

QUARTERLY ADMINISTRATIVE DISCIPLINE REPORT – 1ST QUARTER OF 2014

SHORT-TERM SUSPENSIONS (1-5 DAYS)

One deputy received a 1 day suspension for using profanity toward members of the public.

One sergeant received a 1 day suspension for failing to maintain confidentiality regarding an examination process as agreed upon in the signed "Test Security Agreement."

One sergeant received a 2 day suspension for failing to notify and/or gain prior approval for leaving the state on vacation while off injured on duty.

Two professional staff members each received a 3 day suspension for engaging in conversations of a sexual nature and for making sarcastic statements.

One lieutenant received a 3 day suspension for failing to conform to the work standards regarding a pre-employment background investigation.

One deputy received a 3 day suspension for not submitting an arrest report in a timely manner or properly deferring the report.

One custody assistant received a 3 day suspension for not requesting the presence of a female officer to relieve him while a female inmate showered and for not announcing his presence prior to opening the shower door.

One deputy received a 3 day suspension for a Policy of Equality violation of inappropriate conduct by initiating, perpetuating, repeating and/or gossiping to other coworkers about another coworker's alleged promiscuity.

One deputy received a 3 day suspension for using profanity towards department members while working as watch deputy.

One custody assistant received a 3 day suspension for not assisting fellow deputies during an attempt to control a recalcitrant inmate, which resulted in a use of force incident.

One deputy received a 3 day suspension for not reporting and/or documenting damages caused by kicking in a motel room door during an investigation.

One security assistant received a 3 day suspension for inappropriately using an electronic device to give the appearance of increased work productivity.

One deputy received a 3 day suspension for failing to: use common sense methods when confronting an insubordinate inmate; initiate a plan to ensure safety steps were used; inform a supervisor prior to confronting an insubordinate inmate; and relinquish control of the inmate once force was used.

QUARTERLY ADMINISTRATIVE DISCIPLINE REPORT – 1ST QUARTER OF 2014

One deputy received a 3 day suspension for acting in a discourteous and uncivil manner off-duty while taking his adult daughter to be seen by a doctor.

Two deputies each received a 3 day suspension for failing to notify supervisors, without delay, that they were detained, questioned, and photographed by another policy agency investigating an allegation of domestic violence.

One deputy received a 5 day suspension for accessing various law enforcement databases for the purpose of discovering information on an individual having an affair with his spouse.

One professional staff member received a 5 day suspension for engaging in conversations of a sexual nature and mocking a coworker while other coworkers were present.

One deputy received a 5 day suspension for engaging in an argument and using derogatory language with the medical staff while trying to seek hospitalization for a mentally ill person, and for delaying admissions procedures by not properly completing the appropriate forms in a timely manner.

One custody assistant received a 5 day suspension for failing to take notice of an inmate assault occurring, and failing to report the incident within a reasonable amount of time.

One deputy received a 5 day suspension for failing to prevent the arrest or expedite the immediate release of a man from custody for a matter determined to be non-criminal; for failing to notify the arresting deputies and custody personnel that criminal charges were not being sought; and for not keeping a complete and accurate record of the case.

One deputy received a 5 day suspension for engaging in conduct of a sexual nature by initiating, perpetuating, repeating and gossiping with coworkers regarding stories of another coworker's alleged promiscuity; and displaying to coworkers a photograph which illustrated a woman's bare buttocks and implying that the photograph was another coworker.

One security assistant received a 5 day suspension for inappropriately using an electronic device to give the appearance of increased work productivity.

One security assistant received a 5 day suspension for witnessing a use of force incident and failing to report the incident.

One deputy received a 5 day suspension for improperly conducting numerous traffic stops for aftermarket lighting violations without a clear understanding of the California Vehicle Code section, which resulted in numerous citations being written for drivers being unlicensed and their vehicles being towed.

QUARTERLY ADMINISTRATIVE DISCIPLINE REPORT – 1ST QUARTER OF 2014

MODERATE-TERM SUSPENSIONS (6-15 DAYS)

Two security assistants each received a 7 day suspension for inappropriately using an electronic device to give the appearance of increased work productivity.

One professional staff member received a 7 day suspension for engaging in conduct that interfered with a Court Interpreter's employment, which created an intimidating, hostile, offensive and abusive work environment; engaging in conduct of a sexual nature; and failing to treat the Court Interpreter in a respectful, courteous, and civil manner.

One deputy received a 7 day suspension for failing to offer assistance or stand by, while in uniform, after being asked to assist Metrolink employees.

One commander received a 7 day suspension for failing to exercise his duties and provide insight and guidance to ensure that the interest of the Department and its members were protected during a tactical incident.

One deputy received an 8 day suspension for leaving an assigned post without proper relief and leaving an inmate unattended.

One deputy received a 10 day suspension for failing to take action and for failing to notify a supervisor regarding an inmate's allegation of criminal conduct.

One professional staff member received a 10 day suspension for disobeying direct orders when forbidden by a supervisor to attend a training class, failing to report back to the station when ordered to do so, and being absent from work without prior approval.

One deputy received a 15 day suspension for failing to use sound tactics during a force incident.

One deputy received a 15 day suspension for using unnecessary force on an inmate; failing to maintain a professional demeanor and treat the inmate in a civil or courteous manner; failing to report force on the inmate as soon as safely possible; and knowingly giving untruthful, misleading, and incomplete statements during the course of an investigation.

