

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
2 Deputies	1 Day Suspension	Failing to notify a sergeant of an inmate being placed in restraints and secured to a fixed object, failing to ensure handcuffs were alternated once an hour from one wrist to the other, and failing to document the incident.
1 Sergeant	1 Day Suspension	Failing to recuse himself from assisting with a unit level administrative investigation involving a subordinate with whom he had a personnel relationship.
1 Deputy	1 Day Suspension	Broadcasting incorrect information as to the reason for his vehicle pursuit.
1 Custody Assistant	2 Day Suspension	Failing to notify a sergeant of an inmate being placed in restraints and secured to a fixed object, failing to ensure handcuffs were alternated once an hour from one wrist to the other, and failing to document the incident.
1 Deputy	2 Day Suspension	Failing to take appropriate action when notified of the passing of counterfeit money, failing to book the counterfeit money into evidence, failing to log police action, and failing to author an incident report.
1 Deputy	2 Day Suspension	Failing to wear a safety belt while a passenger in a county vehicle and was subsequently involved in a traffic collision.
1 Deputy	2 Day Suspension	Failing to fulfill his quarterly firearms qualification for two quarters.
1 Deputy	2 Day Suspension	Failing to ensure that an inmate was fed and/or had access to a restroom.
2 Deputies	2 Day Suspension	Failing to ensure that an inmate was fed and/or had access to a restroom, and failing to check the welfare of the inmate.
1 Deputy	3 Day Suspension	Using foul and derogatory language either directed toward inmates and/or while engaging in conversation with co-workers.
1 Deputy	3 Day Suspension	Failing to complete a traffic collision report in a timely manner, and failing to take detailed notes to accurately relate his observations at a later time.

Rank	Recommended Discipline	Description
1 Deputy	3 Day Suspension	Failing to review an incident report to ensure that his observations were accurately recorded.
1 Deputy	4 Day Suspension	Failing to conduct a thorough field investigation, failing to generate an incident report, and improperly discarding evidence of a violation of a Health and Safety Code, Unlawful Possession of Marijuana on School Property.
1 Sergeant	5 Day Suspension	Engaging in inappropriate conduct, transmitting a series of emails via his Department email account to communicate messages inappropriate for the work place, and failing to report conduct which was inappropriate for the workplace.
1 Deputy	5 Day Suspension	Failing to properly defer, timely author, and/or submit five incident reports.
1 Sergeant	5 Day Suspension	Failing to provide effective direction to subordinates during a tactical incident, and/or failing to demonstrate effective management of personnel involved in an emergent situation.
1 Custody Assistant	5 Day Suspension	Prohibiting another employee's movement, and becoming involved in a verbal disagreement with the employee.
1 Custody Assistant	5 Day Suspension	Failing to recognize a reportable use of force, failing to report witnessing a use of force, failing to request a supervisor for a recalcitrant inmate, and failing to notify a supervisor that a handcuffed inmate was placed in a cell, resulting in the handcuffed inmate being held inside a cell for approximately three hours.
1 Security Officer	5 Day Suspension	Sleeping on duty.
1 Deputy	5 Day Suspension	Failing to write or defer a crime report with workable information, then submitting the report late with numerous errors, omissions, and improper crime classifications.
1 Deputy	5 Day Suspension	Failing to take into account and communicate tactical considerations predicated on preventing the use of force by leaving cover/concealment at the end of a vehicle pursuit and approaching a suspect inside a vehicle who was uncooperative and believed to be armed, and failing to initiate a felony traffic stop.
2 Custody Assistants	5 Day Suspension	Failing to take appropriate action to assist a deputy who was engaged in a use of force with an inmate.

Rank	Recommended Discipline	Description
2 Deputies and 2 Custody Assistants	5 Day Suspension	Failing to provide food to an inmate after providing food to other inmates, and failing to notify a sergeant that the inmate had not been fed.
2 Deputies and 1 Custody Assistant	5 Day Suspension	Failing to provide an inmate food or access to a restroom, and failing to notify a sergeant.
1 Deputy	5 Day Suspension	Failing to review the isolation log or check on the welfare of an inmate, and failing to ensure that the inmate was fed or had access to a restroom.
1 Deputy	5 Day Suspension	Failing to ensure an inmate was fed, and failing to notify a sergeant.
1 Deputy	7 Day Suspension	Violating traffic laws, and operating a county vehicle in an unsafe and/or negligent manner which was the causal factor in a traffic collision.
1 Deputy	7 Day Suspension	Failing to perform safety checks and adequately assess the safety and well-being of an inmate.
1 Deputy	7 Day Suspension	Failing to provide the suspect's description and other information while in foot pursuit of a suspect, failing to establish a containment, entering two buildings during his foot pursuit, and delaying in reporting his use of force to his supervisor.
1 Deputy	7 Day Suspension	Failing to provide food to an inmate after providing food to other inmates, failing to notify a sergeant the inmate was not fed, failing to check on the welfare of the inmate during two shifts, and failing to supervise his subordinates to ensure the inmate was provided food and access to a restroom.
2 Sergeant	7 Day Suspension	Failing to ensure their supervising line deputies were monitoring the actions of their subordinates, failing to ensure their subordinates were providing an inmate with food and access to a restroom, failing to evaluate the behavior of an inmate on an hourly basis to determine if the continued use of handcuffs was necessary, and failing to document their evaluation on the e-UDAL.
1 Lieutenant	8 Day Suspension	Allowing an inmate to remain in an isolation cell and failing to subsequently evaluate his behavior, and authorizing the inmate's extension in the isolation cell while failing to ensure his subordinates were providing the inmate with food and access to a restroom.

