based comments, and touching a subordinate without permission.

2016

1 Deputy	15 Day Suspension	Using unreasonable force against an inmate, and failing to adhere to the recalcitrant inmate policy.
1 Security Assistant	15 Day Suspension	Repeatedly and improperly using MTA Access cards to record fare checks and give the appearance of work productivity.
1 Deputy	15 Day Suspension	Being detained by hotel security, being intoxicated in public, failing to exercise control of his firearm while intoxicated, and failing to remain qualified with his back up firearm.
1 Sergeant	15 Day Suspension	Wearing a Sheriff's Department tactical vest with insignia while off duty and engaged in an athletic event on a public street without unit commander approval, and for being uncooperative and rude when officers from another agency were investigating why he was wearing the tactical vest.
2 Deputies	15 Day Suspension	Using force and failing to report the use of force to a supervisor, and one of the deputies also failed to report witnessed force.
1 Deputy	15 Day Suspension	Failing to de-escalate a contact with an assaultive inmate, and for repeatedly striking the handcuffed inmate in the face and/or head when it was unnecessary or unreasonable.
1 Supervising Staff Nurse	15 Day Suspension	Failing to complete a preliminary investigation into a reported medication error.
1 Evidence and Property Custodian	15 Day Suspension	Becoming involved in a domestic violence incident, failing to notify his immediate supervisor that he was named as a suspect in a police report.
1 Sergeant	15 Day Suspension	Placing himself and others in harm's way by opening a locked cell door to speak with an inmate who had recently threatened him, ignoring the watch commander's admonishment to video record all interaction with the inmate, and failing to follow the Department's force prevention principles.
1 Deputy	15 Day Suspension	Being observed intoxicated by officers from another law enforcement agency, being disrespectful to the officers, being evasive and/or failing to answer questions to the officers, and using profanity toward the officers. Off duty incident.
1 Deputy	15 Day Suspension	Working numerous overtime shifts at other stations without obtaining approval from his unit commander, and continuing to work overtime after being told that the request to work overtime was denied.
1 Custody Assistant	15 Day Suspension	Failing to take action when a deputy involved fight occurred.

2016

Rank	Recommended Discipline	Description
1 Deputy	15 Day Suspension	Failing to use sound tactics during a force incident.
1 Custody Assistant	15 Day Suspension	Failing to notify his unit commander and obtaining approval prior to visiting his son in jail.
1 Deputy	15 Day Suspension	Using inappropriate and antagonistic language to an officer from another police agency, failing to obtain approval for outside employment, engaging in prohibited employment, and unnecessarily interfering in a police investigation.
1 Sergeant	15 Day Suspension	Failing to recognize a reportable force incident, failing to notify the watch commander of a use of force, failing to direct deputy personnel to comply with Department policy in reporting force, failing to obtain medical treatment for an inmate, failing to document the force incident, and failing to conduct a review and analysis of the force and tactics against the inmate.
1 Deputy	15 Day Suspension	Instigating a verbal confrontation with another Department employee, yelling at the employee, pointing his finger at the employee in an aggressive manner, invading the employee's personal space, using profanity toward the employee, and sending an inappropriate message to the employee via the Mobil Digital Computer.
1 Deputy	15 Day Suspension	Leaving his assigned patrol area, failing to take action on the occasion of a battery occurring in his immediate presence, failing to assist an off-duty deputy to detain persons involved in the crime, failing to assist an officer from another law enforcement agency to detain a person involved in the crime, failing to immediately notify a supervisor of force that he witnessed, and failing to contact the law enforcement agency that he witnessed the crime.
1 Sergeant	15 Day Suspension	Failing to recognize reportable force, and failing to report and investigate a use of force incident.
1 Deputy	15 Day Suspension	Failing to de-escalate a confrontation through tactical communication, failing to give a suspect reasonable time to comply with an order, failing to communicate with other personnel on-scene to determine an appropriate tactical response, and using unreasonable force.