One custody assistant received a 15 day suspension for holding a container of oleoresin capsicum spray in front of an inmate's face who, though agitated, was cooperating with the instructions of personnel; using profanity towards the inmate; and failing to adhere to instructions from supervisors while in the presence of other employees.

One deputy received a 15 day suspension for failing to conduct an adequate field investigation and generate a domestic violence battery report.

QUARTERLY ADMINISTRATIVE DISCIPLINE REPORT – 1ST QUARTER OF 2014

One deputy received a 15 day suspension for being involved in a use of force incident and failing to report the incident; failing to take appropriate police action during a crime; failing to report a possible suspect was resisting arrest; and failing to call for back up or a supervisor when dealing with a resistive suspect and hostile civilians.

One deputy received a 15 day suspension for failing to conduct a thorough investigation; accurately document the witnesses and facts of the investigation; and properly recognize and recover evidence pertinent to the investigation.

One deputy received a 15 day suspension for failing to report the use of force in a timely manner and failing to complete a written report.

One deputy received a 15 day suspension for using unreasonable force on an inmate, which cause another inmate to act out resulting in a second force incident.

LONG-TERM SUSPENSIONS (16-30 DAYS)

One deputy received a 20 day suspension for driving under the influence of alcohol and carrying a firearm while intoxicated.

One deputy received a 20 day suspension for providing untruthful responses to supervisors regarding his whereabouts and activities during his work shift; failing to carry out his assigned duties and devote his time and attention to the service of the Department; and not returning facility keys before leaving the facility.

One deputy received a 20 day suspension for being involved in an off-duty incident in which he was intoxicated and failed to exercise reasonable care and control of his off-duty firearm, which was taken by an individual who discharged it in a public place, and for not satisfactorily completing an instructional qualification course prior to carrying the off-duty weapon.

Six security assistants each received a 27 day suspension for inappropriately using an electronic device to give the appearance of increased work productivity; and failing to make full, complete, and truthful statements during an administrative interview.

One deputy received a 27 day suspension for inappropriately using an electronic device to give the appearance of increased work productivity; and failing to make full, complete, and truthful statements during an administrative interview.

Two security assistants each received a 28 day suspension for inappropriately using an electronic device to give the appearance of increased work productivity; and failing to make full, complete, and truthful statements during an administrative interview.

QUARTERLY ADMINISTRATIVE DISCIPLINE REPORT – 1ST QUARTER OF 2014

One security assistant received a 29 day suspension for inappropriately using an electronic device to give the appearance of increased work productivity; and failing to make full, complete, and truthful statements during an administrative interview.

One executive received a 30 day suspension for sexual harassment; for utilizing a Sheriff's Department issued cell phone to have non-work related conversations, which contained sexually explicit language; and for creating a work environment that other subordinate coworkers perceived as favoritism.

One deputy received a 30 day suspension for failing to accurately document observations of a suspect's sobriety and injuries in a traffic accident report.

BONUS REMOVAL

One deputy was removed from his Bonus position for failing to recognize a subordinate deputy's use of force; and failing to direct the actions of the deputy using the force, which resulted in additional use of force by the involved deputies.

REDUCTION IN RANK/DISCHARGES

One security assistant was discharged for inappropriately using an electronic device to give the appearance of increased work productivity; and failing to make full, complete, and truthful statements during an administrative interview.

One deputy was discharged for engaging in unprofessional behavior while on-duty by contacting a citizen for non-work related purposes in the workplace, which developed into a personal relationship and negatively impacted the workplace.

One deputy was discharged for inappropriately touching coworkers and engaging in conversations of a sexual nature, which created an intimidating, hostile, offensive, and abusive work environment.

One deputy was discharged for knowingly maintaining a personal relationship or association with a convicted felon.

Two deputies were discharged for displaying a firearm in a threatening manner while off duty; later discharging the firearm in a public place where others were present; being under the influence of alcohol and arrested for Discharge of a Firearm with Gross Negligence and Exhibiting a Firearm; and failing to provide accurate information when contacted by the police agency.

One deputy was discharged for admitting to using marijuana, after a random drug test resulted in a positive result.

QUARTERLY ADMINISTRATIVE DISCIPLINE REPORT – 1ST QUARTER OF 2014

One custody assistant was discharged for having a personal relationship and doing favors for an inmate incarcerated in an Orange County jail; failing to report the personal relationship/association; and making false or incomplete statements during an internal investigation.

One deputy was discharged for starting a personal relationship with a suspect whom the deputy arrested, which resulted in the case against the suspect being dismissed in court, and for failing to follow Department policy regarding using the suspect as an informant.

QUARTERLY ADMINISTRATIVE DISCIPLINE REPORT – 2ND QUARTER OF 2014

SHORT-TERM SUSPENSIONS (1-5 DAYS)

Four deputies each received a 1 day suspension for failing to employ sound tactical principles while conducting a traffic stop of a bicyclist, which led to a foot pursuit.

One deputy received a 1 day suspension for failing to use sound tactics during a force incident.

One deputy received a 1 day suspension for not safeguarding a mentally ill and suicidal prisoner and for falling asleep on duty.

One deputy received a 1 day suspension for failing to employ sound tactical principles and engage a threat in the safest manner, which led to a use of force.

One deputy received a 1 day suspension for not requesting backup or a supervisor when hearing two waist-chained inmates arguing; and for violating light duty status/assignment when leaving the lockup security control booth to separate the inmates, which resulted in a use of force.

One professional staff member received a 1 day suspension for engaging in conversation of a sexual nature; wearing sexual provocative clothing; and having physical contact/hugging with co-workers.

