

# OFFICE OF THE INSPECTOR GENERAL

MATTHEW L. CATE, INSPECTOR GENERAL



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## SEMI-ANNUAL REPORT

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# FOREWORD

**M**y mission as the Inspector General is to ensure the integrity of California’s correctional system. Through the Bureau of Independent Review, we can now provide real-time monitoring and oversight of serious investigations and employee discipline processes. The bureau works closely with the California Department of Corrections and Rehabilitation to make certain that internal affairs investigations are fair—and that discipline is appropriate—while at the same time safeguarding the rights of employees and inmates.

We have come a long way since establishing the Bureau of Independent Review just two years ago, and I am pleased with the progress of both the bureau and the department. I believe that a sound disciplinary process is key to addressing the reforms set out by the federal court; the following semi-annual report is a testament to the department’s efforts to improve this process.

I am confident that the Department of Corrections and Rehabilitation is committed to achieving reforms through a constitutionally valid internal affairs process. The department continues to demonstrate this commitment by collaborating with the bureau to improve policies and procedures affecting the department’s internal affairs and employee disciplinary systems. The public can now depend on the department and the bureau to work together to accomplish these reforms, which are essential to developing a model correctional system in California.

I would like to extend my support and heartfelt thanks to the department and to all the stakeholders who assisted with the bureau’s first two years of operation. I would also like to thank the attorneys, investigators, and support staff of the Bureau of Independent Review. Their dedication to correctional reform and fair, independent oversight is vital to the mission of the Office of the Inspector General—integrity in the correctional system, and professionalism and respect behind California’s prison walls.

— **MATTHEW L. CATE, INSPECTOR GENERAL**

# INTRODUCTION

I am pleased to present the fourth semi-annual report of the Bureau of Independent Review. This report details the bureau's oversight and monitoring activities from July 1, 2006, to December 31, 2006, and comes at the close of the bureau's second year of operations. During this two-year period, the bureau has actively assisted the California Department of Corrections and Rehabilitation in meeting its objectives pursuant to the *Madrid* Remedial Plan.<sup>1</sup>

The reforms envisioned by the *Madrid* Remedial Plan gained further momentum during this reporting period, resulting in timelier and more thorough investigations, greater consistency and fairness in disciplinary outcomes, and greater transparency in the process.

During the period covered in this report, the department underwent major structural changes as well as changes in executive leadership that created challenges for the employee disciplinary process and for the bureau. In addition, the department experienced significant turnover in hiring authorities, especially among its wardens. The department and the bureau also experienced significant change associated with the ongoing reforms of the correctional health care system.

The bureau experienced some of its own turnover with the loss of three special assistant inspectors general, all of whom decided to return to their former careers as prosecutors. Meanwhile, the bureau hired two new special assistant inspectors general with backgrounds in criminal and civil rights law.

In closing, I would like to thank the Inspector General and his administrative staff, whose unqualified support of the bureau has made our continued success possible. I would also like to thank my counterparts at the Department of Corrections and Rehabilitation, in particular at the Office of Internal Affairs and the Employment Advocacy and Prosecution Team, whose daily cooperation and support greatly assist the bureau in its oversight and monitoring responsibilities. I would especially like to thank the dedicated staff of the Bureau of Independent Review, whose hard work and pursuit of excellence have helped make significant progress in the *Madrid* Remedial Plan possible.

On behalf of the Office of the Inspector General, I invite you to review this fourth semi-annual report at [www.oig.ca.gov](http://www.oig.ca.gov) and provide us with your feedback.

— **DAVID R. SHAW, CHIEF ASSISTANT INSPECTOR GENERAL,  
BUREAU OF INDEPENDENT REVIEW**

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<sup>1</sup> For a detailed explanation of the *Madrid* Remedial Plan, refer to the bureau's semi-annual report for the period January–June, 2005, Appendix A, “The *Madrid* Litigation.”

# ASSESSMENT OF THE *MADRID* REMEDIAL PLAN

At the close of the first two years of the Bureau of Independent Review's operations, the reforms envisioned by the *Madrid*<sup>2</sup> Remedial Plan continue to have a significant and positive impact on the timeliness, quality, and objectivity of the California Department of Corrections and Rehabilitation's investigatory and employee discipline process. The following summary provides a general assessment of the department's key entities involved in investigating and prosecuting allegations of employee misconduct. A more detailed assessment of individual cases monitored by the bureau during this reporting period is presented in the tables later in this report.

## Department Executive Management

There were significant changes to the department's executive team during this reporting period. These personnel and organizational changes inevitably had some impact on the effectiveness and pace of the *Madrid* reforms. Almost all of the senior-level personnel at department headquarters who were familiar with the *Madrid* Remedial Plan left their positions, creating a void of knowledge that resulted in the delay of some personnel actions. These changes also caused the department's responsibilities pursuant to the *Madrid* Remedial Plan to be openly questioned. Although the department's new executive management has become generally supportive of the bureau and its monitoring activities, the bureau continued to expend considerable time and resources familiarizing them with the requirements of the *Madrid* Remedial Plan and related department policies and procedures.

## Office of Internal Affairs, Headquarters

This reporting period began with a newly appointed assistant secretary for the Office of Internal Affairs, the third person appointed to this position since the inception of the bureau's operations in 2004. The department also created two new supervisory positions within the Office of Internal Affairs in recognition of the complexity and significant workload involved in the office's operations. The two positions are the chief of field operations and the chief of administrative operations, to which the department appointed well-qualified personnel. Together, the three new appointments brought considerable experience and stability to the Office of Internal Affairs and improved the overall quality of its leadership. Throughout these changes, the working relationship between the bureau and the Office of Internal Affairs' headquarters remained positive and productive.

Changes in department staffing policies have also had an impact on the department's investigative and disciplinary process during this reporting period. For example, liaison sergeant positions that previously reported to investigative services units at the adult institutions were redirected to the Office of Internal Affairs. These positions had historically been resources at the institutions upon which the Office of Internal Affairs and the bureau had relied to assist in internal affairs operations.

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<sup>2</sup> Refer to the bureau's first semi-annual report (January–June 2005) at [www.oig.ca.gov](http://www.oig.ca.gov) for a full discussion of the *Madrid* Remedial Plan (previously referred to as the *Madrid v. Woodford* litigation), including a synopsis of the court's ruling.

Another major change was the reclassification of the employee relations officer positions from correctional lieutenants to non-peace officer positions. The loss of the peace officers serving as employee relations officers has been somewhat problematic. Having peace officers serve as employee relations officers had allowed the department to train its officers in employment actions, which served them well when they moved into more senior positions. The training was especially valuable if they later became hiring authorities.

In addition, as employee relations officers, the lieutenants were often in a better position to advise hiring authorities as to appropriate levels of discipline and standards of acceptable employee conduct. The impact of the loss of experienced peace officers as employee relations officers is increased because civilian employee relations officers with less relevant experience are now responsible for providing guidance to hiring authorities and representing the department in disciplinary actions. To help alleviate these problems, the department scheduled extensive in-service training for the new employee relations officers during the first quarter of 2007.

## **Office of Internal Affairs, Northern Region**

The Office of Internal Affairs, northern region, experienced significant leadership changes during this reporting period. A new special agent in-charge was appointed, as were two new senior special agents, one of whom now heads the criminal investigation team. These changes, along with an increased caseload, did not interfere with the generally positive relationship between the bureau and the Office of Internal Affairs, northern region. The region's management and agents notified the bureau of most critical incidents and important events in a timely manner. Also, with few notable exceptions, the special agents completed their cases within the applicable statute of limitations and routinely consulted with the bureau concerning monitored investigations.

The Office of Internal Affairs, northern region, continued to refine its procedures and training for conducting operations and investigations. This is especially true for operations and investigations conducted in conjunction with outside law enforcement agencies such as police, sheriffs, and local district attorney's offices. As a result, investigations into illegal activities involving department staff members during this reporting period were better coordinated with outside law enforcement agencies.

In addition, the northern region staff began working on improving training and communication with law enforcement. They also worked on legislative issues by participating in law enforcement associations, including the California District Attorney Association programs and the Prison Crimes Council (formerly the Prison Crimes Working Group).

## **Office of Internal Affairs, Central Region**

The Office of Internal Affairs, central region, also experienced significant personnel turnover, due primarily to the retirement of three experienced special agents and the departure of a supervisor. However, these changes, along with a growing caseload, did not significantly interfere with the generally positive relationship between the bureau and the Office of Internal Affairs, central region. Overall, cooperation and communication between the bureau and the Office of Internal Affairs,

central region, remained positive during the reporting period. The special agents routinely consulted with the bureau concerning the key aspects of monitored investigations.

Nevertheless, the changes noted above did pose some challenges. The bureau observed that the time frames for completing investigations became longer during the reporting period, although cases were typically completed within statutory deadlines. Some delays were attributable to cases that had to be reassigned to other agents, resulting in a lag as newly assigned agents became familiar with the case midstream. The bureau attempted to mitigate the delays on bureau-monitored cases by providing detailed case briefings to newly assigned agents. The Office of Internal Affairs, central region, attempted to fill its vacancies as soon as possible during the reporting period, and the agents who were hired adapted quickly and were receptive to the bureau's involvement.

The bureau in the central region encountered its own staffing challenges during the reporting period. Two attorneys, one who had been with the bureau from its inception and one who was recently hired, both returned to the practice of criminal law as prosecutors. This had a considerable impact on the caseloads of the remaining three attorneys in the central region. Office of Internal Affairs' agents in the central region were understanding and patient when dealing with newly assigned attorneys on their cases. Despite the staffing challenges faced in the central region by the bureau and Office of Internal Affairs, the department continued to handle an extremely large volume of cases with generally satisfactory outcomes.

## **Office of Internal Affairs, Southern Region**

There was significant improvement in the southern region during this reporting period. The Office of Internal Affairs, southern region, cooperated more with the bureau, completed investigations on time, and improved the quality of its investigative reports under the leadership of the special agent in-charge.

The vast majority of southern region agents contacted and met with bureau attorneys in a timely and meaningful manner on initial case assignment. In most cases, agents continued to consult appropriately with the bureau throughout the investigation as significant events occurred. Only a few agents still failed to use the consultation process as an opportunity to discuss case strategy and other issues in a meaningful way.

While the Office of Internal Affairs, southern region, improved the overall timeliness of its investigations, some investigations were not completed quickly enough to provide hiring authorities with sufficient time to take thoughtful disciplinary action in appropriate cases. The bureau recognizes that many factors not directly within the control of the Office of Internal Affairs, southern region, contributed to the delayed completion of some investigations; there were delays in the reporting of alleged misconduct, late requests for investigations, and delayed processing of investigation requests by Office of Internal Affairs headquarters.

To address timeliness issues in general, the Office of Internal Affairs, southern region, implemented a new requirement that status meetings be held with all critical department entities and the bureau 60 and 30 days before the statutory deadline expires if an investigation has not already been completed. As a result, the Office of Internal Affairs recognized the need in several cases to assign additional agents or take other steps to complete an investigation on time. The status meetings, however, did not

prevent all cases from being delayed. In one case, the Office of Internal Affairs did not follow through on the recommendations made at the 60-day status meeting, resulting in a deficient investigation and an inability to pursue an employee's dismissal. In addition, a limited number of agents did not hold the status meetings as required and, therefore, continued to have challenges in completing their investigations in a timely manner.

The southern region also created an innovative plan to further improve the timeliness of their investigations and the quality of investigative reports by submitting digital recordings of interviews for transcription. The intent is to reduce costs and the time agents spend typing interview summaries. Having full transcripts should also be of substantial benefit to hiring authorities and the department's attorneys.

## **Employment Advocacy and Prosecution Team, Office of Legal Affairs**

During this reporting period, the department's employment advocacy and prosecution team improved and became a more robust and relevant component to the *Madrid* Remedial Plan. Article 22 of the department's operating procedures mandates that the team's staff attorneys play a key role in the investigation and prosecution of allegations of employee misconduct. During this reporting period, the employment advocacy and prosecution team assigned staff attorneys to most of the cases the bureau accepted for monitoring, in addition to other cases that met their criteria for legal representation.

The bureau previously reported that the assistant general counsel could not provide effective leadership to the team because the position directly supervised too many staff attorneys. The department has since begun to remedy this problem by creating a more appropriate management structure. The new structure elevates the assistant general counsel position and creates four new assistant chief counsel positions to supervise four regions. There will be an office in each of the four regions that will provide legal services to the institutions located in the region. In addition, at least one vertical advocate will be assigned to each adult institution.

The new regional structure will mirror the Office of Internal Affairs' and the bureau's organizational structures. This management and regional alignment should provide much needed consistency and facilitate better communication and cooperation among all relevant department entities and the bureau.

The bureau also previously reported a significant shortfall in the number of staff attorneys in the employment advocacy and prosecution team, which resulted in a lack of consistent legal counsel for the Office of Internal Affairs during the investigative process and for hiring authorities during disciplinary proceedings. This problem persisted during this reporting period despite the department's efforts in good faith to assign a staff attorney to every case the bureau accepted for monitoring.

Often during the reporting period, when staff attorneys were assigned to a case, they were not fully prepared to effectively represent the department during the formal disciplinary process because of the size of their caseload, among other factors. Moreover, the department took disciplinary action in many cases based on investigations that were conducted without the benefit of counsel from the employment advocacy and prosecution team. In the absence of staff attorneys, the department's

hiring authorities relied on employment relations officers to handle issues raised by employees during the *Skelly* hearing process and to represent the department in administrative hearings before the State Personnel Board. This occurred even in cases where experienced union attorneys represented the employee in contested hearings.

Although the department fully appreciates the need to increase the number of staff attorneys, it has not been able to significantly increase the size of the employment advocacy and prosecution team during this reporting period. The department has been hampered in this effort by a number of factors, including the rigidity of the state civil service process, lack of competitive salaries in some areas, and lack of promotional opportunities in the department. With the assistance of the federal court, the department was able to obtain a \$900 per month salary incentive for staff attorneys assigned to the team to improve recruitment and retention.

Cooperation between the employment advocacy and prosecution team and the bureau generally improved during this reporting period. While most staff attorneys promptly and efficiently cooperated with the bureau as required, others did not. In some instances, certain staff attorneys refused to consult with the bureau or did so in a way that was not productive or meaningful. The department's various attempts to address these violations of the department's policies were not particularly effective during this reporting period. The department anticipates that once the new regional offices are fully staffed the addition of new supervisory staff combined with reduced caseloads will effectively prevent or address such misconduct in the future.

Another issue the bureau previously reported was that many newly hired staff attorneys lacked the type of litigation experience necessary to successfully represent the department through the disciplinary process. The bureau continued to observe this as a significant issue during this reporting period, and the department is actively recruiting new staff attorneys with litigation experience and is implementing a new training program to provide inexperienced litigators with basic skills.

The department is also making a good faith effort to have supervisors assist newly hired staff attorneys when they first represent the department in administrative hearings before the State Personnel Board. By hiring experienced litigators and implementing the training programs for new staff attorneys as discussed above, the employment advocacy and prosecution team is moving closer to providing effective legal representation to the department in employee misconduct cases.

Finally, the bureau has previously reported that some employment advocacy and prosecution team attorneys routinely encouraged hiring authorities to settle provable disciplinary cases in order to avoid litigating the case before the State Personnel Board. During this reporting period, this conduct appeared to occur less frequently and when identified, the department usually addressed it appropriately.