2016

Rank	Recommended Discipline	Description
1 Sergeant	15 Day Suspension	Transmitting and/or receiving a series of non-work related emails containing sexual references, and transmitting a graphic photo via the Department email system.
1 Custody Assistant	15 Day Suspension	Allowing an off-duty employee an unauthorized visit with his inmate son, engaging in preferential treatment, which deviated from the standard visiting protocols, allowing the off-duty employee to view confidential information, and bringing a personal cellular telephone into a secured jail area.
1 Deputy	15 Day Suspension	Failing to document pertinent information in an incident report, failing to safeguard property/evidence, and failing to arrest the suspect.
1 Deputy	15 Day Suspension	Using force and failing to report that force to a supervisor as soon as safely possible and failing to obtain medical treatment for the suspect involved in the force incident.
1 Deputy	15 Day Suspension	Being involved in a domestic violence incident, and violating an emergency protective order.
1 Deputy	15 Day Suspension	Using unreasonable force on an inmate, and failing to request a supervisor when dealing with a recalcitrant inmate.
1 Custody Assistant	15 Day Suspension	Being arrested for driving under the influence of alcohol with a Blood Alcohol Content of .13%.
1 Information System Analyst	15 Day Suspension	Sending an inappropriate email to a sergeant which he perceived as a threat, sending another email referencing pedophilia, sending another email using derogatory language directed at a sergeant, directing profanity toward a sergeant, sending an email using insulting language directed at a sergeant, and making false statements during an administrative investigation.
1 Deputy	15 Day Suspension	Being arrested for a domestic violence incident, carrying a handgun without receiving the proper training, failing to notify the Department when he acquired the handgun, and failing to submit the handgun to training staff for inspection.
1 Deputy	15 Day Suspension	Failing to treat two detained persons in a professional manner, using derogatory language, failing to log their back seat detention, failing to report his use of force, and providing a business card of a different employee to one of the detained persons.

2016

Rank	Recommended Discipline	Description
1 Custody Assistant	15 Day Suspension	Failing to report a use of force.
1 Deputy	15 Day Suspension	Being arrested for obstructing, resisting, or delaying a peace officer, and using profane language toward officers of another police department.
1 Sergeant	15 Day Suspension	Directly using force on an inmate rather than directing subordinate personnel, failing to utilize a safety chair, failing to devise a plan to prevent and/or limit the likelihood of injury to the inmate, who was waist-chained, after the decision was made to deploy the Taser, causing the inmate to fall unassisted to the ground.
1 Deputy	15 Day Suspension	Failing to report his use of force to a supervisor.
1 Custody Assistant	15 Day Suspension	Failing to document his use of force, and failing to report the use of force to a supervisor.
1 Sergeant	15 Day Suspension	Failing to take appropriate steps to conduct a supervisory investigation of a use of force incident.
1 Custody Assistant	15 Day Suspension	Failing to report and document a witnessed use of force.
1 Custody Assistant	15 Day Suspension	Failing to properly handle an incident involving a recalcitrant inmate by kicking the inmate who was lying down, failing to contact a supervisor, failing to recognize the actions of the inmate were recalcitrant, failing to report kicking the inmate, and failing to properly document his application of force on his written report.
1 Deputy	15 Day Suspension	Driving a county vehicle out of county for personal business without permission, and not covering his tattoos while wearing a Department uniform.
1 Law Enforcement Technician	15 Day Suspension	Exhibiting signs and symptoms of someone under the influence of a drug, providing a urine sample which tested positive for Hydrocodone, Oxycodone, Oxazepam, and Temazepam, and exhibiting behavior that was unprofessional.
1 Deputy	15 Day Suspension	Using unreasonable force against a recalcitrant inmate.
1 Sergeant	20 Day Suspension	Using unsound tactics and personally engaging in a use of force instead of coordinating and directing subordinate personnel, failing to de-escalate the incident, and for using unreasonable force.

