

## First Quarter 2019

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.

Rank	Recommended Discipline	Description
1 Sergeant	Written Reprimand	Engaged in unprofessional and inappropriate conduct by using derogatory language in the workplace.
1 Sergeant	Written Reprimand	Made inappropriate comments based on sex/gender by uttering comments regarding personal use of a sexual mechanism drug to a fellow employee.
1 Information Systems Analyst II	Written Reprimand	Made inappropriate comments based on sex/gender by uttering words that were sexual in nature.
1 Deputy	Written Reprimand	Failed to report a witnessed use of force to a supervisor.
1 Deputy	Written Reprimand	Failed to report a use of force.
1 Deputy	Written Reprimand	Failed to secure the sally-port and row gates which allowed unauthorized movement by inmates out of their cells. Failed to remedy the number of inmates when it exceeded maximum capacity during security checks.
1 Deputy	Written Reprimand	Failed to perform to standards as a training officer by neglecting to properly support and intervene when an incident occurred with a trainee.
1 Deputy	Written Reprimand	Failed to adhere to Department policies and procedure by not fully cooperating with a law enforcement agency.
1 Deputy	Written Reprimand	Made inappropriate comments toward others based on disability.
1 Deputy	Written Reprimand	Failed to perform to standards regarding the logs, reports, notes and transportation of a homeless transient.
1 Deputy	Written Reprimand	Failed to perform to standards by not following procedures during an incident involving a recalcitrant suspect.
1 Sergeant	Written Reprimand	Violated the overtime worked limitation.
1 Deputy	Written Reprimand	Failed to qualify with duty weapon.
1 Deputy	Written Reprimand	Failed to wear a seatbelt.

**First Quarter 2019**

1 Sergeant	Written Reprimand	Failed to secure County issued property, resulting in it being stolen.
1 Deputy	Written Reprimand	Failed to qualify with duty weapon.
1 Deputy	Written Reprimand	Failed to qualify with duty weapon.
1 Deputy	Written Reprimand	Failed to wear a seatbelt.
1 Deputy	Written Reprimand	Not exhibiting good behavior and acting unprofessional by making animal sounds that could be interpreted as racist in nature.
1 Deputy	Written Reprimand	Failed to report to work at the scheduled time.
1 Deputy	Written Reprimand	Engaged in unprofessional conduct by being discourteous during a traffic collision investigation and call for service.
1 Deputy	Written Reprimand	Failed to adhere to Department policies as it relates to electronic immobilization device procedures.
1 Deputy	Written Reprimand	Failed to perform to standards when force was used against a restrained inmate.
1 Deputy	Written Reprimand	Failed to perform to standards by leaving an assigned work area early without proper relief.
1 Lieutenant	Written Reprimand	Failed to perform to standards by ordering deputies to initiate a vehicle pursuit.
1 Sergeant	Written Reprimand	Engaged in unprofessional and inappropriate conduct by using derogatory language towards an inmate and directing personnel to treat the inmate like an animal.
1 Deputy	Written Reprimand	Failed to qualify with duty weapon.
1 Deputy	Written Reprimand	Failed to qualify with duty weapon.
1 Deputy	Written Reprimand	Failed to qualify with duty weapon.
1 Deputy	Written Reprimand	Failed to qualify with duty weapon.
1 Deputy	Written Reprimand	Failed to qualify with duty weapon.
1 Deputy	Written Reprimand	Failed to qualify with duty weapon.
1 Deputy	Written Reprimand	Failed to qualify with duty weapon.
1 Deputy	Written Reprimand	Engaged in unprofessional and inappropriate conduct by using derogatory language to a member of the public.
1 Deputy	Written Reprimand	Failed to perform to work standards by not disengaging and being unprofessional to a citizen exercising their constitutional right to video record.
2 Deputies	Written Reprimand	Failed to broadcast pertinent information required at the onset of a foot pursuit.
1 Deputy	Written Reprimand	Failed to perform to standards in regards to citizen's first amendment right to videotape.