## **Hiring Authorities**

Although there was significant turnover among the department's hiring authorities during the reported period, the interaction between the department's hiring authorities and the bureau continued to proceed in a positive direction. Hiring authorities typically contacted the bureau when critical

incidents occurred and when significant events arose during the employee disciplinary process. While some hiring authorities again engaged or tried to engage in significant departures from the *Madrid* Remedial Plan, fewer problems were noted during this reporting period.

The most significant departures continued to occur when hiring authorities attempted to avoid using the established disciplinary matrix to determine the appropriate penalty in a case. While in some cases this may have been done with good intentions, such departures from the matrix often led to a substantially different result than the department intended for the type of misconduct alleged. In most of these situations, the hiring authority attempted to lessen or avoid any penalty because of a perception that the employee in question deserved a break for a variety of spoken or unspoken reasons. Occasionally, a hiring authority sought to greatly exceed the range of punishment for certain conduct because the employee had allegedly been involved in misconduct that had not been investigated or proven.

Such practices, as previously reported, can undermine the department's efforts to bring consistency and overall fairness to the employee disciplinary process statewide. The bureau recommends continued training for all hiring authorities regarding the procedures, the requirements, and the purpose behind the employee disciplinary process, especially the disciplinary matrix. In addition, when hiring authorities intentionally diverge from the disciplinary process, the bureau recommends investigating the action.

In conclusion, the bureau is encouraged by the continued progress the Office of Internal Affairs, the employment advocacy and prosecution team, and the hiring authorities have made during this reporting period and during the bureau's first two years of operation.

# EXPLANATION OF REVISED FORMAT

The bureau has implemented a new approach to assessing the department’s disciplinary process, including internal affairs investigations and employee disciplinary actions. The most significant improvement is that the bureau’s assessment of individual cases now focuses more on the ultimate outcome, or disposition, of the case.

For example, investigations monitored by the bureau will now be categorized according to the appropriateness of the case disposition. Cases with reasonable dispositions will be reported as either “distinguished” or “satisfactory,” depending on how well the department complied with critical Department Operations Manual (DOM) provisions in handling the case. Cases with unreasonable dispositions (prior to executive review, if any) or cases in which the applicable statute of limitations expired will be reported as “deficient.”

Another significant improvement is the method the bureau now uses to assess the cases it monitors—the bureau developed standardized criteria to assess each case. The new criteria were derived from a combination of the bureau’s statutory reporting requirements found in Penal Code section 6133 and DOM articles 14 and 22. The assessment criteria have been incorporated into a series of checklists that will be filled out electronically in the bureau’s case management system.

The bureau’s new approach for assessing cases will enable the bureau to present its findings in a more concise and user-friendly format. This new assessment method will also allow for more in-depth statistical analysis of the bureau’s findings, which will enable to bureau to better track trends over time.

## Assessing the Disposition of Cases

Beginning this reporting period, the disposition in each case (which includes the charges, findings, and penalty imposed, if any) has been given one of the following ratings:

Symbol	Rating Explanation
	Given the totality of circumstances, the disposition of the case was reasonable and substantially consistent with the bureau’s recommendations.
	Given the totality of circumstances, the disposition of the case was unreasonable and inconsistent with the bureau’s recommendations.
	Given the totality of circumstances, the initial disposition of the case was unreasonable and inconsistent with the bureau’s recommendations but later rectified as a result of executive review; or The case eventually resulted in a finding that there was insufficient evidence of misconduct. However, had actionable misconduct been found, no action could have been taken because the time for a prosecutor to file charges (in a criminal case) or for the department to take disciplinary action (in an administrative case) expired before the case was resolved.
	The case monitored was a criminal case so there were no administrative charges, findings, or penalties imposed by the department for the bureau to assess.

Each case the bureau monitors will be presented in a table published in the bureau's semi-annual report, and the rating for each case disposition will appear in the DISPO column, as demonstrated below.

Case No. 06-0335 (South Region)	10/18/05	06-0003771-R	Administrative Case	BUREAU ASSESSMENT			
<b>FACTS OF CASE</b>	On October 18, 2005, officers used force against an inmate after removing the inmate from a cell. The officers filed incident reports alleging that the inmate became combative, requiring their use of force, but the officers failed to mention the presence of a sergeant in their incident reports. On October 20, 2005, the inmate alleged that the sergeant and two officers had assaulted the inmate with their hands, feet, and batons.			DISPO	INV	ADV	HA
<b>DISPOSITION OF CASE</b>	The hiring authority concluded that based on the administrative investigation there was insufficient evidence to sustain any of the allegations against the employees.						

## Assessing the Department's Compliance

The semi-annual report also provides an assessment of the department's compliance with its own policies and procedures governing internal investigations and employee discipline. Three critical components make up the department's investigatory and disciplinary processes. The first is the investigatory component (INV), which encompasses the work conducted by the department's special agents and other investigatory personnel. The second is the advocacy component (ADV), which comprises the work of the department's staff attorneys who provide legal counsel to the investigators and hiring authorities on employment matters, as well as employment relations officers or employee disciplinary officers who are responsible for coordinating many of the department's disciplinary actions. The third critical component is performed by hiring authorities (HA) and other high-level managers, such as wardens, superintendents, and regional parole administrators. They are responsible for making all of the key disciplinary decisions, from requesting investigations of employee misconduct to determining findings and imposing appropriate discipline, if any.

Beginning this reporting period, each critical component has been given one of the following ratings:

Symbol	Rating Explanation
	The department complied with 100 percent of critical policies and procedures.
	The department substantially complied with critical policies and procedures.
	The department partially complied with critical policies and procedures.
	The department failed to comply with critical policies and procedures.
	There was insufficient data to provide an assessment or, due to the nature of the case, the individual component was not involved.

The rating for each critical component in a case can be found in the INV, ADV, and HA columns, as demonstrated below.

Case No. 06-0335 (South Region) 10/18/05 06-0003771-IR Administrative Case		BUREAU ASSESSMENT			
FACTS OF CASE	On October 18, 2005, officers used force against an inmate after removing the inmate from a cell. The officers filed incident reports alleging that the inmate became combative, requiring their use of force, but the officers failed to mention the presence of a sergeant in their incident reports. On October 20, 2005, the inmate alleged that the sergeant and two officers had assaulted the inmate with their hands, feet, and batons.	DISPO 	INV 	ADV 	HA 
DISPOSITION OF CASE	The hiring authority concluded that based on the administrative investigation there was insufficient evidence to sustain any of the allegations against the employees.				

As mentioned above, each case the bureau monitored will be presented in one of the following three tables:

**Distinguished Cases** – cases that resulted in *reasonable* outcomes and that were well handled by the department during each of the critical components in the process;

**Deficient Cases** – cases that initially resulted in *unreasonable* outcomes or cases in which the applicable statute of limitations expired before the case was resolved; and

**Satisfactory Cases** – cases that resulted in *reasonable* outcomes but that were not well handled by the department during one or more of the critical components in the process.

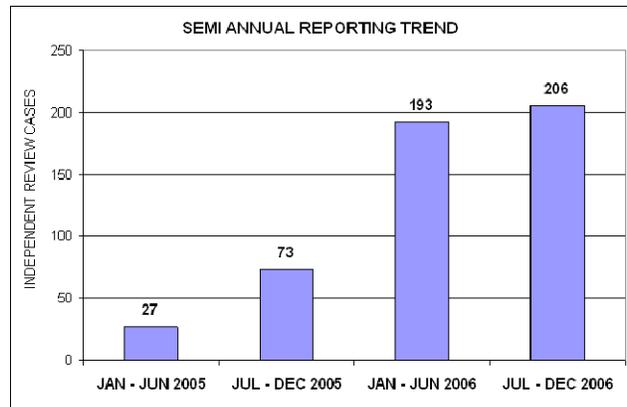
Finally, this report also includes the bureau’s assessment of “critical incidents” (high-risk incidents the bureau monitors immediately upon notification). The manner in which the bureau reports on these cases remains unchanged from prior semi-annual reports, and they appear in a separate table later in the report.

# SUMMARY OF MONITORING ACTIVITIES

## Case Monitoring Activities

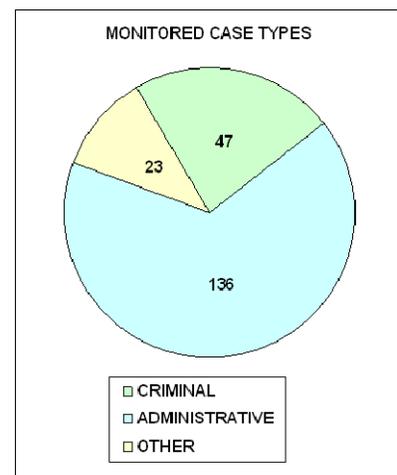
**Caseload trends.** The bureau most often becomes aware of a case when the Office of Internal Affairs considers a request for investigation. The bureau determines whether to monitor the case based on the misconduct alleged, the bureau's monitoring criteria, and other available information. Once the case is selected for monitoring, bureau attorneys consult with investigators and observe witness and subject interviews. If the case is administrative in nature, bureau attorneys also provide feedback on case development to the department's staff attorneys and confer with the hiring authorities regarding investigatory findings and disciplinary penalties, if any. Once the disciplinary process has concluded, the bureau's monitoring activities also conclude and the case is reported here, in the bureau's semi-annual report.

During the six-month reporting period ending December 31, 2006, the bureau concluded monitoring 206 cases. This is significantly higher than the 73 cases the bureau concluded monitoring during the same period last year, as demonstrated in the accompanying chart. The increased monitoring is due to the addition of the bureau's newest attorneys, whose training was completed during the reporting period, as well as increased caseloads for all bureau attorneys. It is evident, however, that the bureau will not be able to sustain the current

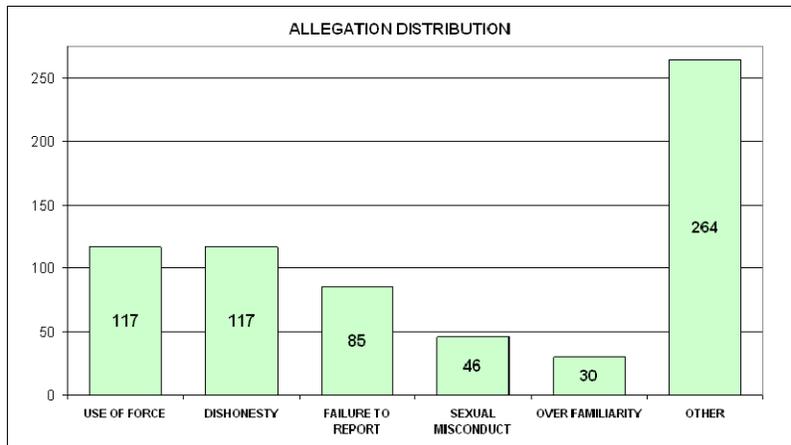


rate of increase in bureau attorney caseloads without further increases in staffing levels or a reduction in the percentage of cases accepted for bureau monitoring.

**Monitored case types.** Consistent with past practice, the majority of internal affairs' investigations monitored by the bureau involved allegations of administrative misconduct (136 cases), while a smaller portion involved allegations of criminal misconduct (47 cases). In addition, the bureau monitored 23 administrative cases in which the department took corrective action but for which an investigation was not necessary. As the chart to the right demonstrates, the bureau expends about 70 percent of its monitoring resources on administrative misconduct and only 30 percent on criminal misconduct. The bureau's emphasis on administrative misconduct is not accidental. As set forth in the *Madrid* Remedial Plan, the bureau's primary responsibility is to ensure the department adequately investigates and disciplines those found culpable of a broad range of administrative misconduct.

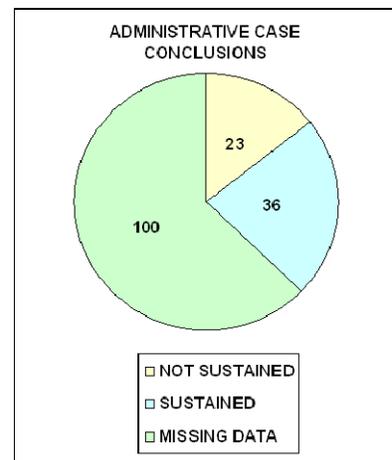


**Allegation distribution.** Cases under investigation usually include multiple allegations of misconduct. Among the top five categories of administrative allegations selected by the bureau for monitoring were the following: (1) improper use of force, (2) dishonesty in official reports or during investigative interviews, (3) failure to report misconduct committed by another or oneself, and (4) sexual



misconduct and (5) over-familiarity between staff members and those in their custody and care. The first three allegations are of particular concern to the bureau because, if proven true, they raise the possibility that serious civil rights violations have occurred. The remaining two allegations are also of concern because acts of sexual misconduct and over-familiarity between staff members and those in their custody and care (even when consensual) often compromise the overall safety and security of correctional institutions. In light of their gravity, the bureau focused 60 percent of its monitoring activities on these five allegations, as reflected in the chart above.

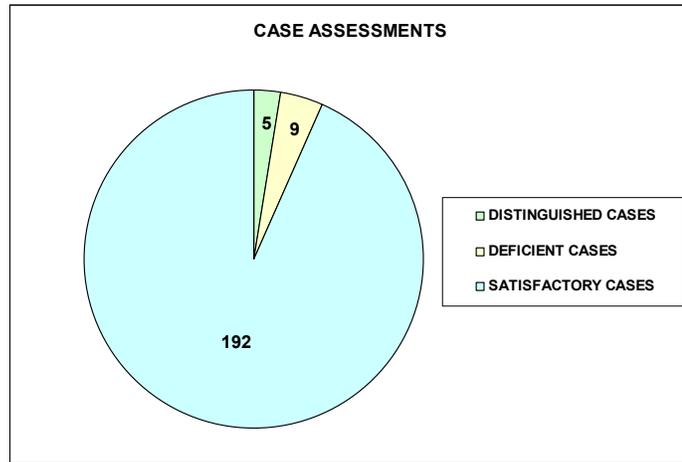
**Case conclusions.** One of the most important steps in the disciplinary process is when the hiring authority determines the findings at the conclusion of the investigation. In an administrative case, this step involves the hiring authority reviewing the investigative report and determining if the allegations have been proven true by a preponderance of the evidence. Unfortunately, among the 159 administrative investigations monitored by the bureau during this reporting period, data concerning these investigative findings are only available in 59 cases—meaning the department failed to include this information in its case management system in more than half of its cases. This gap in data has been brought to the department’s attention and will be narrowed in the future. In the meantime, what can be discerned from the remaining 59 cases is that hiring authorities found ample evidence to sustain allegations made against staff members in 61 percent of the cases investigated, as reflected in the chart to the right.



**Case assessments.** Thanks to the bureau’s new approach to assessing the department’s investigatory and disciplinary processes (described in the previous section of this report), it is now possible to provide some context for the department’s overall progress in fulfilling the goals of the *Madrid* Remedial Plan. For instance, during this reporting period the bureau identified five “distinguished” cases, meaning the cases resulted in a reasonable outcome and the department followed procedure in handling the case. In addition, the bureau identified 192 “satisfactory” cases, meaning the cases also resulted in a reasonable outcome but there were procedural problems with the department’s handling of the case. In contrast, the bureau identified nine “deficient” cases, meaning the cases resulted in an

unreasonable outcome. The bureau provides a detailed explanation in the table of cases for each case identified as deficient.

In sum, perhaps the most noteworthy statistic for this reporting period is the overwhelming number of cases in which the department reached a reasonable outcome. Specifically, in 96 percent of all reported cases the outcome was reasonable. In light of the significant number of reforms that the department adopted in the past two years pursuant to the *Madrid* Remedial Plan, it is statistically significant and commendable that the department has arrived at a fair disposition in the vast majority of cases monitored by the bureau.