One custody assistant received a 1 day suspension for failing to use reasonable efforts to de-escalate an incident prior to using O.C. spray on an inmate confined in a locked cell.

One captain received a 2 day suspension for engaging in political activity while on duty; and for directing a subordinate to perform the Captain's personal business while utilizing a county vehicle.

One deputy received a 2 day suspension for failing to secure the seatbelt of a prisoner and utilizing a cell phone while driving, which resulted in an injury to the prisoner when the brakes were applied quickly to avoid a collision.

One deputy received a 2 day suspension for failing to use sound tactics during a force incident.

One deputy received a 2 day suspension for failing to segregate a "keep-away" inmate, which resulted in an inmate assault.

One deputy received a 2 day suspension for not properly supervising a deputy sheriff trainee during a rape investigation, during which time the trainee improperly handcuffed and/or left the suspect unattended.

QUARTERLY ADMINISTRATIVE DISCIPLINE REPORT – 2ND QUARTER OF 2014

One deputy received a 2 day suspension for not properly safeguarding an inmate's property, which resulted in a civil claim.

One sergeant received a 2 day suspension for engaging in a domestic dispute with his spouse, which lead to his arrest.

One deputy received a 2 day suspension for failing to identify a defiant inmate; failing to request additional personnel to assist; and for failing to request a supervisor in order to safely de-escalate the situation.

One deputy received a 2 day suspension for driving a motor vehicle with a suspended license.

One deputy received a 2 day suspension for behaving in an unprofessional manner; allowing a select group of inmates to have privileges; engaging in personal conversations with the select inmates; and contacting a subordinate to ask a favor to find out the status of an investigation.

One deputy received a 3 day suspension for allowing a family member to utilize a Department parking permit for access to county-owned parking lots.

One sergeant received a 3 day suspension for operating a marked radio car at an unsafe speed during emergent conditions, causing a traffic accident with serious injuries and damage to the radio car.

One deputy received a 3 day suspension for failing to recognize that he used reportable force on a suspect.

One professional staff member received a 3 day suspension for entering into a verbal confrontation with another driver while off duty; displaying a Department-issued identification card during the incident; and making disparaging comments directed toward the other driver.

One deputy received a 3 day suspension for operating a patrol vehicle in an unsafe and negligent manner, which resulted in a collision with minor injuries and unreparable damage to the patrol vehicle.

One professional staff member received a 3 day suspension for being named as a suspect in a vandalism report; and admitting during the internal investigation to committing acts of vandalism.

One deputy received a 3 day suspension for failing to employ sound tactical principles while investigating a disturbance, which led to a foot pursuit.

One security assistant received a 3 day suspension for being arrested for domestic violence; and failing to notify the Department in a timely manner of his arrest.

QUARTERLY ADMINISTRATIVE DISCIPLINE REPORT – 2ND QUARTER OF 2014

One deputy received a 3 day suspension for falsifying his DDWS; identifying himself as a deputy sheriff and using derogatory language in a text message; handling an incident in which he was personally involved; and for not requesting another deputy or sergeant to handle the incident.

One deputy received a 3 day suspension for failing to use sound tactics during a force incident.

One deputy received a 3 day suspension for using derogatory language with an uncooperative inmate; lunging toward the inmate; and for failing to employ sound tactics to deal with the inmate.

One deputy received a 3 day suspension for failing to properly inspect and document damages to his assigned patrol vehicle at the beginning of his shift.

One deputy received a 3 day suspension for entering a holding cell containing several inmates without backup; engaging an angry inmate without requesting back up or a supervisor; and failing to give details verbally and in writing regarding the incident.

One deputy received a 3 day suspension for sending and receiving text messages that were contrary to the Department's Core Values; and being named in a suspicious circumstances report, which alleged sexual misconduct and consumption of alcohol.

One deputy received a 4 day suspension for improperly handcuffing a suspect to the metal cage of a patrol vehicle while leaving the suspect unattended for an extended period of time.

One deputy received a 4 day suspension for failing to check on and investigate the welfare of a child at the request of school officials.

One professional staff member received a 5 day suspension for leaving his assigned post without proper authorization; failing to provide dental services to inmates; and failing to follow direct orders from his supervisor.

One sergeant received a 5 day suspension for failing to capture an incident involving a recalcitrant inmate on video tape; failing to formulate a tactical plan prior to engaging the inmate; and for not requesting adequate staff to deal with the incident.

One deputy received a 5 day suspension for failing to adequately investigate a report of child abuse, and failing to observe the children to determine if the injuries matched those reported.

One sergeant received a 5 day suspension for failing to recognize a use of force; and inadequately investigating the incident.

QUARTERLY ADMINISTRATIVE DISCIPLINE REPORT – 2ND QUARTER OF 2014

One deputy received a 5 day suspension for not following supervisor's orders to not park in the stalls designated for sergeants; and for using a condescending tone when contacted by a supervisor regarding this issue.

One deputy received a 5 day suspension for drafting an arrest report on a robbery suspect that lacked critical information and contained errors; failing to properly Mirandize the suspect; failing to place a parole hold on the suspect; and failing to appear in court.

One deputy received a 5 day suspension for failing to handcuff inmates; failing to segregate the male and female inmates; and failing to safeguard two inmates by leaving them unattended.

One deputy received a 5 day suspension for driving unsafely while under the influence of alcohol; being in possession of a loaded handgun when arrested; failing to attend and satisfactorily complete an instructional course for that specific handgun prior to carrying it.