2016

Rank	Recommended Discipline	Description
1 Deputy	20 Day Suspension	Failing to use sound tactics during a force incident.
1 Deputy	20 Day Suspension	Failing to safeguard a person in his custody by allowing the person to arrange for the recovery of an illicit firearm intimating that his arrest charges would be reduced, allowing the person (a parolee) to travel in the backseat of a patrol car un-handcuffed, placing the person in a tactical and potentially deadly situation, failing to log a public contact, and engaging in a tactical operation outside the Sheriff's Department's jurisdiction.
1 Deputy	20 Day Suspension	Being arrested for driving under the influence of alcohol, having a Blood Alcohol Content of .15%, and possessing two firearms while intoxicated.
1 Deputy	25 Day Suspension	Being arrested for driving under the influence of alcohol with a Blood Alcohol Content of .18 percent, and being in possession of a firearm while intoxicated.
1 Deputy	25 day Suspension	Being arrested for driving under the influence of alcohol with a Blood Alcohol Content of .16 percent, and failing to notify his supervisor of his arrest.
2 Deputies	25 Day Suspension	Becoming involved in a verbal and physical domestic violence incident with each other and for being arrested for 273.5 PC.
1 Deputy	25 Day Suspension	Being involved in a traffic collision and being arrested for driving under the influence of alcohol with a Blood Alcohol Content of .10 percent.
1 Custody Assistant	25 Day Suspension	Failing to de-escalate a confrontation with an inmate, failing to properly report a use of force to a supervisor, using racial speech toward an inmate, and using gestures intended to demean an inmate.
1 Deputy	25 Day Suspension	Being under the influence of alcohol several times while on-duty, keeping Vodka in water bottles in the trunk of the patrol car, admitting to driving a patrol vehicle during shifts he consumed alcohol, and having a Blood Alcohol Content of .04% while on duty.

2016

Rank	Recommended Discipline	Description
1 Deputy	25 Day Suspension	Failing to safeguard a person in his custody by allowing the person to arrange for the recovery of an illicit firearm intimating that his arrest charges would be reduced, allowing the person (a parolee) to travel in the backseat of a patrol car un-handcuffed, placing the person in a tactical and potentially deadly situation, failing to log a public contact, engaging in a tactical operation outside the Sheriff's Department's jurisdiction, failing to implement a tactically sound plan, failing to utilize additional Department resources, utilizing the flashlight attached to his weapon as an illumination device, and placing himself in danger by entering an alley where a person was anticipated to be in possession of a firearm.
1 Deputy	25 Day Suspension	Driving while under the influence of alcohol, being involved in a traffic collision, providing a Blood Alcohol Content of .16%, and being in possession of his firearm while intoxicated.
1 Deputy	25 Day Suspension	Failing to arrest a suspect for violating a temporary restraining order, failing to determine that a crime had occurred, failing to write a report, failing to investigate and/or look for evidence that the suspect had forced his way into the victim's house, failing to interview witnesses, and releasing the suspect who later returned and raped the victim.
1 Deputy	25 Day Suspension	Being arrested for driving under the influence of alcohol, colliding with another vehicle, and having a Blood Alcohol Content of .17%.
1 Deputy	25 Day Suspension	Negligently discharging his firearm while attempting to clear the weapon, causing injury to another deputy, providing a Blood Alcohol Content of .07% and .08% approximately eight and a half hours after the shooting, and not promptly reporting the unintentional discharge to a supervisor.
1 Deputy	30 Day Suspension	Being intoxicated in a public place, becoming involved in an argument, being intoxicated to the point of unconsciousness, consuming alcohol while in possession of a firearm, and failing to immediately report an off-duty incident to his supervisor.