## Critical Incident Activities

**Caseload trends.** As in each of the bureau’s previous reports, a table is included summarizing the bureau’s monitoring activities related to certain critical incidents that occurred during the reporting period. The most common type of critical incident that the bureau selects to monitor involves a significant use of force that results in the death or serious injury of an inmate or staff member. First, the bureau assists the department in any way it can with the task of responding to the crises. Second, the bureau seeks to ensure that, if warranted, the Office of Internal Affairs initiates an investigation into the circumstances surrounding the incident.

During this six-month period, the bureau concluded its monitoring activities for 61 critical incidents. The table that follows provides detailed information concerning the facts of each incident, the department’s resolution of each incident, and the bureau’s assessment of the department’s handling of each incident.

## DISTINGUISHED CASES

Case No. 06-0234 (North Region) <span style="float: right;"><i>Administrative Case</i></span>		BUREAU ASSESSMENT			
FACTS OF CASE	On June 29, 2006, it was alleged that two officers assaulted and made racially derogatory comments to a disabled inmate.	DISPO	INV	ADV	HA
					
DISPOSITION OF CASE	Allegations of discrimination, harassment, and discourteous treatment were sustained against both officers. One officer received a 60-day suspension from work. The other officer was dishonest during the internal affairs investigation and, upon notice of dismissal, retired. The notice was placed in the officer's personnel file.				
Case No. 06-0235 (North Region) <span style="float: right;"><i>Administrative Case</i></span>		BUREAU ASSESSMENT			
FACTS OF CASE	In November 2005, a custodian supervisor allegedly developed a personal relationship with an inmate. The inmate paroled into the community, and the custodian supervisor continued the relationship. It was alleged that the custodian supervisor called in sick to work to spend time with the parolee.	DISPO	INV	ADV	HA
					
DISPOSITION OF CASE	As a result of the disciplinary action, the custodian supervisor was dismissed. The dismissal was upheld on appeal.				
Case No. 06-0236 (North Region) <span style="float: right;"><i>Administrative Case</i></span>		BUREAU ASSESSMENT			
FACTS OF CASE	On October 24, 2005, it was alleged that a parole agent had an inappropriate relationship with a parolee the agent supervised. It was also alleged that the agent failed to disclose the relationship to supervisors, had the parolee released from parole, and married the parolee approximately 10 months later.	DISPO	INV	ADV	HA
					
DISPOSITION OF CASE	Although the investigation revealed that the agent married the former parolee, there was insufficient evidence to support the allegations of misconduct during the time that the agent supervised the parolee.				
Case No. 06-0237 (South Region) <span style="float: right;"><i>Administrative Case</i></span>		BUREAU ASSESSMENT			
FACTS OF CASE	On September 14, 2005, special agents searched the home of a parolee. The search revealed that the parolee was married to an officer and that the officer was corresponding with inmates who had prison gang affiliations. It was also alleged that the officer failed to notify the department of the marriage to a parolee and made false statements to the agents.	DISPO	INV	ADV	HA
					
DISPOSITION OF CASE	The hiring authority concluded there was sufficient evidence to sustain allegations of over-familiarity and making false statements. The hiring authority initially dismissed the officer, however, the officer resigned while the disciplinary action was pending.				
Case No. 06-0238 (Headquarters) <span style="float: right;"><i>Administrative Case</i></span>		BUREAU ASSESSMENT			
FACTS OF CASE	On September 13, 2005, an officer allegedly tried to intimidate another officer by driving fast through a staff parking lot and narrowly missing the other officer, who was walking in the crosswalk.	DISPO	INV	ADV	HA
					
DISPOSITION OF CASE	The hiring authority sustained the allegation, and the officer was served with a disciplinary action imposing a 5 percent salary reduction for 36 months. The officer has appealed the action to the State Personnel Board.				

## DEFICIENT CASES

Case No. 06-0239 (Central Region)		<i>Administrative Case</i>	BUREAU ASSESSMENT			
FACTS OF CASE	It was alleged that on October 30, 2005, two officers assaulted an inmate and then falsified documents to conceal their misconduct. It was also alleged that the inmate's injuries were inconsistent with one officer's description of the force used.		DISPO 	INV 	ADV 	HA 
DISPOSITION OF CASE	The hiring authority determined that the evidence was insufficient to support the allegations against the officers. As a result, no disciplinary action was taken.					
BUREAU ASSESSMENT	The investigative work on this case did not begin until 10 months after the allegations of misconduct were discovered. As a result, the investigation was rushed to conclusion because the statutory deadline for taking disciplinary action was expiring. The investigation was inadequate as important witnesses were not interviewed and important issues were not addressed. The hiring authority did not identify all appropriate disciplinary charges against the officers based on the evidence revealed during the limited investigation. The hiring authority's determination that the investigation did not prove misconduct was inconsistent with the evidence or the bureau's recommendations. In addition, the hiring authority's consultation with the bureau was not timely, as the statutory deadline for taking disciplinary action made further investigation impossible and failed to provide sufficient time for the bureau to seek executive review of the case.					
Case No. 06-0240 (Central Region)		<i>Direct Action Case</i>	BUREAU ASSESSMENT			
FACTS OF CASE	It was alleged that on September 5, 2005, excessive force was used against two inmates after one of the inmates allegedly punched an officer. The two inmates and two officers sustained serious injuries as a result of the incident. Multiple staff members responded to the incident and used force against the inmates. Staff reports of the force used and witnessed were allegedly inconsistent with facial injuries the inmates sustained. It was also alleged that a lieutenant helped to cover up the incident by accepting the staff's inadequate reports of the incident, and a sergeant was accused of dereliction of duty for responding to the incident without wearing prescription glasses, which allegedly made the sergeant unable to identify staff members involved in the incident.		DISPO 	INV 	ADV 	HA 
DISPOSITION OF CASE	The lieutenant was issued a letter of reprimand. The sergeant was given a 5 percent reduction in salary for 12 months, which was later reduced to a letter of reprimand.					
BUREAU ASSESSMENT	After the hiring authority disciplined the lieutenant, the hiring authority represented that it would consult with the bureau regarding discipline of the sergeant but did not do so. This case resulted in letters of reprimand being issued to the employees as the result of an inappropriate settlement, about which the bureau was not consulted. The poor quality of advocacy may have contributed to the inappropriate penalty because the hiring authority consulted its staff attorney and then acted on a false premise regarding the statutory deadline for taking disciplinary action. As the bureau was not consulted, the bureau did not have an opportunity to invoke the executive review process in this case.					

## DEFICIENT CASES

Case No. 06-0241 (Central Region) <span style="float: right;"><i>Administrative Case</i></span>		BUREAU ASSESSMENT			
FACTS OF CASE	On August 23, 2005, a parole agent allegedly met with a parolee's employer and revealed confidential information about the parolee, including the parolee's gang affiliation, use of psychotropic medications, and commitment offenses.	DISPO	INV	ADV	HA
					
DISPOSITION OF CASE	The hiring authority did not sustain the allegation.				
BUREAU ASSESSMENT	The bureau concurred with the hiring authority that the investigation did not reveal sufficient evidence to sustain the allegation. However, even if the allegation had been sustained, the hiring authority would have been precluded from taking appropriate disciplinary action in this case because the employee relations officer failed to bring the case to the hiring authority's attention before the legal deadline for taking disciplinary action expired.				
Case No. 06-0242 (South Region) <span style="float: right;"><i>Administrative Case</i></span>		BUREAU ASSESSMENT			
FACTS OF CASE	On May 18, 2005, it was alleged that security squad officers were routinely instructed to falsify their time sheets to reflect that they had worked on days when they did not in exchange for time spent serving search warrants on weekends. This practice was allegedly a means of avoiding compensating the officers for overtime. It was also alleged that the officers tried to cover up the misconduct, as did the warden.	DISPO	INV	ADV	HA
					
DISPOSITION OF CASE	The investigation was terminated prior to completion because the time to take disciplinary action against the officers expired.				
BUREAU ASSESSMENT	Once assigned for investigation, the special agent waited approximately eight months before interviewing the complainant. During the investigation, it was determined that the statutory deadline for taking disciplinary action against the officers was earlier than originally thought. At the time of this discovery, the statutory deadline had already passed. The expiration of the applicable statutory deadline would have been prevented had the investigator not waited eight months before interviewing the complainant.				

**DEFICIENT CASES**

Case No. 06-0243 (Central Region) <span style="float: right;"><i>Administrative Case</i></span>		BUREAU ASSESSMENT			
FACTS OF CASE	In March of 2005 it was reported that an officer provided an inmate with cigarettes, chewing tobacco, marijuana, and food, as well as instructed the inmate to make a weapon and place it in another inmate's cell. The officer was also allegedly dishonest during the investigation. Similar allegations were made against three additional officers during the investigation, and two other officers allegedly observed the misconduct and failed to report it. Allegations were also made against a registered nurse for engaging in an overly familiar relationship with inmates during the same period.	DISPO 	INV 	ADV 	HA 
DISPOSITION OF CASE	The allegations that officers provided an inmate with contraband, instructed an inmate to make a weapon and place it in another inmate's cell, and failed to report misconduct were not sustained. The allegations of dishonesty during the investigation and neglect of duty were sustained against one officer, who was served with a notice of dismissal. This penalty was subsequently reduced to a 60-day suspension without pay. The allegations of being overly familiar with inmates against the registered nurse were sustained. The registered nurse was served with a notice of dismissal from state service but retired before the dismissal took effect. The registered nurse's retirement under adverse circumstances was documented in the nurse's personnel file.				
BUREAU ASSESSMENT	This case was deficient because the investigation into the allegations of misconduct by the five additional officers was not completed within the applicable statutory period. Had sufficient evidence of misconduct been revealed, it would have been impossible to seek disciplinary action against the officers.				
Case No. 06-0244 (South Region) <span style="float: right;"><i>Administrative Case</i></span>		BUREAU ASSESSMENT			
FACTS OF CASE	On January 3, 2005, it was alleged that in June or July of 2003 a parole agent picked up a parolee at home to go to the parole office. The parolee alleged that the agent took the parolee to a motel and raped the parolee. The parolee allegedly did not report the agent for fear of going back to prison.	DISPO 	INV 	ADV 	HA 
DISPOSITION OF CASE	The hiring authority ultimately concluded that, based on the administrative investigation, there was insufficient evidence to sustain any of the allegations against the employee.				
BUREAU ASSESSMENT	The hiring authority initially sustained the allegations and recommended that the parole agent be dismissed from state service without consulting with the bureau. The penalty selected by the hiring authority was unreasonable as the investigative report contained no evidence corroborating the sexual assault claims. The bureau met with the hiring authority who agreed that the investigation did not contain sufficient evidence to sustain the allegations. The hiring authority was frustrated, however, that the agent would remain in a peace officer position. The bureau urged the hiring authority to consult with the staff attorney about the dismissal decision and requested executive review of the decision. An executive review was held with the bureau, the parole director, the hiring authority, and an assistant chief counsel. The parole director concluded that the disciplinary action should be withdrawn and the allegations not sustained. The bureau concurred with the modification.				

## DEFICIENT CASES

Case No. 06-0245 (North Region)		<i>Administrative Case</i>	BUREAU ASSESSMENT			
FACTS OF CASE	On September 10, 2004, it was alleged that from November 2003 to May 2004 a parole agent had an overly familiar relationship with the spouse of a parolee who was under the agent's supervision. The relationship allegedly included sexual encounters in the parole agent's state vehicle and at the spouse's residence.		DISPO 	INV 	ADV 	HA 
DISPOSITION OF CASE	The hiring authority sustained the allegations. No action could be taken against the parole agent, however, because the investigation was not completed until after the statutory deadline for taking action had passed, due in part to the department not appropriately documenting the complaint of alleged misconduct when it was initially received. The bureau recommended training on the proper handling of citizen complaints, as well as the need for supervisory staff to document their actions upon receiving reports of alleged staff misconduct.					
BUREAU ASSESSMENT	The parole agent's supervisor did not properly document the alleged misconduct when it was initially reported in April 2004. The overall investigation was then severely compromised because the Office of Internal Affairs did not pursue a timely investigation. Had the investigation commenced in October 2004 when it was first assigned to an investigator, there would have been five months to uncover and correct the date of discovery, and the investigation could have been completed in time. Instead, the Office of Internal Affairs did not pursue the investigation until April 2005, after the statutory deadline for taking disciplinary action had passed. The combined inaction by the Office of Internal Affairs and the parole agent's supervisor ultimately led to the department's inability to pursue action against the agent.					
Case No. 06-0246 (South Region)		<i>Administrative Case</i>	BUREAU ASSESSMENT			
FACTS OF CASE	A ward alleged that sometime in the summer of 2003 a correctional counselor made sexually explicit comments and gestures toward the ward. The ward also alleged that in January of 2005 the correctional counselor treated the ward discourteously and unprofessionally.		DISPO 	INV 	ADV 	HA 
DISPOSITION OF CASE	The hiring authority did not sustain the allegations because of insufficient evidence but did give several staff members work improvement discussion memoranda for failing to report the alleged misconduct.					
BUREAU ASSESSMENT	The identity of the correctional counselor was not disclosed when the alleged misconduct was first reported, and the department erroneously believed that the time to take disciplinary action did not begin until the correctional counselor's identity was known. Had the investigation revealed sufficient evidence to support the underlying allegations, disciplinary action could not have been taken because the statutory time to take disciplinary action expired before the investigation was completed.					

## DEFICIENT CASES

Case No. 06-0247 (Central Region)		<i>Administrative Case</i>	BUREAU ASSESSMENT			
FACTS OF CASE	On June 4, 2003, five physicians were accused of "churning," a practice of scheduling inmate medical appointments at lengthy intervals during time the physicians were on call, resulting in unnecessary and inefficient call-backs to the institution, which increased the amount of money paid to the physicians. It was also alleged the physicians falsified entries on time sheets.		DISPO 	INV 	ADV 	HA 
DISPOSITION OF CASE	The hiring authority sustained the allegations against three of the physicians and sought to dismiss them from state service. The hiring authority later offered to settle the cases by reducing the penalties to letters of instruction. Two of the three physicians accepted the settlement offer and received letters of instruction. The third physician rejected the settlement offer and appealed the dismissal to the State Personnel Board. The remaining two physicians voluntarily resigned before the investigation could be completed. The case against those two physicians is reported in the table of satisfactory cases.					
BUREAU ASSESSMENT	When the investigation was eventually completed, approximately three years after the misconduct was discovered, it revealed sufficient evidence of the physicians' misconduct. The hiring authority appropriately placed the physicians on administrative time off. The hiring authority provided several reasons for offering to reduce the penalties. First, the hiring authority questioned the accuracy of the facts written in the disciplinary action. Second, the hiring authority stated that the practice of "churning" was widespread and had never been addressed through department policy. Finally, the hiring authority stated that the receiver appointed by the federal court to oversee the department's medical care system did not believe the State Personnel Board would uphold the discipline imposed. The discipline offered by the department to all three physicians and ultimately imposed against two of them was unreasonably low for the identified misconduct. The bureau was not adequately consulted by the department regarding the settlement agreements and the department did not promptly respond to bureau inquiries regarding the matter.					