One custody assistant received a 5 day suspension for sending and receiving text messages that were contrary to the Department's Core Values; being named in a suspicious circumstances report, which alleged sexual misconduct and consumption of alcohol.

One deputy received a 5 day suspension for leaving an assigned post without proper relief and leaving an inmate unattended or supervised.

One deputy received a 5 day suspension for failing to identify a recalcitrant inmate who was possibly attempting to conceal contraband; failing to communicate with other deputy personnel; and failing to request a supervisor to assist with the incident.

One sergeant received a 5 day suspension for failing to adequately handle an allegation of force made by an inmate against another deputy.

One deputy received a 5 day suspension for conducting personal business while on duty, in uniform and in a radio car while his trainee was with him.

MODERATE-TERM SUSPENSIONS (6-15 DAYS)

One custody assistant received an 8 day suspension for failing to address or feed an inmate who said he had not eaten; failing to leave the area after his shift ended and instead made contact with the inmate; grabbing the inmate's hands and holding them behind his back; counseling the inmate regarding excess food; and failing to communicate his plan to his co-workers prior to making contact with the inmate.

QUARTERLY ADMINISTRATIVE DISCIPLINE REPORT – 2ND QUARTER OF 2014

One deputy received a 10 day suspension for failing to use an elevator to transport an injured inmate, and instead requiring the inmate to use an escalator; and then leaving the inmate, who had fallen onto the escalator steps, having to drag himself onto the floor landing after reaching the top of the escalator.

One deputy received a 14 day suspension for being involved in a domestic violence incident; pleading “nolo contendere” to a vandalism charge; and being placed on probation for 24 months, ordered to pay fines, and attend an anger management course.

One professional staff member received a 15 day suspension for inappropriately accessing an inmate’s confidential medical file on 10 different occasions; and releasing the confidential information to a mutual acquaintance.

One custody assistant received a 15 day suspension for being involved in a domestic violence incident, which resulted in being arrested for domestic battery and vandalism.

One deputy received a 15 day suspension for being arrested for domestic violence; and not being courteous and respectful to the arresting deputies during the incident.

One professional staff member received a 15 day suspension for not following direct orders from a supervisor on multiple occasions, causing an unnecessary delay in making staffing adjustments during his absence.

One deputy received a 15 day suspension for operating a personal vehicle while under the influence of alcohol; jeopardizing the safety and welfare of the public and infant son; treating handling deputies in a disrespectful and antagonistic manner; and refusing to cooperate during the administration of the field sobriety tests.

One deputy received a 15 day suspension for failing to report a use of force that was within policy; and failing to recognize that a crime may have occurred and, therefore, failing to adequately document the incident.

Three deputies each received a 15 day suspension for failing to report a justifiable use of force while assisting another unit with a mentally ill person; and failing to complete a written report prior to going off duty.

One custody assistant received a 15 day suspension for being arrested and pleading guilty to driving while under the influence of alcohol/drugs.

LONG-TERM SUSPENSIONS (16-30 DAYS)

One deputy received a 25 day suspension for failing to devote time and attention to the services of the County; entering a courtroom for personal, non-work related matters while dressed in full Department uniform; attending court hearings involving personal

QUARTERLY ADMINISTRATIVE DISCIPLINE REPORT – 2ND QUARTER OF 2014

business while in possession of a duty firearm; failing to make proper notifications to supervisors regarding court attendance in a confidential hearing; and failing to make full, complete, and truthful statements during an administrative investigation.

One deputy received a 25 day suspension for being involved in a verbal altercation while off duty at a baseball field during a youth athletic event; failing to cooperate with another police department who was investigating the incident; and failing to make full, complete, and truthful statements during an administrative investigation.

BONUS REMOVAL

One deputy was removed from a Bonus position for engaging in conduct that created an intimidating and hostile work environment; engaging in inappropriate conduct of a sexual nature; failing to treat co-workers in a respectful, courteous, and civil manner; failing to follow orders from three captains; and obstructing, distorting, and unduly influencing a Department investigation.

One deputy was removed from a Bonus position for utilizing another employee's user ID and password to access a law enforcement database for personal, social, and unofficial purposes; failing to meet the quarterly firearm shooting qualification requirements; failing to load the Department issued Beretta with new ammunition; and failing to provide a doctor's note regarding a sick call in when ordered to do so by a supervisor.

REDUCTION IN RANK/DISCHARGES

One deputy was discharged for failing to take appropriate action and investigate when responding to a disturbance involving a physical altercation; failing to conduct a thorough investigation; failing to properly record the incident; failing to treat citizens in a respectful, courteous, and civil manner; using profanity; inappropriately displaying a Department-issued weapon; and making false statements during an administrative investigation.

One custody assistant was discharged for making false statements and requesting bereavement leave under false pretenses; and failing to make full, complete, and truthful statements during an administrative investigation.

One deputy was discharged for being convicted of a misdemeanor crime of domestic violence, which disqualifies employment as a peace officer due to the inability to possess or carry a firearm.

One deputy was discharged for engaging in unprofessional behavior when attempting to use his deputy sheriff position to obtain access to an event without paying admission; for not cooperating with the police agency who was working the event; and for being intoxicated in public.

QUARTERLY ADMINISTRATIVE DISCIPLINE REPORT – 3RD QUARTER 2014

SHORT-TERM SUSPENSIONS (1-5 DAYS)

One deputy received a 1 day suspension for failing to obtain an URN or reference number for an inmate injury report, which resulted in the report being lost and the incident not documented.