2016

Rank	Recommended Discipline	Description
1 Deputy	30 Day Suspension	Being arrested for driving under the influence of alcohol, brandishing a handgun, refusing to submit to a chemical test, being uncooperative and disrespectful to the arresting officer, providing a blood test indicating a Blood Alcohol Content of .33 percent, and failing to exercise control of his handgun due to his alcoholic intoxication.
1 Deputy	30 Day Suspension	Providing his personal cellular telephone number to a motorist he and his partner had pulled over for speeding for the purpose of establishing a relationship, requesting that his partner not put his name on the traffic citation, and later implying to the motorist that he had worked something out with respect to the citation.
1 Security Officer	30 Day Suspension	Being arrested for driving under the influence of alcohol, providing a Blood Alcohol Content of .14%, being in possession of an open container of alcohol, failing to obtain prior permission to take his duty weapon home, having a loaded unsecured handgun in the glove box.
1 Custody Assistant	30 Day Suspension	Brandishing a police baton while off-duty, identifying himself as a peace officer, striking a vehicle with the baton, being arrested and later convicted of misdemeanor 245 PC, failing to notify his supervisor of his arrest, and failing to immediately notify a supervisor that he had found the baton a year prior.
1 Deputy	30 Day Suspension	Driving under the influence of alcohol, being involved in a single vehicle traffic collision, having a Blood Alcohol Content of .21%, possessing his firearm while intoxicated, losing his firearm during the traffic collision, and not attending the mandatory weapons training class for the off duty handgun.
1 Deputy	30 Day Suspension	Associating with his brother, a convicted felon, attending a Department event with the convicted felon, and failing to receive written approval from his unit commander to maintain an association with the convicted felon.
1 Custody Assistant	30 Day Suspension	Being arrested for driving under the influence of alcohol, having a Blood Alcohol Content of .40%, and being involved in a traffic collision.
1 Custody Assistant	30 Day Suspension	Creating a disturbance and being intoxicated in a public place, having a Blood Alcohol Content of .30%, kicking a hospital nurse, yelling profanities at hospital staff, having to be restrained by hospital security, and being arrested for battery.

2016

Rank	Recommended Discipline	Description
1 Deputy	Bonus Removal	Transmitting or receiving numerous non-work related emails which were sexual in nature, moving a subordinate's work assignment in exchange for a favor, emailing a subordinate about her boyfriend after being told to stop, kissing a subordinate, and failing to report persistent sexual rumors to the Intake Specialist Unit.
1 Deputy	Bonus Removal	Transmitting or receiving numerous non-work related emails which were sexual in nature, using a CCTV camera to view two subordinates for non-work related reasons, for attempting to engage in a personal and/or sexual relationship with a subordinate, and failing to report persistent sexual rumors to the Intake Specialist Unit.
1 Deputy	Bonus Removal	Failing to conduct an appropriate investigation regarding a sexual predator by failing to have the incidents documented on Sheriff's Department Incident Reports.
1 Deputy	Bonus Removal	Failing to respond to deputies who were involved in a fight, failing to respond to deputies after hearing emergency radio traffic, and failing to have his radio on the proper radio frequency.
1 Warehouse Worker III	Demotion	Failing to maintain packing slips and/or invoices in an organized manner, allowing staff to use medical supplies for non-medical purposes, improperly communicating procedure for disposing of hypodermic syringes, sleeping on duty, failing to delegate tasks in a timely manner, and failing to adhere to protocols involving the issuance of printers.
1 Sergeant	Demotion	Transmitting or receiving numerous non-work related emails which were sexual in nature, flirting with a subordinate and secretly meeting in private, and failing to report persistent sexual rumors to the Intake Specialist Unit.
1 Sergeant	Demotion	Failing to de-escalate force, failing to communicate and develop a plan, failing to use or request additional personnel, failing to direct a subordinate to use only that amount of force needed to overcome the suspect's resistance, directing a deputy to use unreasonable force, exercising poor judgement and escalating force, failing to remain calm and in a supervisory role, directing personnel who were involved in force to transport the suspect, and directing the transport to be made in Code 3 mode.