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Case No. 06-0248 (South Region) <i>Direct Action Case</i>		BUREAU ASSESSMENT			
FACTS OF CASE	On September 13, 2006, an outside law enforcement agency reported that a lieutenant was convicted of felony witness tampering in federal court. The lieutenant failed to notify the institution of the indictment and federal conviction.	DISPO	INV	ADV	HA
DISPOSITION OF CASE	The institution immediately dismissed the lieutenant. The lieutenant resigned while the disciplinary action was pending. The lieutenant's official personnel file reflects a resignation under unfavorable circumstances.				
Case No. 06-0249 (Central Region) <i>Administrative Case</i>		BUREAU ASSESSMENT			
FACTS OF CASE	On August 16, 2006, an officer was arrested and charged with fraudulently obtaining a controlled substance.	DISPO	INV	ADV	HA
DISPOSITION OF CASE	The allegations were sustained and combined with other investigations. The officer was dismissed. An appeal before the State Personnel Board is pending.				
Case No. 06-0250 (North Region) <i>Criminal Case</i>		BUREAU ASSESSMENT			
FACTS OF CASE	On August 13, 2006, a psychiatric technician allegedly engaged in a physical relationship with an inmate.	DISPO	INV	ADV	HA
DISPOSITION OF CASE	The investigation revealed insufficient evidence of criminal activity. As a result, the case was not referred to the district attorney's office. The subject resigned while the investigation was pending.				
Case No. 06-0251 (North Region) <i>Criminal Case</i>		BUREAU ASSESSMENT			
FACTS OF CASE	It was alleged on August 10, 2006, that a registered nurse was involved in a sexual relationship with an inmate.	DISPO	INV	ADV	HA
DISPOSITION OF CASE	The investigation revealed insufficient evidence of criminal conduct so no referral was made to the district attorney's office.				
Case No. 06-0252 (Central Region) <i>Administrative Case</i>		BUREAU ASSESSMENT			
FACTS OF CASE	It was alleged that, on July 28, 2006, an officer was under the influence of a controlled substance while on duty. A search of the officer's pockets disclosed a cell phone and cigarettes.	DISPO	INV	ADV	HA
DISPOSITION OF CASE	The allegations were sustained, the case was combined with others, and the officer was dismissed. An appeal before the State Personnel Board is pending.				

SATISFACTORY CASES

Case No. 06-0253 (North Region) <span style="float: right;"><i>Administrative Case</i></span>		BUREAU ASSESSMENT			
FACTS OF CASE	On July 28, 2006, it was alleged that an officer was trafficking tobacco and alcohol into the institution for sale to inmates and for personal use. It was further alleged that the officer was dishonest during an investigative interview. During the investigation, it was discovered that the officer allegedly failed to report to the hiring authority an arrest on December 20, 2003, for driving under the influence of alcohol.	DISPO 	INV 	ADV 	HA 
DISPOSITION OF CASE	The hiring authority sustained all of the allegations against the officer except the failure to report his arrest. The officer was served with a notice of dismissal from his employment but resigned before its effective date.				
Case No. 06-0254 (Central Region) <span style="float: right;"><i>Criminal Case</i></span>		BUREAU ASSESSMENT			
FACTS OF CASE	On July 26, 2006, an inmate was stabbed in the lower back with an inmate-manufactured knife. When the discharge of non-lethal rounds and chemical agents failed to stop the attack, an officer discharged a rifle at the assailant inmate. The round penetrated the assailant's hand and struck the victim in the hand.	DISPO 	INV 	ADV 	HA 
DISPOSITION OF CASE	A deadly force investigation did not identify probable cause to believe that a crime was committed by staff. Therefore, the criminal investigation was closed without referral to the district attorney's office.				
Case No. 06-0255 (Central Region) <span style="float: right;"><i>Administrative Case</i></span>		BUREAU ASSESSMENT			
FACTS OF CASE	On July 19, 2006, an incident occurred involving an officer and an inmate. The incident led to the termination of the officer due to unnecessary force issues and dishonesty. Another officer witnessed this incident, reported it, and testified at an administrative hearing. The reporting officer was allegedly subjected to ridicule, harassment, threats, and unprofessional treatment by other staff members.	DISPO 	INV 	ADV 	HA 
DISPOSITION OF CASE	Three officers were identified as having made statements about the reporting officer that may have been construed as harassing. Based upon the investigation, the hiring authority did not believe there was enough evidence to sustain the allegations, and no discipline was imposed.				
Case No. 06-0256 (Headquarters) <span style="float: right;"><i>Criminal Case</i></span>		BUREAU ASSESSMENT			
FACTS OF CASE	On July 18, 2006, as a result of a search of institutional phone records related to another investigation, it was alleged that a registered nurse was involved in an ongoing sexual relationship with an inmate who had been transferred to another institution. The registered nurse was already under investigation for similar conduct with three other inmates.	DISPO 	INV 	ADV 	HA 
DISPOSITION OF CASE	The case was referred to the district attorney's office, which declined to prosecute based on a lack of sufficient evidence.				

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Case No. 06-0257 (Central Region) <i>Administrative Case</i>		BUREAU ASSESSMENT			
FACTS OF CASE	On July 18, 2006, it was alleged that a non-sworn employee may have engaged in an overly familiar relationship with an inmate and that the inmate may have contacted the employee at home via telephone and written correspondence.	DISPO 	INV 	ADV 	HA 
DISPOSITION OF CASE	The hiring authority sustained the allegations of misconduct brought against the employee. The employee was served with an adverse action for dismissal but retired before dismissal was imposed. The department will place a letter in the personnel file indicating that the employee retired under adverse circumstances.				
Case No. 06-0258 (Central Region) <i>Direct Action Case</i>		BUREAU ASSESSMENT			
FACTS OF CASE	On July 16, 2006, it was alleged that an off-duty officer brandished a firearm at another motorist while driving. The California Highway Patrol stopped and arrested the officer. The officer was found in possession of a handgun, and his off-duty weapons card had expired.	DISPO 	INV 	ADV 	HA 
DISPOSITION OF CASE	The hiring authority sustained the allegations based upon the Highway Patrol's investigation. Because of prior disciplinary actions as well as this incident, the officer's probationary employment status was terminated. The termination was upheld on appeal.				
Case No. 06-0259 (North Region) <i>Criminal Case</i>		BUREAU ASSESSMENT			
FACTS OF CASE	On July 7, 2006, it was alleged that a supervising cook was engaged in a sexual relationship with two inmates and provided contraband to the inmates.	DISPO 	INV 	ADV 	HA 
DISPOSITION OF CASE	The investigation revealed insufficient evidence of criminal wrongdoing so no referral was made to the district attorney's office.				
Case No. 06-0260 (North Region) <i>Administrative Case</i>		BUREAU ASSESSMENT			
FACTS OF CASE	On July 7, 2006, it was alleged that a supervising cook was engaged in a sexual relationship with two inmates and provided contraband to the inmates. It was also alleged that the cook was dishonest during the investigative interview, which was part of the administrative investigation.	DISPO 	INV 	ADV 	HA 
DISPOSITION OF CASE	The hiring authority sustained the allegations concerning the sexual relationship and dishonesty. The supervising cook was served with a notice of dismissal from employment, but the employee resigned before the effective date of the notice.				

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Case No. 06-0261 (Central Region) <span style="float: right;"><i>Direct Action Case</i></span>		BUREAU ASSESSMENT			
FACTS OF CASE	On June 27, 2006, it was alleged that a registered nurse continued to report to work late and refused to follow direction regarding working overtime. It was also alleged that the employee continued to prescribe medication to inmates without an authorized physician's approval. It is further alleged that the employee was dishonest when questioned about the misconduct.	DISPO 	INV 	ADV 	HA 
DISPOSITION OF CASE	The employee was still on probation in her position and was rejected from remaining in the position as an alternative to taking disciplinary action. The employee has appealed.				
Case No. 06-0262 (North Region) <span style="float: right;"><i>Criminal Case</i></span>		BUREAU ASSESSMENT			
FACTS OF CASE	On June 23, 2006, the institution received information that a material and stores supervisor was having a sexual relationship with an inmate.	DISPO 	INV 	ADV 	HA 
DISPOSITION OF CASE	The investigation revealed that there was insufficient evidence to prove that the subject engaged in a sexual act with the inmate. The case was not referred to the district attorney's office.				
Case No. 06-0263 (North Region) <span style="float: right;"><i>Direct Action Case</i></span>		BUREAU ASSESSMENT			
FACTS OF CASE	On June 21, 2006, a lieutenant received information from an inmate alleging that another inmate was having a sexual relationship with a registered nurse. It was further alleged that the nurse was providing contraband to the inmate, including money, drugs, and a cell phone.	DISPO 	INV 	ADV 	HA 
DISPOSITION OF CASE	The case was sent back to the institution without investigation for disciplinary action based on the employee's admissions. The employee resigned prior to the imposition of discipline.				
Case No. 06-0264 (North Region) <span style="float: right;"><i>Administrative Case</i></span>		BUREAU ASSESSMENT			
FACTS OF CASE	On June 20, 2006, an inmate alleged that a supervising cook was trafficking narcotics, tobacco, and cell phones into the institution.	DISPO 	INV 	ADV 	HA 
DISPOSITION OF CASE	The supervising cook admitted to bringing tobacco into the institution. The hiring authority sustained allegations of over-familiarity, bringing contraband into the institution, and neglect of duty, but the employee resigned before the imposition of discipline.				
Case No. 06-0265 (Central Region) <span style="float: right;"><i>Direct Action Case</i></span>		BUREAU ASSESSMENT			
FACTS OF CASE	On June 13, 2006, a police officer arrested an off-duty correctional counselor for public drunkenness. The correctional counselor failed to report the arrest to supervisors.	DISPO 	INV 	ADV 	HA 
DISPOSITION OF CASE	The hiring authority sustained the allegations against the correctional counselor, but the subject retired from employment while the disciplinary action was pending.				

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Case No. 06-0266 (Headquarters) <i>Administrative Case</i>		BUREAU ASSESSMENT			
FACTS OF CASE	On June 12, 2006, a youth correctional officer was observed kissing a ward and initially suggested the incident was accidental when interviewed.	DISPO	INV	ADV	HA
DISPOSITION OF CASE	The hiring authority sustained the allegations and dismissed the youth correctional officer. The officer has appealed his dismissal to the State Personnel Board.				
Case No. 06-0267 (Headquarters) <i>Administrative Case</i>		BUREAU ASSESSMENT			
FACTS OF CASE	On June 6, 2006, it was alleged that an investigative services unit captain was dishonest when he misrepresented investigative findings in May 2004. It was further alleged that the misrepresentations were made to cover up excessive use of force against an inmate.	DISPO	INV	ADV	HA
DISPOSITION OF CASE	The investigation revealed there was no evidence to support the allegations of misconduct. The hiring authority did not sustain the allegations and no disciplinary action was taken.				
Case No. 06-0268 (North Region) <i>Direct Action Case</i>		BUREAU ASSESSMENT			
FACTS OF CASE	On June 6, 2006, an officer allegedly used unnecessary force by discharging pepper spray on an inmate because the inmate refused to get dressed.	DISPO	INV	ADV	HA
DISPOSITION OF CASE	The allegation that the officer used unnecessary force was sustained and the officer received an official letter of reprimand.				
Case No. 06-0269 (North Region) <i>Criminal Case</i>		BUREAU ASSESSMENT			
FACTS OF CASE	On May 23, 2006, an inmate told a sergeant that a maintenance worker was bringing large quantities of tobacco and narcotics into the institution. During unrelated cell searches, officers located a partial home address of the maintenance worker, a cell phone, and billing records that indicated the cell phone was used to call the suspected employee from the cells.	DISPO	INV	ADV	HA
DISPOSITION OF CASE	The maintenance worker transferred to a different institution before the start of the investigation, thus making the criminal investigation moot to the narcotics investigation. However, the Office of Internal Affairs opened an administrative investigation that the bureau is monitoring.				
Case No. 06-0270 (Central Region) <i>Administrative Case</i>		BUREAU ASSESSMENT			
FACTS OF CASE	On May 22, 2006, an officer was arrested for alleged lewd and lascivious acts with a child under 14 years of age.	DISPO	INV	ADV	HA
DISPOSITION OF CASE	The hiring authority found insufficient evidence to sustain the allegation of sexual misconduct against the officer. However, the hiring authority found the officer's statements to the minor's parents constituted discourteous treatment and issued the officer a letter of reprimand.				

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Case No. 06-0271 (Headquarters) <i>Direct Action Case</i>		BUREAU ASSESSMENT			
FACTS OF CASE	On May 6, 2006, during a pre-parole audit of an inmate's file, it was discovered that the inmate had been held in custody 640 days beyond the inmate's actual parole date due to a record-keeping error. It was alleged that a correctional case records analyst failed to conduct a required audit of the inmate's file, which would have revealed the error.	DISPO	INV	ADV	HA
DISPOSITION OF CASE	The hiring authority sustained the allegation, and the correctional case records analyst initially received a 5 percent salary reduction for six months. The analyst subsequently produced reliable documentation minimizing the analyst's role in the incident, and the discipline was reduced to a letter of reprimand.				
Case No. 06-0272 (South Region) <i>Administrative Case</i>		BUREAU ASSESSMENT			
FACTS OF CASE	In May 2006, the department learned that a parole agent, who was also an attorney, had in his attorney capacity counseled a witness in an internal affairs investigation not to speak with department investigators. The department also learned that the agent, also in his attorney capacity, filed a civil lawsuit against the department on behalf of another parole agent.	DISPO	INV	ADV	HA
DISPOSITION OF CASE	The department initiated an investigation to determine whether the parole agent's conduct was a conflict of interest. The department decided to terminate the investigation upon learning of the parole agent's voluntary retirement.				
Case No. 06-0273 (Central Region) <i>Administrative Case</i>		BUREAU ASSESSMENT			
FACTS OF CASE	It was alleged that on May 1, 2006, an officer falsely accused an inmate of assaulting the officer.	DISPO	INV	ADV	HA
DISPOSITION OF CASE	The hiring authority did not sustain the allegations.				
Case No. 06-0274 (North Region) <i>Administrative Case</i>		BUREAU ASSESSMENT			
FACTS OF CASE	On April 29, 2006, a lieutenant, while assigned to visitor processing, obtained a criminal history report for an inmate's visitor and subsequently gave the printout to the visitor. Unauthorized use of these reports is a misdemeanor pursuant to the California Penal Code.	DISPO	INV	ADV	HA
DISPOSITION OF CASE	The case was settled following the Skelly hearing for a one-day suspension without pay.				
Case No. 06-0275 (Central Region) <i>Administrative Case</i>		BUREAU ASSESSMENT			
FACTS OF CASE	On April 28, 2006, while reviewing surveillance video as part of an investigation into alleged drug trafficking by another employee, a sergeant observed a Prison Industry Authority supervisor trafficking tobacco with inmates in a sewing machine repair area.	DISPO	INV	ADV	HA
DISPOSITION OF CASE	The supervisor resigned while disciplinary action was pending.				

