

### Third Quarter 2022

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>
2 Deputies	Written Reprimand	While on-duty, he improperly worked overtime.
1 Deputy	Written Reprimand	While on-duty, he failed to request a supervisor when dealing with a recalcitrant inmate.
1 Sergeant	Written Reprimand	While on-duty as a supervisor he failed to treat his subordinates in a respectful, courteous, and/or civil manner.
1 Deputy	Written Reprimand	He failed to submit proof of weekly testing for COVID-19 as required by policy.
1 Deputy	Written Reprimand	While off-duty, he carried an unauthorized off-duty firearm that he had not qualified with prior to carrying it.
1 Deputy	Written Reprimand	While on-duty, he failed to take appropriate action by informing a supervisor that a co-worker told him he was accused of a crime.
1 Custody Assistant	Written Reprimand	While on-duty and in uniform, he appeared at a personal virtual court hearing without unit commander approval.
2 Deputies	Written Reprimand	While on-duty, he failed to properly supervise inmates during a prisoner transport, resulting in an inmate escape.
1 Deputy	Written Reprimand	While on-duty, he failed to adhere to department policy regarding force prevention and de-escalation techniques.
1 Deputy	Written Reprimand	While on-duty, he failed to properly safeguard inmate property.
1 Deputy	1 Day Suspension	While on-duty, he initiated a vehicle pursuit that was not within department policy.
1 Deputy	1 Day Suspension	While on-duty, he became distracted and failed to properly monitor inmate activities which resulted in serious injuries to an inmate.

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1 Deputy	1 Day Suspension	While on-duty, he failed to qualify with his duty weapon on two separate occasions.
2 Deputies	1 Day Suspension	While on-duty, he failed to take appropriate action when members from another law enforcement agency were involved in a use of force incident in his presence.
2 Deputies	1 Day Suspension	While on-duty, he failed to fully search an inmate and the inmate was later found to be in possession of a kitchen knife while inside a jail facility.
1 Sergeant	1 Day Suspension	He failed to properly secure his off-duty firearm which left the firearm vulnerable to loss or theft.
1 Deputy	2 Day Suspension	While on-duty, he conducted an unauthorized PIT maneuver during a vehicle pursuit.
1 Lieutenant	2 Day Suspension	While on-duty as a supervisor, he failed to treat subordinates in a respectful, courteous, and civil manner that caused them to feel humiliated and/or disrespected.
1 Deputy	2 Day Suspension	While on-duty, he left his assigned post during his shift without requesting permission to leave from a supervisor and failed to report an assault he was told about to a supervisor.
1 Deputy	2 Day Suspension	While on-duty, he used department resources to conduct an inquiry on an individual that was outside the scope of his duties.
1 Deputy	2 Day Suspension	While on-duty, he was involved in a preventable traffic collision and was not wearing his seatbelt.
1 Deputy	3 Day Suspension	While on-duty, he utilized county communications equipment to send a message to employees that contained unprofessional language.
1 Deputy	3 Day Suspension	While on-duty, he heard a request for assistance directed to his partners, but he failed to assist or alert his partners of the request.
1 Deputy	4 Day Suspension	While on-duty, and driving a county vehicle, he responded with lights and sirens without acknowledgement from SCC and was involved in a preventable traffic collision with injuries. While driving, he failed to wear a seatbelt.
1 Deputy	5 Day Suspension	While on-duty, he failed to take appropriate action at the scene of a crime when he failed to listen attentively to a victim and failed to author an incident report for the victim.

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1 Deputy	5 Day Suspension	While on-duty, he failed to notify a supervisor after witnessing a reportable use of force incident.
3 Deputies	5 Day Suspension	While on-duty, he witnessed and utilized force and failed to complete a written report of the force used.
1 Deputy	5 Day Suspension	While on-duty, and conducting a traffic stop, he used poor tactics and taunted civilian onlookers while displaying a firearm.
1 Deputy	5 Day Suspension	While on-duty, he failed to utilize force prevention principles while conducting a traffic stop of a suspected driver under the influence. This resulted in a Category 2 use of force.
2 Deputies	5 Day Suspension	While on-duty, he failed to take appropriate action when he responded to an assistance request and refused to assist in restraining a combative patient.
1 Deputy	5 Day Suspension	While on-duty, he placed himself in the path of a fleeing suspect and with a baton in hand caused the suspect to fall and failed to report the use of force.
1 Sergeant	6 Day Suspension	While on-duty as a supervisor, his subordinates reported force to him, and he failed to initiate a use of force investigation and/or provide leadership to his subordinates on use of force procedures.
1 Custody Assistant	7 Day Suspension	After being mandated to report for an overtime shift, he failed to report for duty and failed to provide proof to confirm the stated reason for his failure to report for duty.
1 Sergeant	7 Day Suspension	While on-duty as a supervisor at a warrant service, he made a forced entry without a proper operational plan, failed to direct personnel to take proper cover, and failed to ensure there was adequate equipment for deputy personnel during the forced entry.
1 Plumber	10 Day Suspension	While attending a staff meeting, he became disruptive and yelled profanities in the presence of other department employees and threw county equipment to the ground, making it inoperable.
1 Custody Assistant	10 Day Suspension	While on-duty, he engaged in unprofessional conduct of a sexual nature that included unwanted touching and grabbing of another employee.
1 Deputy	10 Day Suspension	While on-duty in a custody facility, he refused to wear personal protective equipment (PPE), as mandated by state, county, and