2016

Rank	Recommended Discipline	Description
1 Sergeant	Demotion	Failing to remove an inmate’s contraband clothing, failing to maintain command of a tactical incident, failing to recognize a reportable use of force incident, failing to notify the watch commander of a use of force incident, failing to direct deputy personnel to report their use of force and document their involvement, failing to obtain medical treatment for an inmate, failing to preserve a video recording of the incident, failing to document the force incident, and failing to conduct a review and analysis of the force incident.
1 Sergeant	Demotion	Failing to identify reportable force, failing to report the incident to the watch commander, failing to examine video evidence, and failing to document the incident. In addition, the sergeant demonstrated a lack of understanding the force policy.
1 Intermediate Clerk	Discharge	Misappropriating county vehicles for his personal use, refueling those vehicles numerous times, driving the vehicles outside of county limits, without specific authorization, knowledge or permission of any supervisor or unit commander, failing to immediately report a traffic collision to a supervisor, and failing to remain at the scene of a traffic collision until the police report could be made.
1 Deputy	Discharge	Witnessing force and failing to report the witnessed force to a supervisor, and making false statements during an administrative investigation.
1 Custody Assistant	Discharge	Failing to notify his unit commander that his spouse was incarcerated at the Men’s Central Jail, making false statements to a supervisor, and interfering with an administrative investigation.
1 Deputy	Discharge	Treating a co-worker in a disrespectful manner, intentionally emasculating and/or embarrassing the co-worker in the presence of others, and making false statements during the administrative investigation.
1 Deputy	Discharge	Lying to the investigating officer about pointing his firearm at a motorist, failing to notify a supervisor that he was involved in an off-duty incident, and making false statements during the administrative investigation.
1 Security Assistant	Discharge	Engaging in a loud verbal argument with a co-worker and advancing the co-worker while pointing his index finger at her, and for being involved in a road rage incident that resulted in his being charged Criminal Threats, and being convicted of Disturbing the Peace.

2016

Rank	Recommended Discipline	Description
1 Custody Assistant	Discharge	Making false statements to his supervisor about a traffic collision, authoring an inaccurate memorandum, and telling and/or asking inmate witnesses to lie about how the traffic collision occurred.
1 Deputy	Discharge	Being arrested for domestic violence and Assault with a Deadly Weapon, and pleading nolo contendere to misdemeanor Spousal Battery.
2 Deputies	Discharge	Being convicted of felonies in federal court.
1 Deputy	Discharge	Becoming involved in a physical altercation with his wife, consuming alcohol, pointing a firearm at himself and at his wife, making false statements during criminal proceedings, and making false statements during the administrative investigation.
3 Deputies	Discharge	Signing and submitting documents to federally-insured financial institutions, and being indicted by a federal grand jury for conspiring to make false statements and reports to federally-insured financial institutions.
1 Deputy	Discharge	Using unreasonable force, failing to follow the recalcitrant inmate policy, and placing himself and other personnel in harm's way.
1 Custody Records Clerk	Discharge	Knowingly engaging in a relationship with a gang member, having sex with the gang member in public on two occasions, using Department resources to determine an inmate's housing location, accessing a Department database and providing the information to the gang member on three occasions, and making false statements during an administrative investigation.
1 Deputy	Discharge	Entering false information in Department databases and in his case journal.
1 Deputy	Discharge	Using unreasonable force against two inmates and failing to immediately make verbal notification to a supervisor regarding the force used.
1 Custody Assistant	Discharge	Admitting during a background polygraph for deputy sheriff to viewing images of child pornography, making false statements during the administrative investigation, and failing to report misconduct in the workplace.
1 Security Officer	Discharge	Vandalizing his ex-girlfriend's vehicle causing over \$8,000 in damage to the vehicle, being intoxicated at the time, and being arrested for felony vandalism and vehicle burglary.
1 Deputy	Discharge	Using illegal narcotics, and making false statements during the administrative investigation.

2016

Rank	Recommended Discipline	Description
1 Deputy	Discharge	Failing to perform his duties as a traffic investigator, directing false information to be entered into a Department database, and making false statements during the administrative investigation.
1 Sergeant	Discharge	Failing to oversee the traffic office, and making false statements during the administration investigation.
1 Deputy	Discharge	Second DUI.
1 Deputy	Discharge	Being under the influence of a controlled substance while on-duty, failing to produce a lawful prescription, and making false statements during the administrative investigation.
1 Deputy	Discharge	Using his position to visit his inmate brother instead of following proper protocol, providing him with a meal purchased from outside the jail, and making false statements during the administrative investigation.
1 Sergeant	Discharge	Two cases: 1) Falsifying records indicating that he had worked overtime, and failing to perform his duties in a fiscally responsible manner by incurring additional costs to the Department. 2) Taking possession of a machine pistol without Department knowledge or approval, for failing to follow Department policy regarding the acquisition of confiscated weapons, failing to properly secure two fully-automatic weapons, making false statements during the administrative investigation, and failing to perform to the standards of a sergeant.
1 Law Enforcement Technician	Discharge	Failing to follow a direct order to participate in or attend a fitness for duty evaluation.
1 Deputy	Discharge	Failing to obtain permission from his unit commander to visit his inmate brother, visiting the inmate brother thirteen times, and failing to report to the watch commander that he came into contact with his inmate brother, while working at the facility where his inmate brother was housed.
1 Lieutenant	Discharge	Using racially derogatory language toward public members while off-duty, making false statements during the administrative investigation, and using the Department e-mail system for unofficial purposes.