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Case No. 06-0276 (North Region) <i>Criminal Case</i>		BUREAU ASSESSMENT			
FACTS OF CASE	On April 27, 2006, an officer allegedly vacated an armed post without authorization to confront an inmate. It was further alleged that the officer used excessive force against the inmate and assaulted, battered, and verbally abused another officer during that confrontation.	DISPO 	INV 	ADV 	HA 
DISPOSITION OF CASE	The investigation revealed probable cause to believe the officer committed several criminal offenses. However, the district attorney's office declined to file charges in the case.				
Case No. 06-0277 (Headquarters) <i>Administrative Case</i>		BUREAU ASSESSMENT			
FACTS OF CASE	On April 23, 2006, a sergeant allegedly used pepper spray on an inmate who refused to be placed in handcuffs instead of allowing the inmate a "cooling-off" period.	DISPO 	INV 	ADV 	HA 
DISPOSITION OF CASE	The sergeant was issued a letter of instruction.				
Case No. 06-0278 (South Region) <i>Administrative Case</i>		BUREAU ASSESSMENT			
FACTS OF CASE	On April 17, 2006, employees discovered an inmate and a teacher in a compromising position in a classroom. A search of the inmate's cell resulted in the discovery of a cell phone. The inmate and the teacher admitted to a sexual relationship dating back to November 2005. The teacher denied furnishing the cell phone to the inmate but admitted calling the inmate on the phone.	DISPO 	INV 	ADV 	HA 
DISPOSITION OF CASE	The hiring authority concluded there was sufficient information to support the allegations of sexual misconduct and over-familiarity. The teacher resigned pending dismissal.				
Case No. 06-0279 (Central Region) <i>Administrative Case</i>		BUREAU ASSESSMENT			
FACTS OF CASE	On April 10, 2006, outside law enforcement officers served a correctional officer with an arrest warrant that charged him with 14 counts of possession of a controlled substance for sale. On July 29, 2006, the officer pled guilty to two felony counts of violation of Health and Safety Code section 11377(A) and was granted drug diversion pursuant to Penal Code section 1000.2.	DISPO 	INV 	ADV 	HA 
DISPOSITION OF CASE	Upon conviction of the officer, the department initiated an administrative investigation. However, the officer resigned before being interviewed by the Office of Internal Affairs.				
Case No. 06-0280 (North Region) <i>Criminal Case</i>		BUREAU ASSESSMENT			
FACTS OF CASE	On March 28, 2006, a sergeant received information that an officer was bringing a pipe and methamphetamine into the institution and smoking it with inmates. The informant also advised that the officer was bringing marijuana into the institution and selling it to inmates. The officer was stopped on the way into work but was not found with any contraband. In addition, the officer voluntarily submitted to a drug test with negative results.	DISPO 	INV 	ADV 	HA 
DISPOSITION OF CASE	The investigation revealed that there was inadequate evidence to refer the case to the district attorney's office.				

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Case No. 06-0281 (Central Region) <i>Criminal Case</i>		BUREAU ASSESSMENT			
FACTS OF CASE	On March 25, 2006, an inmate reported to a sergeant that an officer was smuggling tobacco and methamphetamine into the institution. On April 12, 2006, members of the investigative services unit conducted a search of the officer when he reported to work. The search revealed a large amount of loose tobacco, \$118 in cash, cigarettes, rolling papers, and a cell phone.	DISPO 	INV 	ADV 	HA 
DISPOSITION OF CASE	The Office of Internal Affairs closed its investigation into allegations of criminal conduct by the officer without referring the case to the district attorney's office. An administrative investigation was then conducted by the Office of Internal Affairs and monitored by the bureau. The officer was dismissed from the department.				
Case No. 06-0282 (Central Region) <i>Administrative Case</i>		BUREAU ASSESSMENT			
FACTS OF CASE	On March 25, 2006, an inmate reported to a sergeant that an officer was smuggling tobacco and methamphetamine into the institution. On April 12, 2006, members of the investigative services unit conducted a search of the officer when he reported to work. The search revealed a large amount of loose tobacco, \$118 in cash, cigarettes, rolling papers, and a cell phone.	DISPO 	INV 	ADV 	HA 
DISPOSITION OF CASE	The hiring authority sustained the allegations against the officer, and the officer was dismissed from the department.				
Case No. 06-0283 (North Region) <i>Criminal Case</i>		BUREAU ASSESSMENT			
FACTS OF CASE	On March 21, 2006, the department received a written complaint alleging that a physician used force to enter a home and rape a registered nurse.	DISPO 	INV 	ADV 	HA 
DISPOSITION OF CASE	The case was referred to the district attorney's office, which advised the Office of Internal Affairs that it would not prosecute the case due to a lack of evidence and a lack of cooperation by the alleged victim. The department also conducted an administrative investigation, which the bureau monitored.				
Case No. 06-0284 (North Region) <i>Administrative Case</i>		BUREAU ASSESSMENT			
FACTS OF CASE	On March 21, 2006, the department received a written complaint alleging that a physician used force to enter a home and rape a registered nurse.	DISPO 	INV 	ADV 	HA 
DISPOSITION OF CASE	The physician resigned following the conclusion of the administrative investigation, which sustained the allegations.				
Case No. 06-0285 (Central Region) <i>Administrative Case</i>		BUREAU ASSESSMENT			
FACTS OF CASE	On March 18, 2006, a search of an employee's home resulted in the seizure of heroin, cocaine, marijuana, and evidence that the employee conspired with inmates to smuggle contraband into the institution.	DISPO 	INV 	ADV 	HA 
DISPOSITION OF CASE	The allegations were sustained, and the employee was dismissed.				

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Case No. 06-0286 (Central Region) <span style="float: right;"><i>Administrative Case</i></span>		BUREAU ASSESSMENT			
FACTS OF CASE	On March 17, 2006, letters were discovered during a cell search which indicated that an overly familiar relationship existed between an inmate and an officer. The letters were routed through the inmate's mother, who disclosed that a romantic relationship was ongoing between the inmate and the officer.	DISPO 	INV 	ADV 	HA 
DISPOSITION OF CASE	The officer resigned after receiving a notice from the Office of Internal Affairs for an interview.				
Case No. 06-0287 (Central Region) <span style="float: right;"><i>Criminal Case</i></span>		BUREAU ASSESSMENT			
FACTS OF CASE	On March 13, 2006, an officer reported that the previous day another officer grabbed an inmate by the neck with both hands, choked him, slammed the inmate against a wall, and verbally abused him. The reporting officer stated this incident occurred in the presence of two other officers. It was further alleged that on March 17, 2006, the subject officer approached the reporting officer and attempted to induce the officer to give false testimony about the incident.	DISPO 	INV 	ADV 	HA 
DISPOSITION OF CASE	It was determined that the subject of this investigation could not be found criminally liable. The criminal case was closed without a referral to the district attorney's office. An administrative investigation was initiated, which the bureau is monitoring.				
Case No. 06-0288 (Central Region) <span style="float: right;"><i>Administrative Case</i></span>		BUREAU ASSESSMENT			
FACTS OF CASE	On March 8, 2006, after an inmate refused to return to a bunk, an officer grabbed the inmate's shirt sleeve and ordered the inmate to turn around. As the officer escorted the inmate toward the door, the inmate attempted to spin toward the officer and kick him. The officer forced the inmate to the ground. A second officer observed the entire incident but did not immediately render assistance and instead proceeded to the door to unlock it for responding staff. The first officer successfully placed the inmate in handcuffs. The inmate claimed the first officer drove his head into the cement floor, causing a bump to his head. An allegation of unnecessary force was made against the first officer, and failure to assist was alleged against the second officer.	DISPO 	INV 	ADV 	HA 
DISPOSITION OF CASE	The use-of-force committee found the initial officer's use of force in compliance with department standards. The committee found the second officer was not at fault under the circumstances. The hiring authority ordered on-the-job training for both officers. Allegations of misconduct were not sustained; therefore, no discipline was imposed.				
Case No. 06-0289 (North Region) <span style="float: right;"><i>Criminal Case</i></span>		BUREAU ASSESSMENT			
FACTS OF CASE	On or before February 28, 2006, a recreational therapist allegedly provided methamphetamine to an inmate.	DISPO 	INV 	ADV 	HA 
DISPOSITION OF CASE	The investigation revealed insufficient evidence to warrant a referral to the district attorney's office.				

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Case No. 06-0290 (Central Region) <i>Criminal Case</i>		BUREAU ASSESSMENT			
FACTS OF CASE	On February 16, 2006, two officers entered a cell occupied by one inmate in a mental health unit. One of the officers allegedly struck the inmate in the head, while the other officer applied handcuffs. The officer who witnessed the battery allegedly falsified documents regarding the incident by indicating that the inmate was placed in handcuffs without the use of force. It is also alleged that one of the officers harassed a nurse who witnessed the incident.	DISPO 	INV 	ADV 	HA 
DISPOSITION OF CASE	A criminal investigation was opened as to the officer who allegedly struck the inmate in the head. The case was referred to the district attorney's office, which declined prosecution due to a lack of evidence. The criminal investigation was closed and an administrative investigation was opened, which the bureau is monitoring.				
Case No. 06-0291 (Central Region) <i>Administrative Case</i>		BUREAU ASSESSMENT			
FACTS OF CASE	On February 16, 2006, after custody staff members found a suicide note, a staff physician gave a verbal order to remove an inmate from his cell for placement in a mental health crisis bed. The captain failed to follow the physician's orders and instead ordered staff members to monitor the inmate by conducting 15-minute checks. Between checks, the inmate overdosed, was rendered unconscious, and was found unresponsive. The inmate ultimately recovered.	DISPO 	INV 	ADV 	HA 
DISPOSITION OF CASE	The captain retired from the department before completion of the investigation. Therefore, the institution did not make a finding on the allegation but instead sent the captain a letter indicating that his retirement was under adverse circumstances.				
Case No. 06-0292 (North Region) <i>Administrative Case</i>		BUREAU ASSESSMENT			
FACTS OF CASE	On February 15, 2006, an officer allegedly failed to observe an inmate fall during a suicide watch. The officer was making notations in a suicide record at the time and did not see the inmate. It was also alleged that on March 11, 2006, the officer failed to observe an inmate who was on suicide watch attempt to hang himself.	DISPO 	INV 	ADV 	HA 
DISPOSITION OF CASE	The officer received a letter of instruction for failing to properly observe inmates on suicide watch.				
Case No. 06-0293 (Headquarters) <i>Administrative Case</i>		BUREAU ASSESSMENT			
FACTS OF CASE	On February 9, 2006, a review of records from a ward's seized cell phone revealed several calls between August and November 2004 to a youth correctional counselor. In addition, an envelope with the youth correctional counselor's name on it containing a pornographic magazine, a phone number belonging to the counselor, and letters of a personal nature between the ward and counselor were obtained.	DISPO 	INV 	ADV 	HA 
DISPOSITION OF CASE	The youth correctional counselor resigned during the investigation, and the department placed a letter in the employee's file indicating that the resignation was under adverse circumstances.				

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Case No. 06-0294 (North Region) <i>Administrative Case</i>		BUREAU ASSESSMENT			
FACTS OF CASE	On February 8, 2006, an officer allegedly ordered an inmate to get up from the toilet in order for the cell to be searched. The inmate stated that he was not finished using the toilet and asked the officer to have the sergeant come to the cell. The officer again ordered the inmate to get up and exit the cell, and when the inmate failed to immediately comply, the officer discharged pepper spray into the face of the inmate. The officer was allegedly dishonest in his report and his internal affairs interview.	DISPO	INV	ADV	HA
DISPOSITION OF CASE	The allegations of unnecessary use of force and dishonesty were sustained, and the officer was dismissed from state service.				
Case No. 06-0295 (Central Region) <i>Administrative Case</i>		BUREAU ASSESSMENT			
FACTS OF CASE	On February 6, 2006, it was learned that a witness in a pending internal affairs case had allegedly been harassed by an officer and intimidated regarding his cooperation in the case against another officer.	DISPO	INV	ADV	HA
DISPOSITION OF CASE	There was insufficient evidence to sustain the allegations.				
Case No. 06-0296 (Central Region) <i>Direct Action Case</i>		BUREAU ASSESSMENT			
FACTS OF CASE	On numerous occasions since February 5, 2006, an employee allegedly submitted fraudulent time sheets. It is further alleged that the employee displayed vehicle registration tags that had been stolen from his neighbor, was arrested for failure to appear, and failed to report his police contacts to the institution.	DISPO	INV	ADV	HA
DISPOSITION OF CASE	The hiring authority sustained the allegations and suspended the employee for 60 days.				
Case No. 06-0297 (North Region) <i>Administrative Case</i>		BUREAU ASSESSMENT			
FACTS OF CASE	In February 2006, an officer allegedly delivered contraband to inmates in exchange for craft projects and art.	DISPO	INV	ADV	HA
DISPOSITION OF CASE	The allegation was sustained and the officer was dismissed.				

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Case No. 06-0298 (South Region) <span style="float: right;"><i>Administrative Case</i></span>		BUREAU ASSESSMENT			
FACTS OF CASE	On January 28, 2006, an administrative segregation unit inmate refused a reassignment from one housing unit to another. The sergeant ordered the control booth officer to open the cell door, and the sergeant entered the cell with four correctional officers. The inmate was handcuffed and escorted out of his cell without incident. The officers reported that the inmate became resistive and attempted to slam officers against the wall. During the incident, the inmate's head and face hit the wall, causing injury. Staff members at the new housing unit observed the inmate's injuries, obtained medical treatment, and interviewed the inmate in accordance with policy. The inmate alleged that five or six officers and the sergeant entered the inmate's cell and assaulted the inmate for no reason.	DISPO 	INV 	ADV 	HA 
DISPOSITION OF CASE	The hiring authority concluded there was sufficient evidence to sustain an allegation of neglect of duty against the sergeant for ordering staff to enter the inmate's cell after the inmate refused to be handcuffed and for failing to implement a calculated cell extraction. The hiring authority imposed on the sergeant a 5 percent salary reduction for 12 months. The hiring authority also concluded there was sufficient evidence to sustain allegations that the four escorting officers failed to report a use of force and failed to provide medical treatment for the inmate, but it concluded that there was insufficient evidence to sustain an allegation that the officers' use of force was excessive. The hiring authority imposed against these officers a 5 percent salary reduction for six months. Allegations against two other officers were not sustained.				
Case No. 06-0299 (North Region) <span style="float: right;"><i>Criminal Case</i></span>		BUREAU ASSESSMENT			
FACTS OF CASE	On January 25, 2006, a former parolee alleged that while on parole and continuing for six months after discharge from parole, the assigned parole agent engaged in an inappropriate sexual relationship with the parolee.	DISPO 	INV 	ADV 	HA 
DISPOSITION OF CASE	The investigation revealed that there was insufficient evidence to establish that the sexual misconduct occurred while the former parolee was being supervised by the parole agent. Consequently, after consultation with the district attorney's office, no referral was made seeking prosecution. However, the Office of Internal Affairs opened an administrative investigation that the bureau is monitoring.				
Case No. 06-0300 (Central Region) <span style="float: right;"><i>Administrative Case</i></span>		BUREAU ASSESSMENT			
FACTS OF CASE	On January 24, 2006, it was alleged that an officer had earlier given \$180 to an inmate. It was also alleged that the officer had a sexual relationship with a second inmate.	DISPO 	INV 	ADV 	HA 
DISPOSITION OF CASE	The hiring authority sustained the allegations. The officer resigned under adverse circumstances immediately before the dismissal became effective.				
Case No. 06-0301 (North Region) <span style="float: right;"><i>Criminal Case</i></span>		BUREAU ASSESSMENT			
FACTS OF CASE	On January 23, 2006, it was alleged that an officer was distributing tobacco to inmates.	DISPO 	INV 	ADV 	HA 
DISPOSITION OF CASE	The Office of Internal Affairs determined that there was evidence exonerating the officer so no referral was made to the district attorney's office.				