One sergeant received a 1 day suspension for failing to immediately report a potential policy of equality violation to the Intake Specialist Unit after two subordinates reported racially biased comments allegedly made by another sergeant.

One deputy received a 1 day suspension for admitting to not wearing his seatbelt after being involved in an on-duty traffic collision.

One custody assistant received a 1 day suspension for failing to identify the actions of a defiant inmate; failing to notify a supervisor when observing the defiant inmate; failing to properly brief the oncoming shift regarding the inmate's inappropriate behavior; and for failing to inspect the firefighting equipment after it was tampered with by the inmate.

One deputy received a 1 day suspension for failing to wear a seatbelt while a passenger in a black and white patrol vehicle involved in a traffic collision.

Two deputies each received a 2 day suspension for failing to use sound tactics during a force incident.

One deputy received a 2 day suspension for using derogatory and/or demeaning language prior to a use of force.

One deputy received a 2 day suspension for intentionally tapping the trunk of a vehicle with a pool cue recovered from the same vehicle to demonstrate to a trainee how the cue could be used as a weapon; antagonizing the crowd of on lookers and the owner of the vehicle, which resulted in a complaint.

One deputy received a 2 day suspension for making sexual innuendos regarding a fellow employee, which created an offensive work environment.

One sergeant received a 2 day suspension for failing to follow proper procedures when processing release paperwork, resulting in an erroneous release.

One deputy received a 3 day suspension for failing to properly notify a supervisor that he was a named suspect in a report alleging he brandished a firearm.

One deputy received a 3 day suspension for failing to identify the actions of a defiant inmate; failing to notify a supervisor when observing the defiant inmate; failing to properly brief the oncoming shift regarding the inmate's inappropriate behavior; and for failing to inspect the firefighting equipment after it was tampered with by the inmate.

QUARTERLY ADMINISTRATIVE DISCIPLINE REPORT – 3RD QUARTER 2014

One professional staff member received a 3 day suspension for failing to communicate in a respectful, courteous, and civil manner on multiple occasions with numerous Department members; and for using derogatory language.

One sergeant received a 3 day suspension for engaging in sexual banter with subordinates; making sexual comments in the presence of subordinates while at a Department sporting event; and for failing to report rumors circulating regarding a personal relationship with a subordinate to the Intake Specialist Unit.

Two deputies received a 3 day suspension for failing to use sound tactics during a force incident.

One deputy received a 3 day suspension for giving his personal cell phone number to an individual involved in a domestic dispute; and for sending inappropriate text messages to the individual.

One professional staff member received a 3 day suspension for showing a co-worker photographs of a sexual nature.

One deputy received a 3 day suspension for failing to wear a seatbelt while riding as a passenger in a black and white vehicle involved in a traffic collision, which resulted in an injury.

One custody assistant received a 4 day suspension for failing to request backup or a supervisor prior to handling a recalcitrant inmate; failing to take appropriate action when witnessing another employee violate inmate cell extraction procedures; and for using derogatory language toward an inmate.

One sergeant received a 4 day suspension for failing to communicate with his partner that a suspect was armed; failing to coordinate an effective and safe approach to the suspect; failing to communicate via Sheriff's Communications Center; failing to coordinate a containment before approaching and arresting a potentially armed suspect, placing himself in a position of tactical disadvantage.

One deputy received a 5 day suspension for failing to follow proper procedures for securing inmates in the court lock up area; and for failing to maintain possession of his assigned keys.

One deputy received a 5 day suspension for failing to properly supervise a trusty; leaving the work area while other personnel tried to control an aggressive inmate; and for failing to completely report the matter to a supervisor.

One professional staff member received a 5 day suspension for refusing to provide assistance to a nurse requesting medication orders for a patient with a medical history; and for being unprofessional and uncooperative with a supervisor.

QUARTERLY ADMINISTRATIVE DISCIPLINE REPORT – 3RD QUARTER 2014

One deputy received a 5 day suspension for failing to take proper police action during a crime; for failing to write a crime report; and for being insubordinate.

One custody assistant received a 5 day suspension for being in possession of a cellular telephone inside a secured custody facility.

One deputy received a 5 day suspension for taking independent action by initiating a foot pursuit of a suspect without communicating or coordinating with his partner, causing a loss of visual contact and for placing himself in a tactical disadvantage.

One professional staff member received a 5 day suspension for admitting to being involved in a domestic violence incident, which resulted in his arrest.

One deputy received a 5 day suspension for leaving an inmate unattended when he left his assigned post without proper relief; and for failing to follow a supervisors orders to return to his post.

One deputy received a 5 day suspension for cancelling an inmate's attorney room pass without sufficient justification, resulting in the inmate being denied access to legal counsel; shutting the door behind the inmate who was in a wheelchair, resulting in the wheelchair to slide sideways and hit the door jamb; and turning off the television in the inmate's dorm without a valid reason.

One deputy received a 5 day suspension for failing to notify a supervisor when observing a defiant inmate; failing to properly brief the oncoming shift regarding the inmate's inappropriate behavior; and for failing to inspect the firefighting equipment after it was tampered with by the inmate.

One deputy received a 5 day suspension for failing to collect and store a suspect's personal property (money) during an arrest; and instead leaving the money in the suspect's vehicle, resulting in a complaint when the money was discovered missing from the vehicle.

MODERATE-TERM SUSPENSIONS (6-15 DAYS)

One deputy received a 6 day suspension for failing to document the recovery of found property; failing to enter the property into the property and evidence system; and for failing to complete an incident report in a timely manner.