Rank	Recommended Discipline	Description
1 Sergeant	8 Day Suspension	Directing an inmate to be placed into an isolation cell while handcuffed to a transportation chair and failing to document the reason for the application of the handcuffs, failing to ensure his subordinates were providing the inmate with food and access to a restroom, failing to ensure the inmate's behavior was evaluated on an hourly basis to determine if continued use of the handcuffs was necessary, authorizing the inmate to remain in the isolation cell handcuffed and failing to evaluate the inmate's behavior, and as the watch commander failing to ensure sergeants were monitoring their areas to ensure the inmate was provided with food and access to a restroom.
1 Lieutenant	8 Day Suspension	Authorizing an inmate to remain in an isolation cell but failing to ensure subordinates provided the inmate with food and access to a restroom.
1 Deputy	9 Day Suspension	Failing to wear a safety belt while operating a county vehicle and was subsequently involved in a traffic collision.
1 Deputy	10 Day Suspension	Failing to defer and/or complete in a timely manner 13 traffic collision reports, failing to defer and/or complete in a timely manner 2 arrest reports, failing to defer and/or complete in a timely manner 4 incident reports, and failing to defer and/or complete in a timely manner 1 report which was voided.
1 Deputy	10 Day Suspension	Engaging in inappropriate conduct toward a co-worker by placing his open hand on the lower back of the co-worker.
1 Deputy	10 Day Suspension	Refusing a supervisor's direction to assist in a DUI investigation, refusing to follow the lawful orders of a supervisor to administer a PAS device, and disobeying a direct order from a supervisor to report back to the station.
1 Electrician	13 Day Suspension	Exhibiting behavior that was unprofessional, and repeatedly refusing to adhere to the Department's grooming standards for uniformed civilian personnel.
1 Deputy	15 Day Suspension	Using and witnessing force while assisting a parole agent in making an arrest, and failing to report the force to a supervisor.
1 Deputy	15 Day Suspension	Being arrested for DUI, with a blood alcohol content of .10%.
1 Deputy	15 Day Suspension	Being under the influence of alcohol, removing his Department firearm and confronting a group of intoxicated and belligerent adults, and being placed under private person's arrest for brandishing a firearm.

Rank	Recommended Discipline	Description
1 Custody Assistant	15 Day Suspension	Failing to report a use of force, failing to demonstrate an understanding of the Department's use of force policy, failing to notify a supervisor of a recalcitrant inmate, failing to notify a supervisor of placing a handcuffed inmate in a cell for three hours, and failing to make required safety checks of the handcuffed inmate.
1 Deputy	15 Day Suspension	Failing to report his use of force upon an arrestee to his immediate supervisor in a timely manner, and transporting the arrestee after the use of force incident.
1 Custody Assistant	15 Day Suspension	Soliciting and/or purchasing sex from prostitutes on multiple occasions between 2009 and 2011.
1 Deputy	20 Day Suspension	Being arrested for DUI, with a blood alcohol content of .13% and .14%.
1 Security Assistant	20 Day Suspension	Being involved in a traffic collision with injuries, being arrested for DUI, with a blood alcohol content of .15%.
1 Deputy	Demotion	Failing to handle a call for service of a suspicious package, failing to properly log his activities, and abandoning his post prior to the end of his shift.
1 Security Officer	Discharge	Violating state law by transferring a firearm to another person without completing the transaction through a licensed dealer and/or failing to adhere to mandatory state registration statutes and being found guilty of that crime, furnishing incorrect information related to the sale of a firearm, unauthorized purchase of multiple firearms, and failing to promptly notify the Department that he was contacted by another law enforcement agency and advised that a firearm he had recently purchased was involved in a murder.
1 Public Response Dispatcher	Discharge	Using marijuana two hours prior to arriving at work, and ingesting edible marijuana and/or smoking marijuana.
1 Deputy	Discharge	Associating with a convicted felon and a criminal street gang member, giving his Department flat badge and identification to the convicted felon, and using inappropriate and/or threatening language in a text message to a witness.
1 Sergeant	Discharge	Failing to recognize that a deputy used force and another deputy witnessed force, failing to follow up and/or conduct an inquiry regarding an allegation of force, failing to view CCTV to verify if in fact force was used, failing to notify the watch commander of an allegation of force, and failing to document the force.

Rank	Recommended Discipline	Description
1 Court Services Specialist	Discharge	Failing to promptly report to a supervisor that he had become involved in a traffic collision, failing to complete the required forms reporting the collision, and making false statements regarding his involvement in the traffic collision.
1 Deputy	Discharge	Making false statements to a supervisor that he had completed a range qualification when he had not, and providing an altered range qualification card indicating that he had qualified when he had not.
1 Deputy	Discharge	Failing to enter calls for service, failing to assist a parking control officer, and making false statements during the administrative investigation.
1 Custody Assistant	Discharge	Being arrested for DUI, with a blood alcohol content of .16%, driving on a suspended license, driving a vehicle with expired registration, driving with a child not properly secured in a child seat, and making false statements during the administrative investigation.
1 Deputy	Discharge	Being intoxicated, engaging in a verbal altercation, using profanity, and failing to exercise control of his firearm while attending an event off duty.
1 Deputy	Discharge	Failing to comply with informant management protocols, and making false statements during an administrative investigation.
1 Deputy	Discharge	Associating with two known drug traffickers, and with the wife and son of one of the drug traffickers after the drug trafficker was arrested and placed in federal custody for narcotics and money laundering, and for making false statements during the administrative investigation.