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Case No. 06-0302 (Central Region) <i>Administrative Case</i>		BUREAU ASSESSMENT			
FACTS OF CASE	On January 18, 2006, an inmate alleged that an officer used excessive force while handcuffing the inmate and pushed him against a vent on a wall, causing pain. It was also alleged the use of force was not reported per department procedures. In addition, another officer may have witnessed the use of force and failed to report it.	DISPO 	INV 	ADV 	HA 
DISPOSITION OF CASE	The hiring authority determined there was insufficient evidence to sustain any of the allegations against either officer so no discipline was imposed.				
Case No. 06-0303 (Central Region) <i>Criminal Case</i>		BUREAU ASSESSMENT			
FACTS OF CASE	On January 13, 2006, a search was conducted of an officer's personal vehicle as part of another investigation. That search disclosed 22 live 12 gauge shotgun shells and one live rifle round.	DISPO 	INV 	ADV 	HA 
DISPOSITION OF CASE	The matter was submitted to the district attorney's office, which declined to prosecute. The department has opened an administrative investigation, which the bureau is monitoring.				
Case No. 06-0304 (Central Region) <i>Administrative Case</i>		BUREAU ASSESSMENT			
FACTS OF CASE	On January 12, 2006, two officers escorting an inmate to a cell allegedly used, and failed to report, excessive force. It is also alleged that a sergeant observed the use of excessive force without stopping or reporting it.	DISPO 	INV 	ADV 	HA 
DISPOSITION OF CASE	The hiring authority determined there was insufficient evidence to sustain the allegations.				
Case No. 06-0305 (North Region) <i>Administrative Case</i>		BUREAU ASSESSMENT			
FACTS OF CASE	On January 6, 2006, an inmate alleged that three days earlier the inmate informed two officers that the inmate refused to have a cellmate. Shortly after officers placed the cellmate in the cell, the inmate assaulted the cellmate. The two officers subsequently arrived at the cell, handcuffed the inmate, and allegedly assaulted the inmate.	DISPO 	INV 	ADV 	HA 
DISPOSITION OF CASE	The inmate was unable to reliably identify the two officers who allegedly committed the assault, and the cellmate was not present when the alleged assault occurred. Therefore, there was insufficient evidence to sustain the allegations of misconduct.				
Case No. 06-0306 (Central Region) <i>Administrative Case</i>		BUREAU ASSESSMENT			
FACTS OF CASE	On January 6, 2006, an inmate alleged that officers used excessive force after the inmate threatened to throw bodily fluids on staff members. The inmate was allegedly told to come out of the cell without handcuffs, thrown to the ground, handcuffed, dragged across the floor, and shoved. The inmate had injuries consistent with being involved in a physical struggle; however, the injuries may have existed before the alleged incident.	DISPO 	INV 	ADV 	HA 
DISPOSITION OF CASE	Allegations of unnecessary force and neglect of duty were not sustained against any officer so no discipline was imposed.				

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Case No. 06-0307 (North Region) <span style="float: right;"><i>Administrative Case</i></span>		BUREAU ASSESSMENT			
FACTS OF CASE	In January 2006, a sergeant allegedly stated in a loud voice, "[inmate], you are nothing but a piece of shit child molester and I fucked your mother on the streets," among other comments made loud enough for employees and inmates to hear. It was also alleged that, on another occasion, an inmate broke free from an escort and assaulted the sergeant in question, and the sergeant used unnecessary force by striking the inmate with a baton after the inmate had already complied with staff orders.	DISPO 	INV 	ADV 	HA 
DISPOSITION OF CASE	The allegations were sustained, and the sergeant received a 36-day suspension without pay.				
Case No. 06-0308 (Central Region) <span style="float: right;"><i>Criminal Case</i></span>		BUREAU ASSESSMENT			
FACTS OF CASE	A registered nurse reported that on December 22, 2005, a clinical laboratory technician poked his finger with a needle, causing it to bleed, but did not discard the needle. The needle was subsequently used on an inmate.	DISPO 	INV 	ADV 	HA 
DISPOSITION OF CASE	A criminal investigation was conducted and forwarded to the district attorney's office. The district attorney's office rejected the case due to insufficient evidence. The technician resigned.				
Case No. 06-0309 (Central Region) <span style="float: right;"><i>Administrative Case</i></span>		BUREAU ASSESSMENT			
FACTS OF CASE	On December 20, 2005, an inmate attacked an officer. Physical force was used to gain control of the inmate, with no injuries noted by the responding medical staff. Another officer subsequently escorted the inmate to a holding cell. Shortly afterward, a lieutenant saw blood on the inmate's face. The inmate indicated that the escorting officer had forced the inmate into the holding cell so hard that the inmate's head hit the wall, causing an injury. The inmate received 19 sutures to close the wound.	DISPO 	INV 	ADV 	HA 
DISPOSITION OF CASE	The hiring authority determined that there was insufficient evidence to sustain an allegation of excessive force; however, an allegation of inexcusable neglect of duty for failure to follow procedures regarding monitoring and placing inmates in a holding cell was sustained. A 10 percent salary reduction for six months was imposed and was upheld following a State Personnel Board appeal.				
Case No. 06-0310 (South Region) <span style="float: right;"><i>Administrative Case</i></span>		BUREAU ASSESSMENT			
FACTS OF CASE	On December 20, 2005, an inmate refused a control booth officer's order to return to the inmate's assigned cell. Another officer began talking with the inmate to resolve the issue. The control booth officer discharged a non-lethal round at the inmate, missing the inmate and striking a second uninvolved inmate in the chest. A floor officer ran up the stairs toward the inmates. Before the floor officer reached the top of the stairs, the control booth officer discharged a second non-lethal round at the inmate, striking the inmate in the head and upper body.	DISPO 	INV 	ADV 	HA 
DISPOSITION OF CASE	The hiring authority concluded there was sufficient evidence to support the allegation that the control booth officer used excessive force and served the officer with a notice of dismissal. The officer appealed, and the department is waiting for the State Personnel Board's decision.				

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Case No. 06-0311 (North Region) <i>Criminal Case</i>		BUREAU ASSESSMENT			
FACTS OF CASE	On December 19, 2005, an inmate alleged a sexual relationship with a parole agent. The inmate claimed that while previously on parole, the agent made sexual comments and thereafter engaged in sexual liaisons with the inmate spanning a period of several months.	DISPO 	INV 	ADV 	HA 
DISPOSITION OF CASE	The case was not referred to the district attorney's office because the investigation revealed that there was insufficient evidence to support the allegations.				
Case No. 06-0312 (Central Region) <i>Criminal Case</i>		BUREAU ASSESSMENT			
FACTS OF CASE	On December 19, 2005, it was alleged that an officer was having a sexual relationship with an inmate and had made deposits of cash into the inmate's account. After an initial investigation, it was further alleged the officer had sexual relations with several other inmates and that at least two inmates were blackmailing the officer, demanding cash and tobacco in exchange for their silence about his sexual relations with inmates.	DISPO 	INV 	ADV 	HA 
DISPOSITION OF CASE	The investigation was submitted to the district attorney's office, but prosecution was declined. An administrative investigation was initiated, which the bureau is monitoring.				
Case No. 06-0313 (North Region) <i>Administrative Case</i>		BUREAU ASSESSMENT			
FACTS OF CASE	On December 16, 2005, it was alleged that an officer used excessive force to subdue an inmate by placing the inmate in an unauthorized choke hold. In addition, it was alleged that the officer and a medical technical assistant falsified their reports of the incident. It was further alleged that the reviewing sergeant instructed the medical technical assistant to falsify the report.	DISPO 	INV 	ADV 	HA 
DISPOSITION OF CASE	The investigation found insufficient evidence to support any of the allegations in this case. Therefore, no disciplinary action was initiated.				
Case No. 06-0314 (Central Region) <i>Administrative Case</i>		BUREAU ASSESSMENT			
FACTS OF CASE	A ward alleged that on December 13, 2005, an officer removed him from a security vehicle using unreasonable force and causing injury.	DISPO 	INV 	ADV 	HA 
DISPOSITION OF CASE	The allegations were sustained after the officer retired.				

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Case No. 06-0315 (South Region) <i>Criminal Case</i>		BUREAU ASSESSMENT			
FACTS OF CASE	On December 5, 2005, a citizen called a parole agent alleging that another parole agent was addicted to prescription medication, had stolen prescription medications from parolees for personal use, resided with active parolees in the past and present, was overly familiar with parolees, had received money from a parolee-at-large in exchange for not reporting the parolee's status, and had accessed confidential computerized criminal information for personal reasons.	DISPO 	INV 	ADV 	HA 
DISPOSITION OF CASE	The Office of Internal Affairs referred the matter to the district attorney's office. In October 2006, the district attorney's office declined to prosecute the parole agent based on insufficient evidence. The bureau is monitoring an administrative investigation stemming from this incident.				
Case No. 06-0316 (South Region) <i>Administrative Case</i>		BUREAU ASSESSMENT			
FACTS OF CASE	On December 5, 2005, a citizen called a parole agent alleging that another parole agent was addicted to prescription medication, had stolen prescription medications from parolees for personal use, had resided with active parolees in the past and present, was overly familiar with parolees, had received money from a parolee-at-large in exchange for not reporting the parolee's status, and had accessed confidential computerized criminal information for personal reasons.	DISPO 	INV 	ADV 	HA 
DISPOSITION OF CASE	The hiring authority concluded there was insufficient evidence to sustain the allegations except that the parole agent accessed confidential computerized information for personal reasons. The hiring authority imposed a 5 percent salary reduction for 12 months against the parole agent.				
Case No. 06-0317 (North Region) <i>Administrative Case</i>		BUREAU ASSESSMENT			
FACTS OF CASE	On December 3, 2005, an officer allegedly crashed his vehicle while driving under the influence of alcohol. The officer fled the scene and falsely reported the vehicle as stolen.	DISPO 	INV 	ADV 	HA 
DISPOSITION OF CASE	The department sustained the allegations and imposed a 10 percent reduction in salary for six months. Pursuant to a settlement agreement, the officer received a 5 percent reduction in salary for six months.				
Case No. 06-0318 (North Region) <i>Administrative Case</i>		BUREAU ASSESSMENT			
FACTS OF CASE	In December 2005, two officers allegedly derided two inmates about baby pictures found in their cell. Reports indicated both inmates became agitated and hostile toward the officers. The officers then opened the cell door, and one of the inmates came out, picked up a trash can, and threw it at the officers, who in turn used physical force to subdue and control the combative inmate.	DISPO 	INV 	ADV 	HA 
DISPOSITION OF CASE	The allegations of misconduct were not sustained, and no action was taken against the officers.				

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Case No. 06-0319 (Headquarters) <span style="float: right;"><i>Administrative Case</i></span>		BUREAU ASSESSMENT			
FACTS OF CASE	On December 1, 2005, a review of a ward's composition book revealed that a youth correctional counselor allegedly touched the ward's buttocks, looked at the ward in a sexual manner, made sexual comments, and opened the door to the ward's room while the ward was undressing.	DISPO	INV	ADV	HA
DISPOSITION OF CASE	Following an investigation, the hiring authority did not sustain any of the allegations against the youth correctional counselor so no disciplinary action was taken by the department.				
Case No. 06-0320 (South Region) <span style="float: right;"><i>Administrative Case</i></span>		BUREAU ASSESSMENT			
FACTS OF CASE	On November 28, 2005, an inmate threw urine on an officer. As a result, the inmate was moved, but the inmate alleged that shortly thereafter two unidentified officers assaulted him. The inmate also alleged that he was assaulted by an escorting officer the next day.	DISPO	INV	ADV	HA
DISPOSITION OF CASE	Following an investigation, the hiring authority found insufficient evidence of misconduct to sustain the allegations. Thus, no disciplinary action was imposed.				
Case No. 06-0321 (Central Region) <span style="float: right;"><i>Administrative Case</i></span>		BUREAU ASSESSMENT			
FACTS OF CASE	On November 27, 2005, an inmate committed suicide by self-induced asphyxiation inside a safety cell at the institution. The cell was equipped with a video camera monitored by the officers'/nurses' station attached to a recording device. The recording device was not functioning properly; therefore, there was no video of the incident. Procedure requires testing of the video equipment before every shift. The inmate had attempted suicide in the past, but medical staff members elected to place the inmate on "suicide precaution" status rather than on a heightened "suicide watch" status.	DISPO	INV	ADV	HA
DISPOSITION OF CASE	The hiring authority found staff members did not comply with policy to ensure that the video monitoring equipment was functioning properly at the beginning of each shift but that non-punitive action was sufficient to address the failure to comply with policy. The inmate's death was reviewed by the suicide review board, which found no fault with medical staff members' placement of this inmate on "suicide precaution" as opposed to "suicide watch" status.				
Case No. 06-0322 (Central Region) <span style="float: right;"><i>Criminal Case</i></span>		BUREAU ASSESSMENT			
FACTS OF CASE	On November 24, 2005, two officers were injured after being assaulted by inmates. Officers accused the subject officer of being overly familiar with the involved inmates, which placed the officers' safety in jeopardy. It was also alleged that the subject officer failed to take appropriate action when witnessing the assault. It was further alleged that the subject officer left staff members locked inside a dayroom with about six unsupervised inmates without gun coverage.	DISPO	INV	ADV	HA
DISPOSITION OF CASE	A criminal investigation was conducted and closed without referral to the district attorney's office because of insufficient probable cause to believe that a crime had been committed. An administrative investigation into the alleged policy violations was opened, which the bureau is monitoring.				

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Case No. 06-0323 (North Region) <i>Administrative Case</i>		BUREAU ASSESSMENT			
FACTS OF CASE	On November 23, 2005, a ward alleged that a senior youth correctional counselor and two youth correctional officers applied unnecessary and excessive force in restraining him.	DISPO	INV	ADV	HA
DISPOSITION OF CASE	There was insufficient evidence to sustain the allegations of excessive force against the officers. The use of force was prompted by the ward's declared intent to self-inflict wounds and the ward's resistance to staff's attempts to apply restraints.				
Case No. 06-0324 (North Region) <i>Administrative Case</i>		BUREAU ASSESSMENT			
FACTS OF CASE	On November 18, 2005, it was alleged that an officer exchanged handwritten letters with an inmate and provided that inmate with a cell hone. It was also alleged that the officer was dishonest during an internal affairs investigation.	DISPO	INV	ADV	HA
DISPOSITION OF CASE	The hiring authority sustained the allegations and served the officer with a notice of dismissal. The officer resigned before the effective date of the dismissal.				
Case No. 06-0325 (North Region) <i>Criminal Case</i>		BUREAU ASSESSMENT			
FACTS OF CASE	On November 16, 2005, a lieutenant allegedly directed an officer to rewrite his report regarding a use-of-force incident to omit information concerning another staff member's use of a baton. The officer then rewrote his report omitting information concerning his observation of the staff member's use of a baton.	DISPO	INV	ADV	HA
DISPOSITION OF CASE	It was determined there was insufficient evidence to proceed with the criminal case. An administrative case was subsequently opened and is being monitored by the bureau.				
Case No. 06-0326 (Central Region) <i>Administrative Case</i>		BUREAU ASSESSMENT			
FACTS OF CASE	On November 13, 2005, an inmate reported that during a riot an officer used unnecessary and excessive force by striking the inmate in the face while the inmate was restrained by two other officers. It was also alleged that the officer knocked the inmate to the ground and choked the inmate.	DISPO	INV	ADV	HA
DISPOSITION OF CASE	Following an investigation, the hiring authority did not sustain the allegation so no discipline was imposed.				