**First Quarter 2019**

1 Sergeant	Written Reprimand	Failed to perform to standards by not fostering a harmonious relationship with a subordinate.
1 Sheriff Station Clerk II	Written Reprimand	Made inappropriate comments against a co-worker by uttering profane and insulting words.
1 Deputy	1 Day Suspension	Failed to qualify with duty weapon.
1 Deputy	1 Day Suspension	Failed to qualify with duty weapon.
1 Deputy	1 Day Suspension	Failed to qualify with duty weapon.
2 Deputies	1 Day Suspension	Failed to report a witnessed use of force to a supervisor.
1 Deputy	1 Day Suspension	Failed to qualify with duty weapon.
1 Deputy	1 Day Suspension	Unintentionally discharged a firearm on-duty by failing to safely handle the firearm.
2 Deputies	1 Day Suspension	Failed to perform to standards by leaving an assigned work area early without permission or proper relief and failing to provide direct security for a K-10 inmate.
1 Sergeant	1 Day Suspension	Being arrested and cited for being involved in a verbal and physical altercation.
1 Sergeant	1 Day Suspension	Failed to remain at home after calling in and using sick time.
1 Chief Stationary Engineer	1 Day Suspension	Failed to monitor and maintain a harassment-free work environment and report a potential Policy of Equality violation.
1 Stationary Engineer Control Specialist	1 Day Suspension	Engaged in inappropriate physical interaction and made inappropriate comments based on sex/gender.
1 Deputy	1 Day Suspension	Unintentionally discharged a firearm while on-duty.
1 Sergeant	1 Day Suspension	Failed to perform to standards by leaving an assigned work area without notifying the Watch Commander.
1 Senior Typist Clerk	1 Day Suspension	Engaged in unprofessional conduct by becoming involved in a physical altercation after trespassing onto private property.
1 Deputy	2 Day Suspension	Failed to perform to standards by sleeping on duty.
1 Deputy	2 Day Suspension	Failed to perform to standards by utilizing a County computer for non-work related purposes.
1 Law Enforcement Technician	2 Day Suspension	Failed to report the witnessing and partaking of viewing inappropriate non-work related material on a County computer.

**First Quarter 2019**

1 Stationary Engineer II	2 Day Suspension	Made inappropriate physical interaction and comments based on sex/gender against a co-worker.
1 Sergeant	2 Day Suspension	Failed to manage two use of force incidents which caused a delay in an inmate receiving medical attention.
2 Deputies	2 Day Suspension	Involved in a traffic collision while not wearing a seatbelt.
1 Deputy	2 Day Suspension	Failed to review paperwork which resulted in an erroneous citation of a sentenced inmate.
1 Deputy	2 Day Suspension	Failed to perform to standards by not employing proper discretion with regards to having continued contact with a parolee and narcotics abuser.
1 Law Enforcement Technician	3 Day Suspension	Failed to properly obtain and provide critical information while taking a call of service.
1 Deputy	3 Day Suspension	Failed to perform to standards by utilizing a County computer for non-work related purposes.
1 Deputy	3 Day Suspension	Being arrested for failing to exercise good judgment and engaging in an act causing injury to others.
1 Security Officer	3 Day Suspension	Being arrested for drunk driving and failing to promptly notify a supervisor of the off-duty incident.
1 Deputy	3 Day Suspension	Involved in a traffic collision while not wearing a seatbelt.
1 Deputy	3 Day Suspension	Failed to receive authorization to respond Code 3 and was involved in a traffic collision.
1 Deputy	3 Day Suspension	Failed to care for County issued property.
1 Deputy	3 Day Suspension	Brought a firearm inside a secured area of the station jail.
1 Senior Laundry Worker	5 Day Suspension	Brought a prohibited wireless device inside a secured facility.
1 Deputy	5 Day Suspension	Engaged in unprofessional conduct and created a hostile work environment by making multiple statements in the workplace of a sexual nature.
1 Deputy	5 Day Suspension	Failed to report a use of force.
1 Deputy	5 Day Suspension	Violated work schedule policy by working back-to-back double shifts.
1 Deputy	5 Day Suspension	Failed to perform to standard when he identified himself while off-duty as a peace officer, intervened in a crime, allowed the suspect to leave, failed to notify local law