One custody assistant received a 7 day suspension for failing to request appropriate backup or supervisor prior to handling a recalcitrant inmate; for entering a cell to contact or remove an uncooperative inmate when no immediate threat was present; and for behaving in an unprofessional manner when he lost his temper.

QUARTERLY ADMINISTRATIVE DISCIPLINE REPORT – 3RD QUARTER 2014

One sergeant received a 7 day suspension for failing to take control, communicate, and coordinate the actions of deputy personnel who were engaged in a tactical dilemma, which resulted in a use of force.

One professional staff member received a 7 day suspension for failing to properly secure his Department-issued firearm, which resulted in the firearm being stolen; and for failing to follow directions from a supervisor to complete and receive approval for an off-duty firearm agreement.

One deputy received an 8 day suspension for failing to take appropriate police action during a crime; and failing to complete and record accurate statements in a police report.

One deputy received a 10 day suspension for being involved in an on-duty preventable traffic collision with injuries; and for not wearing a seatbelt.

One professional staff member received a 10 day suspension for making false statements during an administrative investigation relating to allegations of leaving a work assignment to attend a union rally without authorization.

One deputy received a 10 day suspension for being involved in a physical altercation while off duty, resulting in being named as a battery suspect in a criminal case.

One professional staff member received a 10 day suspension for accessing private medical information of an inmate in order to help a co-worker.

One professional staff member received a 10 day suspension for inappropriately obtaining private inmate medical information after being denied the information by supervisors due to Department policy and federal/state laws.

One deputy received a 10 day suspension for failing to safeguard a suspect's property, resulting in a complaint of missing money.

One deputy received a 10 day suspension for being involved in an on-duty preventable traffic collision with injuries; and for not wearing a seatbelt.

One deputy received a 10 day suspension for failing to clear an intersection while driving code 3 in excess of 60 mph in a black and white patrol vehicle, causing an injury traffic collision.

One deputy received a 15 day suspension for using unreasonable force.

One custody assistant received a 15 day suspension for being arrested for driving under the influence of alcohol.

QUARTERLY ADMINISTRATIVE DISCIPLINE REPORT – 3RD QUARTER 2014

One deputy received a 15 day suspension for using improper tactics when forcefully removing a person from a vehicle during a traffic stop, causing injuries; for making inaccurate and incomplete statements to supervisors regarding the use of force; and for making false statements during an internal investigation.

One deputy received a 15 day suspension for driving under the influence after being involved in a domestic violence incident, resulting in being arrested for the incident.

One professional staff member received a 15 day suspension creating an intimidating, hostile, offensive, and abusive working environment by engaging in conduct of a sexual or racially-biased nature.

One professional staff member received a 15 day suspension for not exercising good judgment when coordinating an inmate's enrollment in an online college; paying for some of the inmate's college tuition; and for soliciting others to assist with the payment of the inmate's tuition without permission from the Department.

One professional staff member received a 15 day suspension for entering false information into official Department records; and handing medicine to a deputy to administer to an inmate.

One deputy received a 15 day suspension for being arrested for domestic violence incidents.

One professional staff member received a 15 day suspension for leaving an assigned work area without obtaining permission; and accessing a Mobile Digital Terminal utilizing another employee's user ID and password to obtain personal information for unofficial purposes.

One deputy received a 15 day suspension for admitting to drinking prior to driving a vehicle off duty; for being arrested for DUI; and for not complying with the requirements of the implied consent laws to provide a breath or blood sample, resulting in a suspended driver's license for one year.

LONG-TERM SUSPENSIONS (16-30 DAYS)

One deputy received a 20 day suspension for being involved and arrested in a domestic violence incident; and for being intoxicated and behaving in a disrespectful, antagonistic manner with the arresting police officers.

REDUCTION IN RANK/DISCHARGES

One professional staff member was reduced in rank for engaging in conduct that created a hostile, intimidating, and offensive work environment.

QUARTERLY ADMINISTRATIVE DISCIPLINE REPORT – 3RD QUARTER 2014

One professional staff member was discharged for failing to maintain a current nursing certificate; altering the certificate, and making false statements to a supervisor when questioned.

One professional staff member was discharged for entering a department store and stealing merchandize, resulting in being arrested for burglary; and for failing to immediately notify a supervisor of the arrest.

One deputy was discharged for using unreasonable force off duty.

One deputy was discharged for fraternizing with an inmate, which included carrying on a personal relationship; doing favors for the inmate; failing to follow the order of a supervisor; and for making false statements during an administrative investigation.

One custody assistant was discharged for admitting to smoking marijuana while off duty.

One professional staff member was discharged for fraternizing with inmates; and failing to inform his supervisors that two inmates solicited the employee to smuggle a saw blade into the custody facility to assist with an escape.

One deputy was discharged for driving under the influence of alcohol, being involved in a traffic collision; and for failing to exercise reasonable care and control of his firearm.

One deputy was discharged for attempting to establish a sexual relationship with a 15 year old female; and for sending sexually graphic text messages to her.

QUARTERLY ADMINISTRATIVE DISCIPLINE REPORT – 4TH QUARTER 2014

SHORT-TERM SUSPENSIONS (1-5 DAYS)

Two deputies each received a 1 day suspension for failing to wear a factory installed safety belt while operating a county vehicle.

One deputy received a 1 day suspension for losing or misplacing a shotgun.

One deputy received a 1 day suspension for failing to broadcast on a portable radio that he was involved in a foot pursuit.

One custody assistant received a 1 day suspension for leaving his assigned post without permission from a supervisor.