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Case No. 06-0327 (South Region) <i>Administrative Case</i>		BUREAU ASSESSMENT			
FACTS OF CASE	On November 8, 2005, an officer used force on an inmate, which the officer and another officer reported. The sergeant who responded to the incident failed to initiate an incident package after being told that force was used. Instead, the sergeant told the lieutenant that no force had been used and completed a notice of unusual occurrence stating that no force had been used.	DISPO 	INV 	ADV 	HA 
DISPOSITION OF CASE	Based on the administrative investigation, the hiring authority concluded that sufficient evidence existed to sustain the allegation that the sergeant failed to properly report a use of force. The hiring authority initially concluded that the appropriate discipline was a 10 percent salary reduction for 12 months. Following the Skelly hearing, the hiring authority reduced the penalty to a 5 percent salary reduction for 12 months.				
Case No. 06-0328 (Central Region) <i>Administrative Case</i>		BUREAU ASSESSMENT			
FACTS OF CASE	On November 7, 2005, an officer assigned to an armed post allegedly threatened other officers with serious bodily injury or death.	DISPO 	INV 	ADV 	HA 
DISPOSITION OF CASE	The hiring authority sustained the allegation and dismissed the officer. The officer appealed to the State Personnel Board but subsequently withdrew the appeal.				
Case No. 06-0329 (South Region) <i>Administrative Case</i>		BUREAU ASSESSMENT			
FACTS OF CASE	On November 6, 2005, while escorting an inmate, an officer allegedly taunted the inmate, causing a second officer to intervene as a third officer watched. As the escort continued, the first officer allegedly continued to taunt the inmate and intentionally bumped the inmate's chest in an apparent attempt to provoke a confrontation. The control booth officer saw the exchange and believed that the inmate and officer were involved in a confrontation and activated an alarm. The escort officers and responding staff members did not report the use of force.	DISPO 	INV 	ADV 	HA 
DISPOSITION OF CASE	The institution's employee relations officer received the completed administrative investigation from the Office of Internal Affairs. The hiring authority concluded that based on the administrative investigation there was insufficient evidence to sustain any of the allegations against the subject officers.				
Case No. 06-0330 (Headquarters) <i>Criminal Case</i>		BUREAU ASSESSMENT			
FACTS OF CASE	On November 3, 2005, an inmate alleged that a nurse engaged in sexual conduct with inmates. The nurse was accused of giving inmates cigarettes in return for the inmates allowing the nurse to touch the inmates' genitals and engage in oral sex with the inmates.	DISPO 	INV 	ADV 	HA 
DISPOSITION OF CASE	The district attorney's office declined to prosecute based on insufficient evidence.				

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Case No. 06-0331 (Central Region) <i>Administrative Case</i>		BUREAU ASSESSMENT			
FACTS OF CASE	On November 3, 2005, allegations were received that a non-sworn employee had engaged in overly familiar and unwanted sexual acts with inmates.	DISPO 	INV 	ADV 	HA 
DISPOSITION OF CASE	The hiring authority determined that the investigation was sufficient but that the allegations were not proven by a preponderance of the evidence. Therefore, no adverse action was imposed.				
Case No. 06-0332 (South Region) <i>Administrative Case</i>		BUREAU ASSESSMENT			
FACTS OF CASE	An officer assigned to a mental health housing unit was familiar with an inmate's prior history of suicide attempts and suicidal ideations. On November 1, 2005, the inmate reported to the officer that a second inmate wanted the first inmate to "take out" the officer at the time the first inmate killed himself. The officer took the first inmate to the second inmate's cell and confronted the second inmate. The second inmate became angry and attempted to grab the first inmate through the partially opened cell door. The officer secured the cell and allowed the first inmate to walk away. The officer went to the first inmate's cell minutes later and found the inmate hanging by a sheet wrapped around his neck. The inmate was cut down, treated by medical staff, and transported by ambulance to a local hospital, where he was pronounced dead.	DISPO 	INV 	ADV 	HA 
DISPOSITION OF CASE	The hiring authority found that the officer inappropriately allowed the first inmate to be present when she confronted the second inmate. According to the employee relations officer, the hiring authority did not sustain an allegation of misconduct for failing to prevent the suicide because of inadequacies in the investigation. The officer was issued a letter of instruction.				
Case No. 06-0333 (South Region) <i>Administrative Case</i>		BUREAU ASSESSMENT			
FACTS OF CASE	On October 28, 2005, it was alleged that a parolee boasted that his parole agent "was on the take" and had accepted gifts and gratuities from the parolee. The agent also allegedly allowed the parolee to remain out of custody while the parolee was challenging a recent felony arrest.	DISPO 	INV 	ADV 	HA 
DISPOSITION OF CASE	The investigation found that there was no evidence the alleged misconduct occurred. The hiring authority did not sustain any of the allegations against the agent.				
Case No. 06-0334 (South Region) <i>Criminal Case</i>		BUREAU ASSESSMENT			
FACTS OF CASE	On October 24, 2005, an inmate alleged that on October 13, 2005, another inmate was taken into custody after attacking a sergeant. It was then reported that the sergeant kicked and struck the handcuffed inmate with a baton.	DISPO 	INV 	ADV 	HA 
DISPOSITION OF CASE	The Office of Internal Affairs concluded that the criminal investigation failed to corroborate the allegations and did not submit the case to the district attorney's office for prosecution. The bureau is monitoring the administrative investigation stemming from this incident.				

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Case No. 06-0335 (North Region) <i>Criminal Case</i>		BUREAU ASSESSMENT			
FACTS OF CASE	On October 24, 2005, a parole agent allegedly married a former parolee that the agent supervised. The agent reportedly dated the parolee while they were in high school and college. The agent allegedly recommended the termination of parole, married the former parolee six months later, and failed to disclose the relationship to supervisors.	DISPO 	INV 	ADV 	HA 
DISPOSITION OF CASE	The case was not referred to the district attorney's office because there was insufficient evidence of criminal misconduct. An administrative investigation was initiated by the Office of Internal Affairs. The bureau is monitoring that investigation.				
Case No. 06-0336 (Central Region) <i>Administrative Case</i>		BUREAU ASSESSMENT			
FACTS OF CASE	On October 23, 2005, an officer accompanied his girlfriend to exchange children with a former spouse. During an argument, the officer brandished a knife and inappropriately used pepper spray. A second officer appeared at the residence and allegedly pushed the father of the former spouse, grabbed his flashlight, and threw it 50 yards away. Both officers were detained at gunpoint by responding outside law enforcement.	DISPO 	INV 	ADV 	HA 
DISPOSITION OF CASE	The officer who brandished the knife pled guilty to misdemeanor trespass in criminal court. Criminal charges were dismissed against the second officer. The hiring authority sustained the allegations on both officers for failure of good behavior. The officer who initiated the incident was suspended for 50 days. The second officer was suspended for 30 days.				
Case No. 06-0337 (Central Region) <i>Administrative Case</i>		BUREAU ASSESSMENT			
FACTS OF CASE	On October 19, 2005, an inmate reported that after a physical confrontation with an officer, the inmate was sprayed with pepper spray. Two other officers took the inmate to a decontamination station and allegedly pushed his face into the fountain, injuring his lip. The officers also allegedly hit the inmate on the leg with a baton.	DISPO 	INV 	ADV 	HA 
DISPOSITION OF CASE	The allegations against the two officers were not sustained by the hiring authority. One officer received remedial training on report writing, and another officer received a letter of instruction on proper inmate restraint before opening a holding cell.				
Case No. 06-0338 (Central Region) <i>Administrative Case</i>		BUREAU ASSESSMENT			
FACTS OF CASE	On October 18, 2005, an officer allegedly used unnecessary force, as well as witnessed another officer's use of unnecessary force, on an inmate and then failed to accurately report the incident.	DISPO 	INV 	ADV 	HA 
DISPOSITION OF CASE	Following an investigation, the hiring authority determined that there was insufficient evidence to sustain either of the allegations against the officers.				

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Case No. 06-0339 (South Region) <span style="float: right;"><i>Administrative Case</i></span>		BUREAU ASSESSMENT			
FACTS OF CASE	On October 18, 2005, officers used force against an inmate after removing the inmate from a cell. The officers filed incident reports alleging that the inmate became combative, requiring their use of force, but the officers failed to mention the presence of a sergeant in their incident reports. On October 20, 2005, the inmate alleged that the sergeant and two officers had assaulted the inmate with their hands, feet, and batons.	DISPO 	INV 	ADV 	HA 
DISPOSITION OF CASE	The hiring authority concluded that based on the administrative investigation there was insufficient evidence to sustain any of the allegations against the employees.				
Case No. 06-0340 (South Region) <span style="float: right;"><i>Administrative Case</i></span>		BUREAU ASSESSMENT			
FACTS OF CASE	On October 12, 2005, it was alleged that an officer had physically abused a civilian at a convenience store while assigned to transportation duties. It was also alleged that the officer had used excessive force against inmates while conducting cell extractions.	DISPO 	INV 	ADV 	HA 
DISPOSITION OF CASE	The investigation did not sustain any findings. The investigation was hampered because the complainant did not make a prompt and specific complaint. Some of the allegations of wrongdoing were more than two years old.				
Case No. 06-0341 (South Region) <span style="float: right;"><i>Administrative Case</i></span>		BUREAU ASSESSMENT			
FACTS OF CASE	On the morning of October 11, 2005, personal car keys were accidentally dropped in the parking lot. At 1240 hours, a work crew officer reported that an inmate was missing. The work crew officer reported that work crew inmates had been counted three times between 1100 and 1240 hours, during which the inmate was accounted for. The work crew officer completed an incident report claiming the missing inmate had been accounted for until 1240 hours. At 1345 hours, another officer reported that the officer's personal car keys and personal car were missing. Within days, the department located and arrested the inmate. The inmate stated that after finding the car keys in the parking lot, the inmate stole the car at about 0845 hours after the work crew officer had just completed the count.	DISPO 	INV 	ADV 	HA 
DISPOSITION OF CASE	The hiring authority determined that the investigation contained sufficient evidence to sustain allegations that the work crew officer made false and misleading statements, both verbally and in writing, after the incident. The hiring authority imposed a penalty of a 10 percent salary reduction for 24 months because of the mitigating circumstances that the subject was acting as a relief officer, was later truthful, and expressed remorse. In addition, the hiring authority determined that the investigation contained sufficient evidence to sustain an allegation that the second officer's loss of keys and personal vehicle was negligent and resulted in serious consequences, for which a penalty of a 5 percent salary reduction for 12 months was imposed.				

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Case No. 06-0342 (North Region) <i>Criminal Case</i>		BUREAU ASSESSMENT			
FACTS OF CASE	On October 11, 2005, it was alleged that a supervising cook had been selling heroin, methamphetamine, marijuana, tobacco, and cell phones to inmates.	DISPO 	INV 	ADV 	HA 
DISPOSITION OF CASE	The case was referred to the district attorney's office for criminal prosecution. However, the district attorney declined to prosecute. In the related administrative case, which was not monitored by the bureau, the subject was dismissed. The subject chose to resign before the effective date of that action.				
Case No. 06-0343 (North Region) <i>Administrative Case</i>		BUREAU ASSESSMENT			
FACTS OF CASE	An inmate reported being thrown to the ground and repeatedly punched by two officers on October 9, 2005, while being escorted in restraints. After the alleged assault, the two officers threatened the inmate in the presence of another officer. The inmate claimed a sergeant witnessed the assault but failed to intervene and that the medical technical assistant failed to properly document the injuries.	DISPO 	INV 	ADV 	HA 
DISPOSITION OF CASE	The hiring authority determined that there was insufficient evidence of misconduct by the officers. There was inconclusive evidence that the sergeant witnessed the assault as alleged by the inmate. The medical technical assistant's conduct appeared to be unintentional and stemmed from a lack of experience and training that has since been addressed.				
Case No. 06-0344 (South Region) <i>Criminal Case</i>		BUREAU ASSESSMENT			
FACTS OF CASE	On October 7, 2005, the investigative services unit received information that a teacher and an inmate were having a sexual relationship in a specific classroom storage room. Video surveillance revealed the inmate and the teacher in the classroom storage room engaging in sexual activity. Two investigators interviewed the teacher after a Miranda advisement. The teacher admitted to being in a romantic relationship with the inmate since June 2005 and claimed that they were married. The teacher gave the investigators consent to search the teacher's residence to obtain the marriage certificate, which was taken into evidence.	DISPO 	INV 	ADV 	HA 
DISPOSITION OF CASE	The district attorney's office filed criminal charges against the teacher, resulting in a guilty plea to a charge of sexual activity with an inmate. An administrative investigation was opened, which the bureau is monitoring.				
Case No. 06-0345 (Central Region) <i>Criminal Case</i>		BUREAU ASSESSMENT			
FACTS OF CASE	In October 2005, a stationary engineer was accused of smuggling narcotics into the institution.	DISPO 	INV 	ADV 	HA 
DISPOSITION OF CASE	The employee pled no contest to one felony count of possession of a controlled substance for sale and was sentenced to state prison. The employee resigned from the department before sentencing.				

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Case No. 06-0346 (North Region) <span style="float: right;"><i>Administrative Case</i></span>		BUREAU ASSESSMENT			
FACTS OF CASE	On September 29, 2005, a lieutenant and a sergeant allegedly failed to follow departmental policies and procedures related to the housing needs of inmates when they authorized the double-celling of two inmates with documented histories as mutual enemies. Within minutes of an officer placing the two inmates in the cell, they began fighting.	DISPO 	INV 	ADV 	HA 
DISPOSITION OF CASE	The allegations against the lieutenant and the officer were unsubstantiated. The sergeant who conducted the review that led to the double-celling received an official letter of reprimand. The institution initiated new procedures that require multiple reviews of inmate records when addressing housing needs.				
Case No. 06-0347 (South Region) <span style="float: right;"><i>Administrative Case</i></span>		BUREAU ASSESSMENT			
FACTS OF CASE	On September 29, 2005, it was alleged that a lieutenant prepared a memorandum describing events related to a separate investigation as if it had been prepared by another officer. The officer in whose name the memorandum had been prepared testified that the lieutenant was not authorized to prepare it and misrepresented the officer's perception of what had occurred in the original incident.	DISPO 	INV 	ADV 	HA 
DISPOSITION OF CASE	The hiring authority concluded that sufficient evidence existed to sustain an allegation that the lieutenant was dishonest by submitting a memorandum in the officer's name without the officer's knowledge or consent. The hiring authority imposed on the lieutenant a 10 percent salary reduction for 13 months.				
Case No. 06-0348 (South Region) <span style="float: right;"><i>Administrative Case</i></span>		BUREAU ASSESSMENT			
FACTS OF CASE	On September 28, 2005, an inmate reported being involved in a sexual relationship with an officer for approximately seven years, starting in 1999. The inmate provided confidential personal information about the officer, including a description of the officer's residence. The officer denied the sexual relationship but stated the inmate had offered to have a sexual relationship in the past. The officer admitted to not documenting the inmate's conduct to a supervisor.	DISPO 	INV 	ADV 	HA 
DISPOSITION OF CASE	The department concluded that the officer had engaged in an overly familiar relationship with an inmate and failed to report the conduct. The officer was suspended without pay for 48 days. The matter is pending before the State Personnel Board.				
Case No. 06-0349 (South Region) <span style="float: right;"><i>Administrative Case</i></span>		BUREAU ASSESSMENT			
FACTS OF CASE	On September 26, 2005, information was received alleging that a parole agent had been discourteous when an outside law enforcement agency attempted to obtain address information for a parolee wanted on a fugitive warrant and that the parole agent had warned the parolee that law enforcement was enroute.	DISPO 	INV 	ADV 	HA 
DISPOSITION OF CASE	The hiring authority concluded that based on the administrative investigation there was insufficient evidence to sustain the allegations.				