**First Quarter 2019**

		enforcement, used reportable force and failed to promptly notify a supervisor of the incident.
1 Deputy	5 Day Suspension	Failed to take proper control of a felony suspect and broadcasted improper radio traffic.
1 Deputy	5 Day Suspension	Engaged in inappropriate conduct toward a female inmate worker and flirted with female inmates on multiple occasions.
1 Custody Assistant	5 Day Suspension	Brought a prohibited wireless device inside a secured facility.
1 Deputy	5 Day Suspension	Failed to report a use of force.
1 Warehouse Worker I	8 Day Suspension	Made inappropriate comments based on sex/gender to fellow employees.
1 Civilian Investigator	10 Day Suspension	Inaccurately reported daily work activities.
1 Sergeant	10 Day Suspension	Failed to notify the unit commander about being involved in a personal relationship with a subordinate.
1 Custody Assistant	10 Day Suspension	Failed to exercise good judgment when engaged in a domestic violence incident which resulted in local police involvement.
1 Deputy	10 Day Suspension	Failed to exercise good judgment when engaged in a domestic violence incident which resulted in local police involvement.
1 Custody Assistant	10 Day Suspension	Being arrested for spousal assault after being in a physical altercation.
1 Deputy	15 Day Suspension	Failed to take appropriation action on multiple call for service incidents.
1 Deputy	15 Day Suspension	Admitted to consuming alcohol prior to his regular shift rendering him unable to perform his duties resulting in a shift swap policy violation.
1 Deputy	15 Day Suspension	Driving while under the influence of alcohol, being in a non-injury traffic collision, arrested and pleading no contest to reckless driving.
1 Deputy	15 Day Suspension	Made inappropriate sexual comments and gestures towards female inmates.
1 Custody Assistant	15 Day Suspension	Taking no action to assist an inmate injured during a fight with another inmate.
1 Deputy	15 Day Suspension	Being arrested for drunk driving on a motorcycle.
1 Deputy	15 Day Suspension	Displayed an offensive hand gesture to an inmate, watched non-work related movies on the staff computer and failed to monitor and provide proper security as security checks were being conducted.

**First Quarter 2019**

1 Custody Assistant	20 Day Suspension	Failed to conduct and document prisoner security checks and entered false security check information.
1 Deputy	Discharge	Displayed drunk and/or disorderly conduct after consuming alcoholic beverages, driving a county vehicle under the influence of alcohol, arguing/threatening a peace officer and pleading guilty to a misdemeanor driving under the influence violation.
1 Deputy	Discharge	Made inappropriate comments during a custody exchange, being charged with brandishing and exhibiting a concealable firearm in public, and pleading no contest to disturbing the peace.
1 General Maintenance Worker	Discharge	Falsified overtime and official time records on multiple occasions.
1 Sergeant	Discharge	Failed to maintain a level of moral conduct by making incessant inappropriate sexual comments and gestures towards fellow Department members.
1 Security Officer	Discharge	Maintained a personal relationship or association with a person who is a member of a criminal street gang; made false statements during an administrative investigation; and utilized a County computer for personal, social and unofficial purposes.
1 Deputy	Discharge	Failed to identify, investigate and document a reported crime, and later made false documentation regarding the call for service.
1 Head Cook	Discharge	Made inappropriate sexual comments and gestures to co-workers in the workplace, and later made false and dishonest statements during an administrative investigation.
1 Custody Records Clerk	Discharge	Maintained a personal relationship or association with a person who is a member of a criminal street gang; being arrested for assault and robbery and later pleading no contest to assault likely to cause great bodily injury.
1 Deputy	Discharge	Arrested for and convicted of spousal battery.
1 Senior Laundry Worker	Discharge	Maintained a personal relationship with an inmate; tested positive for methamphetamine; and made false statements during an administrative investigation.
1 Deputy	Discharge	Being arrested for loitering for the purpose of prostitution and pleading no contest to trespassing.
1 Deputy	Discharge	Arrested for and pleading no contest to driving under the influence of alcohol.