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		department policies. He was ordered to wear PPE while on-duty by supervisors and executives and failed to do so.
1 Plumber	10 Day Suspension	While on-duty, he failed to acquire information necessary to determine the type of resources required to complete a job and failed to contact a supervisor to request additional resources.
1 Deputy	10 Day Suspension	While on-duty and responding to a request for assistance he failed to de-escalate a situation to prevent a use of force, and instead walked to a vehicle and began striking the suspect immediately.
1 Deputy	10 Day Suspension	While on-duty, he caused a preventable traffic collision by driving at an unsafe rate of speed that resulted in injuries to himself and two other motorists.
1 Custody Assistant	15 Day Suspension	While off-duty, he engaged in a physical altercation with a significant other and prevented them from leaving the location.
1 Custody Assistant	15 Day Suspension	While on-duty, he failed to conduct inmate safety checks properly, which resulted in false recording of checks that were not completed.
1 Deputy	15 Day Suspension	While on-duty, he engaged in inappropriate and harassing conduct of a sexual nature that interfered with another employee's work performance.
1 Deputy	15 Day Suspension	While off-duty, and carrying his department issued firearm, he became intoxicated and failed to secure the firearm, leading to an unintentional discharge.
1 Deputy	15 Day Suspension	While on-duty and conducting a traffic stop, he failed to present a professional and/or neat appearance and as the traffic stop escalated, he inappropriately displayed his firearm toward a citizen in a threatening manner.
1 Deputy	15 Day Suspension	While off-duty, he drove his personal vehicle while under the influence of alcohol, driving in an unsafe manner and hitting a curb, causing concerned citizens to report his driving to law enforcement.
1 Deputy	15 Day Suspension	While on-duty, he failed to properly investigate and document a reported crime, did not interview witnesses, or identify and recover evidence.

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1 Law Enforcement Psychologist	15 Day Suspension	While on-duty, he failed to properly, thoroughly, and/or accurately document services provided to patients in a timely manner despite being provided with additional work time to complete the records.
1 Deputy	Bonus Removal	While on-duty as a supervisor, he worked overtime without authorization or approval and submitted overtime slips with unauthorized signatures.
1 Deputy	Bonus Removal	While on-duty and pursuing a suspect, he failed to broadcast that he was in a vehicle pursuit, continued to pursue the suspect on foot without clearing the abandoned vehicle or communicating with his deputy partner, used improper tactics, and failed to activate his body-worn camera.
1 Deputy	30 Day Suspension	While on-duty, he failed to properly investigate a crime in a timely fashion, leading to unnecessary delays and the victims being unaware of the status of the case.
1 Deputy	30 Day Suspension	While on-duty, he utilized department resources in order to search information on a personal friend without law enforcement reasons and made arrangements to meet up with the personal friend while on duty.
1 Deputy	30 Day Suspension	While off-duty, he failed to treat a girlfriend in a respectful, courteous, and/or civil manner when he refused to exit his vehicle when she asked and instead drove her to a secluded area and forcing her out of the vehicle and leaving her there, causing her to file a restraining order against him.
1 Custody Assistant	30 Day Suspension	While on-duty, he knowingly fraternized, and/or maintained a personal relationship with inmates in the custody of the department.
1 Deputy	Discharge	While off-duty and in a public place, he became intoxicated and engaged in hostile, aggressive, and assaultive behavior that resulted in criminal charges being filed.
1 Deputy	Discharge	While on-duty, he knowingly fraternized, did favors, and/or maintained personal relationships with inmates in the custody of the department.