2016

Rank	Recommended Discipline	Description
1 Sergeant	Discharge	Knowingly and willingly requesting a detective to change material information in a search warrant to reflect inaccurate information, and making false statements in the administrative investigation.
2 Deputies	Discharge	Knowingly omitting material facts, and/or entering inaccurate and false information in an arrest report and PCD, failing to handcuff prisoners while transporting them, failing to submit a report for damage to a vehicle caused during the search, and for being charged with filing a false police report.
1 Deputy	Discharge	Being found guilty in federal court for falsification or records (a felony), thereby disqualifying him from employment as a peace officer.
1 Deputy	Discharge	Obstructing an FBI investigation by providing false statements and/or withholding information to the FBI, maintaining a personal relationship with a person who was a convicted felon, receiving a monetary loan from a convicted felon, and making false statements during an administrative investigation.
1 Parking Control Officer	Discharge	Taking gas from a Sheriff's Station for personal use, pleading no contest to misdemeanor petty theft, and making false statements during the administrative investigation.
1 Custody Assistant	Discharge	Maintaining a personal relationship with a convicted felon, failing to notify the unit command of the relationship, and committing an act of insubordination by failing to appear for an administrative interview.
1 Deputy	Discharge	Being under the influence of a controlled substance while on duty, failing a drug test, and making false statements during the administrative investigation.
1 Deputy	Discharge	Sending numerous unwanted text messages of a sexual nature to two co-workers, calling two co-workers numerous times, using demeaning language directed toward a co-worker, following a co-worker, and contacting a co-worker after being ordered not to do so.
1 Deputy	Discharge	Being convicted of two misdemeanor counts of 240PC (using unlawful force against two inmates) and as a result of the conviction is disqualified from employment as a peace officer.

2016

Rank	Recommended Discipline	Description
1 Deputy	Discharge	Being in possession of three loaded firearms while relieved of his peace officer status, being in possession of an unregistered assault rifle, being in possession of multiple large capacity magazines, challenging a person to fight, being arrested for possessing concealed weapons and challenging another to fight, being convicted of possession of a firearm in a vehicle, and making false statements during the administrative investigation.
1 Deputy	Discharge	Failing to drive a Department vehicle in a safe manner, driving at speeds above the posted speed limit, driving Code 3 on multiple occasions without authorization, and taking unjustified risks while driving which resulted in a fatal traffic collision.
1 Deputy	Discharge	Being arrested for felony domestic violence, having a Blood Alcohol Content of .11%, and being convicted of 243(E)(1)PC, which disqualifies him from possessing a firearm.
1 Information System Analyst	Discharge	Failing to safeguard an employee fund, admitting to taking the employee fund home, failing to secure the employee fund in a locked area, admitting to borrowing money from the employee fund, and making false statements during the administrative investigation.
1 Sergeant	Discharge	Failing to safeguard approximately 219 criminal investigations and perform his duties as a detective.
1 Deputy	Discharge	Engaging in inappropriate conduct, and transmitting and/or receiving numerous emails containing comments of a sexual nature.
1 Deputy	Discharge	Using unreasonable force against an inmate, failing to notify a supervisor of his force, and making false statements during the administrative investigation.
1 Deputy	Discharge	Using unreasonable force against an inmate, treating the inmate in an unprofessional manner, and making false statements during the administrative investigation.