Two deputies each received a 1 day suspension for conducting a probation search without a supervisor being present.

One sergeant received a 2 day suspension for failing to wear a factory installed safety belt while operating a county vehicle.

One custody assistant received a 2 day suspension for failing to conduct and/or log safety checks on a mentally ill inmate who was being detained in a court lock up.

Two custody assistants each received a 3 day suspension for failing to conduct safety checks on an inmate who was later discovered deceased in his cell.

One deputy received a 3 day suspension for driving a radio car over the posted speed limit and parking in a marked red zone while on duty.

One deputy received a 3 day suspension for behaving in an unprofessional manner with supervisors and using derogatory language in the workplace.

One deputy received a 3 day suspension for not wearing a high visibility safety vest while working traffic control; and for submitting a citation amendment form with additional vehicle code violations in retaliation for a citizen complaint.

One deputy received a 3 day suspension for not wearing a seatbelt; and for failing to clear lanes and/or an intersection when responding code 3, resulting in a traffic collision.

Two deputies each received a 3 day suspension for not reporting an on-duty traffic collision to a supervisor in a timely manner.

One deputy received a 3 day suspension for being involved in a dispute with an ex-girlfriend regarding a jointly leased vehicle and its contents, which resulted in an emergency protective order being filed.

QUARTERLY ADMINISTRATIVE DISCIPLINE REPORT – 4TH QUARTER 2014

One deputy received a 3 day suspension for parking a personal vehicle containing county property in a parking structure overnight, which resulted in the theft of the county property when the vehicle was burglarized.

One deputy received a 5 day suspension for being involved in an altercation with a citizen at an off duty Department event, resulting in a large fight.

One professional staff member received a 5 day suspension for being involved in a domestic dispute; throwing a large stick at an ex-boyfriend's home; and being arrested for felony vandalism.

One deputy received a 5 day suspension for failing to conduct cell safety checks as required.

One deputy received a 5 day suspension for violating the force prevention policy by contacting an uncooperative inmate who posed no immediate threat, which resulted in a use of force.

One sergeant received a 5 day suspension for engaging in inappropriate conversation regarding the sexual orientation of an employee; and for failing to maintain a high level of morale and set a good example for subordinates.

One deputy received a 5 day suspension for failing to take appropriate action or investigate a possible crime when flagged down by a citizen regarding a hit and run traffic collision.

One professional staff member received a 5 day suspension for utilizing Department communications equipment to engage in inappropriate conduct which violated the Policy of Equality.

MODERATE-TERM SUSPENSIONS (6-15 DAYS)

One deputy received a 7 day suspension for failing to employ sound tactics when initiating a foot pursuit of a potentially armed suspect; for failing to broadcast the foot pursuit; and for unnecessarily putting himself and others at risk when handling the incident, which resulted in a use of force.

One deputy received a 7 day suspension for failing to broadcast he was in a foot pursuit.

One deputy received a 7 day suspension for failing to complete numerous incident reports in a timely manner; for not properly deferring the reports; and for chewing and spitting tobacco in the presence of a victim.

QUARTERLY ADMINISTRATIVE DISCIPLINE REPORT – 4TH QUARTER 2014

One deputy received an 8 day suspension for engaging in a foot pursuit of an armed suspect; splitting from his partner during the pursuit; for failing to broadcast that the suspect pointed a handgun at him; and for using his Department-approved handgun mounted flashlight as an illumination device.

One deputy received a 10 day suspension for failing to take appropriate police action regarding a hit and run traffic collision.

One deputy received a 10 day suspension for failing to properly report or document his involvement in a traffic collision; and for falsifying documents pertaining to the collision.

One lieutenant received a 10 day suspension for engaging in political activities in uniform without authorization; and for failing to follow direct orders from his unit commander regarding appropriate conduct when involved in political activities.

One professional staff member received a 10 day suspension for failing to return to work from vacation after being denied an additional week off from supervisors.

Two deputies each received a 10 day suspension for failing to properly identify, investigate, and document a reported crime; for failing to initiate a crime broadcast; and for failing to identify, preserve, and request an expert to recover fingerprints associated with the crime.

One deputy received a 10 day suspension for failing to properly document a probation search; for not assessing the risk involved; for failing to have a supervisor present; for failing to conduct a pre & post search video; and for failing to complete an operations plan.

One deputy received a 10 day suspension for utilizing the Department's communications equipment for personal or unofficial business; and for inappropriately interjecting himself in a matter by contacting the sergeant who had issued a citation to his father, which ultimately resulted in the citation being dismissed in court.

One sergeant received a 10 day suspension for engaging in a series of emails and telephonic communications with a deputy regarding a citation the sergeant issued to the deputy's father, ultimately resulting in the citation being dismissed in court.

One sergeant received a 10 day suspension for signing an incomplete E-UDAL document and for failing to assign personnel to perform the incomplete safety checks.

One deputy received a 10 day suspension for pursuing a suspect in a vehicle while his partner was in foot pursuit; for losing sight of his partner during a search of the suspect when he had been told the suspect was carrying a firearm; for being involved in a traffic collision; and for positioning his vehicle to impede the suspect's path of escape, which resulted in the suspect's death.

QUARTERLY ADMINISTRATIVE DISCIPLINE REPORT – 4TH QUARTER 2014

One deputy received a 15 day suspension for failing to employ proper tactics, which resulted in an unnecessary use of force; for failing to completely report and document the use of force, and for making inappropriate hand gestures to uninvolved inmates.