2016

Rank	Recommended Discipline	Description
1 Deputy	Discharge	Engaging in a domestic violence incident with an employee, damaging the door of the employee, following the employee, generating unwanted text messages to the employee, making unwanted telephone calls to the employee, attempting to gain entrance into the employee's residence, having a domestic violence restraining order filed against him, failing to immediately notify his immediate supervisor of the restraining order, and making false statements during the administrative investigation.
1 Deputy	Discharge	Engaging in conduct of a gender biased and/or sexual nature which created an intimidating and/or offensive working environment for a co-worker, making unwanted gender biased comments, giving the co-worker a short, tight-fitting dress, and showing the co-worker sexually explicit photographs. Additionally, the deputy engaged in gender biased treatment of another co-worker, treated the co-worker as a subordinate, engaged in conversations demeaning to females, and referred to a member of the public in a biased manner.
1 Deputy	Discharge	Failing to request a supervisor while engaged with a recalcitrant inmate, failing to report witnessed force, failing to report his force used, omitting the force witnessed in the report, omitting the force used in the report, and making false statements during the criminal and administrative investigations.
1 Deputy	Discharge	Being arrested for a domestic violence incident, and being convicted of several felonies, including 273.5(a) PC, Domestic Battery with Corporal Injury, which disqualifies him from possessing a firearm.
1 Custody Assistant	Discharge	Being intoxicated, antagonizing a person, identifying himself as a police officer, and being involved in a physical altercation.
1 Deputy	Discharge	Failing to log a contact with the public, failing to take appropriate police action when an assault occurred in his presence, failing to take appropriate police action when a battery occurred upon himself, failing to arrest the suspect, failing to request assistance and a supervisor, failing to display sound tactics, and making false statements during the administrative investigation.



2016

Rank	Recommended Discipline	Description
1 Sergeant	Discharge	Fraternizing with a person within 30 days of his arrest, coaching the person regarding possible alibis related to his arrest, failing to notify his unit commander regarding his continued association, and unnecessarily interfering in a criminal investigation.
1 Sergeant	Discharge	Engaging an inappropriate relationship with a minor, and making false statements during the administrative investigation.
1 Deputy	Discharge	Sexual misconduct with inmates, and making false statements during the administrative investigation.
1 Custody Assistant	Discharge	Engaging in numerous, lengthy, and inappropriate conversations with an inmate, allowing the inmate to ask personal questions, giving the inmate his home address, and making false statements during the administrative investigation.
1 Deputy	Discharge	Being involved in a domestic violence incident, placing his girlfriend in a carotid restraint, rendering her unconscious, leaving the scene of the incident prior to law enforcement arriving, and making false statements during the administrative investigation.
1 Deputy	Discharge	Second DUI.
1 Deputy	Discharge	Maintaining a personal relationship with a suspect he was investigating, exchanging sexually related emails with the suspect on a Department computer, visiting the suspect at a hotel, and using the Department computer to contact massage services on Craigslist on four occasions.
1 Custody Assistant	Discharge	Conspiring with other department personnel to assault an inmate, and documenting false statements in a use of force report.
1 Deputy	Discharge	Being convicted of two misdemeanor counts of assault on two inmates, and as a result of the conviction, and being prohibited by State law from possessing a firearm.
1 Registered Nurse	Discharge	Sending and/or receiving numerous emails containing verbiage with sexual, gender, and racial references, and vulgar language referring to co-workers.

2016

Rank	Recommended Discipline	Description
1 Deputy	Discharge	Being arrested for driving under the influence of alcohol, providing a Blood Alcohol Content of .15%, failing to exercise care and control of his firearm while intoxicated, having no recollection of how his firearm was found on the floorboard partially loaded with four spent shell casings in his vehicle, and testing positive for gunshot residue.
1 Law Enforcement Technician	Discharge	Being arrested for driving under the influence of alcohol, providing a Blood Alcohol Content of .25%, being uncooperative, antagonistic, and using profanity toward the arresting officers.
1 Deputy	Discharge	Failing to comply with probation conditions arising from a previous DUI conviction, culminating in his arrest for a warrant issued by the court, and operating Department vehicles with a suspended driver's license.
1 Deputy	Discharge	Second DUI.