One deputy received a 15 day suspension for failing to provide a complete list of medications and drugs taken prior to a Department random drug test according to the terms and conditions of the deputy's settlement agreement, which produced a positive result for a prescription drug; and for failing to provide proper pharmacy records to substantiate the use of the prescription drug.

One deputy received a 15 day suspension for providing false and/or inaccurate information to supervisors regarding a use of force.

One professional staff member received a 15 day suspension for being asked to leave an off duty Department event due to being intoxicated; for being involved in a verbal altercation after being escorted out of the location; and for assaulting an off-duty deputy, inciting a large fight.

One deputy received a 15 day suspension for failing to conduct required cell safety checks; and leaving his assignment prior to being properly relieved.

LONG-TERM SUSPENSIONS (16-30 DAYS)

One professional staff member received an 18 day suspension for being arrested and pleading guilty to driving under the influence of alcohol, and for failing to inform the Department of a prior arrest for 647(f) P.C.

One deputy received a 25 day suspension for failing to take appropriate action when responding to a call, for failing to conduct a thorough investigation and document the facts, and for failing to document and secure evidence for two separate incidents; and for making false statements during an administrative investigation.

One professional staff member received a 25 day suspension for failing to follow the directions of a supervisor; for behaving in an unprofessional manner toward the supervisor; for using aggressive behavior to intimidate the supervisor; and for entering a Department facility when off duty and placing handwritten notes using derogatory language regarding his supervisor.

One deputy received a 25 day suspension for being arrested and pleading nolo contendere to driving under the influence of alcohol; for being disrespectful to officers from another police agency; for carrying a firearm while intoxicated; and for not completing a weapons qualification course for the handgun.

One deputy received a 25 day suspension for failing to complete required inmate safety checks.

QUARTERLY ADMINISTRATIVE DISCIPLINE REPORT – 4TH QUARTER 2014

One deputy received a 25 day suspension for being arrested and pleading nolo contendere to driving under the influence of alcohol; and for carrying a firearm while intoxicated.

One deputy received a 30 day suspension for being arrested and pleading guilty to driving under the influence of alcohol; and for failing to make complete statements and/or making false statements during an administrative investigation.

One deputy received a 30 day suspension for making false statements during a counseling session and during an administrative investigation.

BONUS REMOVAL

One deputy was removed from a Bonus position for failing to ensure that subordinates conducted required safety checks; for failing to certify the checks were being done; and for failing to notify a sergeant.

One deputy was removed from a Bonus position for failing to take police action when advised of a potential crime; for failing to exercise appropriate tactical principles and sound judgment; for leaving the area of the tactical situation and not ensuring the safety of the public; and for not having appropriate tactical equipment in a marked patrol vehicle.

REDUCTION IN RANK/DISCHARGES

One deputy was demoted to custody assistant for brandishing a firearm at a child and his mother when they knocked on his door to solicit donations; and for being arrested and pleading nolo contendere to disturbing the peace.

One sergeant was demoted to deputy for failing to take appropriate supervisory action when he learned a subordinate did not perform in an acceptable manner; for authoring a memorandum that contained false statements and distorted accounts of the incident; for making false statements during an administrative investigation; and for failing to obey orders to appear at an Internal Affairs Bureau administrative interview.

One professional staff member was discharged for being arrested for carrying a loaded firearm in a public place; for making false statements to investigating officers; and for creating the impression he was a law enforcement officer by his apparel and conduct.

One professional staff member was discharged for engaging in inappropriate conduct of a sexual, racial, gender nature in the workplace.

QUARTERLY ADMINISTRATIVE DISCIPLINE REPORT – 4TH QUARTER 2014

One deputy was discharged for being arrested and pleading nolo contendere for driving under the influence of alcohol; for being named as a subject in 6 administrative investigations, all of which involved off-duty use of alcohol; for receiving previous discipline, including 12 suspension days for off-duty incidents involving alcohol; and for calling in sick and failing to remain at home, which resulted in an alcohol-related traffic collision.

One deputy was discharged for being involved in and arrested for domestic violence; and for attempting to interfere in the investigation by using his position as a deputy to influence the police supervisors to give preferential treatment.

Two deputies were discharged for intentionally antagonizing a citizen they had detained; for failing to treat the citizen in a courteous manner; for detaining the citizen longer than necessary; and for vandalizing the citizen's personal property.

One deputy was discharged for being arrested and pleading nolo contendere for driving under the influence of alcohol; for being disrespectful to arresting officers; for carrying an un-holstered firearm while intoxicated; and for not identifying himself as a peace officer prior to displaying the firearm causing CHP officers to draw their service weapons and detain the deputy at gun point.

Two deputies were each discharged for failing to obtain medical assistance for an injured citizen that was under the influence of alcohol; for abandoning the intoxicated citizen in a public parking lot without appropriate clothing and the ability to care for himself; for failing to report the incident to a supervisor; and for making false statements during an administrative investigation.

One deputy was discharged for being arrested and pleading nolo contendere to driving under the influence of alcohol; and for having a previous arrest and conviction for operating a motor vehicle with a blood alcohol level more than 0.08%.

One deputy was discharged for failing to take police action when advised of a potential crime; for not ensuring the safety of an injured person; for not writing the appropriate paperwork to document the crime once ordered to do so by a supervisor; for failing to give appropriate information to the watch commander; for conducting himself in an unprofessional manner in front of other employees and law enforcement agencies; for writing a false incident report; and for making false statements during an administrative investigation.

One sergeant and three deputies were discharged after being convicted of conspiracy, obstruction of justice, and false statements in federal court.