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Case No. 06-0350 (South Region) <i>Administrative Case</i>		BUREAU ASSESSMENT			
FACTS OF CASE	On September 23, 2005, an inmate alleged that a sergeant and officers assaulted the inmate and another inmate without cause. The inmate also alleged that staff members threatened violence if the assaults were reported. The inmate made allegations against 12 staff members for unlawful force, threats, and failing to report.				
DISPOSITION OF CASE	The hiring authority concluded that there was insufficient evidence to sustain the allegations against the staff members.				
Case No. 06-0351 (North Region) <i>Administrative Case</i>		BUREAU ASSESSMENT			
FACTS OF CASE	On September 23, 2005, an officer allegedly used excessive force on an inmate. The officer's report stated the inmate was unhappy about a bed move and made several comments, including an indirect threat to the officer. The officer later attempted to place the inmate in mechanical restraints. The inmate resisted and pulled away from the officer, and the officer allegedly grabbed the inmate around the neck and forced him to the ground. It was alleged the inmate stated, "You're hurting my neck," and the officer replied, "That's right, I'll break your fucking neck."				
DISPOSITION OF CASE	The allegation of excessive force was not sustained, but an allegation of discourteous treatment was sustained and the officer received a letter of instruction.				
Case No. 06-0352 (Central Region) <i>Criminal Case</i>		BUREAU ASSESSMENT			
FACTS OF CASE	On September 15, 2005, it was alleged that an officer had engaged in sexual misconduct with inmates.				
DISPOSITION OF CASE	The matter was not referred to the district attorney's office for prosecution because of insufficient evidence. An administrative investigation was opened. The bureau is monitoring the administrative investigation.				
Case No. 06-0353 (Central Region) <i>Administrative Case</i>		BUREAU ASSESSMENT			
FACTS OF CASE	On September 16, 2005, it was alleged that an officer had engaged in illicit sexual activities with inmates and aided a second officer in concealing that officer's overly familiar relationship with an inmate. It was further alleged that the officer, who is a union steward, attempted to obtain a more favorable result in an employee discipline case by blackmailing an administrator.				
DISPOSITION OF CASE	The hiring authority sustained allegations relating to the blackmailing of an administrator and making false statements during the investigation. The allegations relating to sexual misconduct and concealing over-familiarity were not sustained. The officer was dismissed. An appeal to the State Personnel Board is pending.				

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Case No. 06-0354 (North Region) <i>Administrative Case</i>		BUREAU ASSESSMENT			
FACTS OF CASE	On September 15, 2005, an officer reported finding a laundry cart with the words "GREEN WALL" scrawled across it. The cart was located in the sally port area of the facility where the officer was scheduled to work that day. The officer had previously testified in a whistle blower retaliation case filed by a former officer. It was alleged that the officer's testimony hurt the former officer's case against the state and that someone sympathetic toward the former officer was attempting to intimidate the officer.	DISPO 	INV 	ADV 	HA 
DISPOSITION OF CASE	The administrative investigation revealed inconclusive evidence regarding the origin of the writing, when it was written on the cart, and the connection between the officer's testimony and the writing. Consequently, the allegations were not sustained.				
Case No. 06-0355 (South Region) <i>Criminal Case</i>		BUREAU ASSESSMENT			
FACTS OF CASE	On September 15, 2005, an inmate told the investigative services unit that an officer was smuggling drugs into the institution and delivering them to an inmate.	DISPO 	INV 	ADV 	HA 
DISPOSITION OF CASE	Because its investigation failed to uncover evidence corroborating the complainant's allegations, the Office of Internal Affairs decided not to refer the case to the district attorney's office. The bureau did not monitor the resulting administrative investigation of minor vehicle code violations discovered during the criminal case.				
Case No. 06-0356 (North Region) <i>Administrative Case</i>		BUREAU ASSESSMENT			
FACTS OF CASE	On September 10, 2005, a sheriff's deputy encountered an off-duty officer shooting a firearm with several companions in a rural area at night. The officer repeatedly disobeyed the deputy's orders to set down his weapon and lie on the ground. The officer also made demeaning and disrespectful comments to the deputy.	DISPO 	INV 	ADV 	HA 
DISPOSITION OF CASE	The hiring authority sustained the allegations and imposed a 30-day suspension without pay. At the officer's Skelly hearing, a settlement was reached that imposed a 10 percent reduction in salary for three months in exchange for a waiver of the officer's appeal rights.				
Case No. 06-0357 (South Region) <i>Administrative Case</i>		BUREAU ASSESSMENT			
FACTS OF CASE	On September 9, 2005, an inmate alleged that staff members became upset when the inmate refused to take prescribed medication and threw a cup of water on an officer. The inmate alleged that officers entered the cell, pushed the inmate to the floor, punched the inmate in the eye, and struck the inmate in the head with a baton. The institution could not locate any institutional record regarding this alleged incident.	DISPO 	INV 	ADV 	HA 
DISPOSITION OF CASE	The hiring authority concluded that there was insufficient evidence to sustain the allegations against the officers.				

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Case No. 06-0358 (Central Region) <span style="float: right;"><i>Administrative Case</i></span>		BUREAU ASSESSMENT			
FACTS OF CASE	On September 7, 2005, two officers allegedly used unnecessary force on another inmate and failed to report the incident. The reporting inmate also accused the officers of using unnecessary force on him. During the investigation, it was discovered that one of the officers used profanity when addressing the complaining inmate and had previously used profanity on duty.	DISPO 	INV 	ADV 	HA 
DISPOSITION OF CASE	The allegations of unnecessary force were not sustained, but an allegation of discourteous treatment by staff toward the inmate was sustained. The officer received a letter of instruction on the use of profanity while on duty.				
Case No. 06-0359 (Central Region) <span style="float: right;"><i>Administrative Case</i></span>		BUREAU ASSESSMENT			
FACTS OF CASE	An inmate accused an officer on September 6, 2005, of ordering the inmate out of the housing unit. The officer then allegedly kicked, punched, and threatened to beat the inmate. The inmate also alleged that a sergeant was present and failed to intervene.	DISPO 	INV 	ADV 	HA 
DISPOSITION OF CASE	The hiring authority determined that there was insufficient evidence to sustain any allegations.				
Case No. 06-0360 (Central Region) <span style="float: right;"><i>Administrative Case</i></span>		BUREAU ASSESSMENT			
FACTS OF CASE	It was alleged that on September 4, 2005, a sergeant improperly entered an inmate's cell and assaulted the inmate, causing injuries.	DISPO 	INV 	ADV 	HA 
DISPOSITION OF CASE	A 30-day suspension was imposed. The sergeant filed an appeal with the State Personnel Board.				
Case No. 06-0361 (Central Region) <span style="float: right;"><i>Administrative Case</i></span>		BUREAU ASSESSMENT			
FACTS OF CASE	An inmate accused a medical technical assistant of failing to provide adequate medical attention after the inmate was assaulted by another inmate on September 3, 2005. The inmate also alleged that a sergeant failed to address medical complaints after the inmate was housed elsewhere. The inmate made additional allegations against unidentified medical staff members for improper medical attention to his injuries. The inmate further alleged that an officer told nursing staff that the inmate was "a faker."	DISPO 	INV 	ADV 	HA 
DISPOSITION OF CASE	The hiring authority concluded that the investigation did not reveal sufficient evidence to sustain the allegations against the sergeant and the officer. However, a request for investigation as to possible neglect of duty by attending medical staff members was recently accepted by the Office of Internal Affairs.				

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Case No. 06-0362 (South Region) <i>Administrative Case</i>		BUREAU ASSESSMENT			
FACTS OF CASE	On September 3, 2005, an inmate alleged that an officer was involved in smuggling and distributing contraband in the institution and that the officer wanted to harm the inmate because of the inmate's competing tobacco distribution operation. During the investigation, the inmate indicated that another officer was also involved in tobacco smuggling. The officers denied providing tobacco or other contraband to inmates. However, the second officer admitted that inmates solicited the officer to smuggle contraband or to pick up packages for them, which the officer failed to report or document, as required.	DISPO 	INV 	ADV 	HA 
DISPOSITION OF CASE	The hiring authority concluded that based on the administrative investigation there was insufficient evidence to sustain allegations that either officer was involved in the smuggling and distribution of contraband to inmates. However, the hiring authority concluded there was sufficient evidence to sustain the allegation that the second officer was overly familiar with inmates and neglectful in official duties by failing to report being solicited by inmates to engage in contraband smuggling. The hiring authority imposed a 5 percent salary reduction for 16 months on the officer.				
Case No. 06-0363 (North Region) <i>Criminal Case</i>		BUREAU ASSESSMENT			
FACTS OF CASE	It was alleged that on September 2, 2005, an officer fraudulently filed an unemployment insurance claim while serving a four-month suspension from the department for a prior adverse action. It is also alleged that the officer falsified time records.	DISPO 	INV 	ADV 	HA 
DISPOSITION OF CASE	There was insufficient evidence to refer the case to the district attorney's office.				
Case No. 06-0364 (Central Region) <i>Administrative Case</i>		BUREAU ASSESSMENT			
FACTS OF CASE	On September 2, 2005, an officer allegedly attempted to persuade another officer to change testimony in a State Personnel Board hearing involving a fellow officer. It was further alleged that the subject officer attempted to have other employees ridicule and demean the testifying officer for being a witness.	DISPO 	INV 	ADV 	HA 
DISPOSITION OF CASE	The hiring authority concluded that there was not enough evidence to sustain the allegations. The subject officer admitted having general conversation about the underlying case with other officers but denied enlisting them to harass the testifying officer and denied trying to persuade any change in testimony. No discipline was imposed.				
Case No. 06-0365 (North Region) <i>Criminal Case</i>		BUREAU ASSESSMENT			
FACTS OF CASE	On September 2, 2005, it was alleged that an officer attempted to extort money and vehicles from an inmate. The inmate reportedly offered to transfer title of a vehicle to the officer. It was also alleged that the officer was involved in the distribution of narcotics in the institution.	DISPO 	INV 	ADV 	HA 
DISPOSITION OF CASE	The case was not referred to the district attorney's office because there was insufficient evidence to substantiate the criminal allegations. However, an administrative investigation was opened and monitored by the bureau.				

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Case No. 06-0366 (North Region) <i>Administrative Case</i>		BUREAU ASSESSMENT			
FACTS OF CASE	As a result of the in-custody death of an inmate by hanging in September 2005, it was alleged that the medical technical assistant who responded to the incident may not have performed life-support measures in a timely manner.	DISPO 	INV 	ADV 	HA 
DISPOSITION OF CASE	The allegations were not sustained, and the investigation was closed. The investigation did reveal a need for additional training relating to the responsibility to thoroughly and accurately document any care given during a medical emergency.				
Case No. 06-0367 (Central Region) <i>Administrative Case</i>		BUREAU ASSESSMENT			
FACTS OF CASE	It is alleged that from approximately September 1 to October 12, 2005, an officer was overly familiar with an inmate and on September 15, 2005, may have retaliated against another officer for reporting misconduct to a sergeant. In addition, the officer was accused of dishonesty in a criminal investigation involving another officer.	DISPO 	INV 	ADV 	HA 
DISPOSITION OF CASE	The hiring authority did not sustain the first allegation of over-familiarity with an inmate. However, the officer received corrective action in the form of a letter of instruction on appropriate contacts with inmates. The second and third allegations of retaliation and dishonesty in the investigative interview were not sustained. Therefore, no disciplinary action was imposed.				
Case No. 06-0368 (North Region) <i>Administrative Case</i>		BUREAU ASSESSMENT			
FACTS OF CASE	In September 2005, an officer allegedly failed to account for all of the kitchen utensils under the officer's direct supervision and signed the daily inventory log sheet indicating all of the kitchen utensils were accounted for. When another officer reported for duty, a cutter was discovered missing. A search was conducted, and the cutter was eventually located.	DISPO 	INV 	ADV 	HA 
DISPOSITION OF CASE	Pursuant to settlement at a State Personnel Board hearing, the officer received a 5 percent reduction in salary for three months.				
Case No. 06-0369 (North Region) <i>Criminal Case</i>		BUREAU ASSESSMENT			
FACTS OF CASE	It was alleged in September 2005 that an officer had been selling tobacco and methamphetamine to inmates. On March 20, 2006, the officer was tape-recorded selling methamphetamine and marijuana to an inmate in exchange for \$500. The officer was arrested at the institution on that same date in possession of the money and a nine-inch folding knife.	DISPO 	INV 	ADV 	HA 
DISPOSITION OF CASE	The investigation was referred to the district attorney's office for prosecution. The officer was criminally prosecuted and sentenced to three years in prison.				

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Case No. 06-0370 (South Region) <i>Criminal Case</i>		BUREAU ASSESSMENT			
FACTS OF CASE	On August 31, 2005, an inmate's spouse alleged that three days earlier, officers beat the inmate without reason. The inmate made similar allegations and also alleged that officers beat him in the transportation van for 20 minutes before taking him for treatment. The inmate claimed that one area where he was beaten was monitored by a video camera, which would corroborate his allegations. The officers stated they used force in self-defense when the inmate became upset. The investigation determined that the video camera had malfunctioned and did not record the incident.	DISPO 	INV 	ADV 	HA 
DISPOSITION OF CASE	The criminal investigation was not referred to the district attorney's office because there was insufficient evidence to support the allegation of excessive force. An administrative investigation was subsequently opened, which the bureau is monitoring.				
Case No. 06-0371 (South Region) <i>Administrative Case</i>		BUREAU ASSESSMENT			
FACTS OF CASE	On August 31, 2005, an inmate's spouse alleged that three days earlier, officers beat the inmate without reason. The inmate made similar allegations and also alleged that officers beat him in the transportation van for 20 minutes before taking him for treatment. The inmate claimed that one area where he was beaten was monitored by a video camera, which would corroborate his allegations. The officers stated they used force in self-defense when the inmate became upset. The investigation determined that the video camera had malfunctioned and did not record the incident.	DISPO 	INV 	ADV 	HA 
DISPOSITION OF CASE	The hiring authority concluded that based on the administrative investigation there was insufficient evidence to sustain allegations of excessive force against the officers. The institution has corrected the problem with the video camera.				
Case No. 06-0372 (Central Region) <i>Criminal Case</i>		BUREAU ASSESSMENT			
FACTS OF CASE	A special agent interviewed a witness in a pending investigation. The witness alleged that on August 29, 2005, while passing through central control at the institution, the witness heard a sergeant state, "There's that rat bastard right now." The witness later spoke to the sergeant who claimed he was referring to someone else. The witness also alleged being called a "rat" by other persons and noticing security doors taking an inordinate amount of time to be opened by staff.	DISPO 	INV 	ADV 	HA 
DISPOSITION OF CASE	The case was closed without a referral to the district attorney due to lack of evidence to sustain a criminal case and the complainant's desire not to go forward. An administrative case was opened, which the bureau is monitoring.				
Case No. 06-0373 (South Region) <i>Administrative Case</i>		BUREAU ASSESSMENT			
FACTS OF CASE	On August 24, 2005, an inmate reported that a medical technical assistant was supplying medications to inmates without a prescription. Although the reporting inmate was not prescribed Wellbutrin, a blood sample confirmed the existence of that particular medication in the inmate's blood.	DISPO 	INV 	ADV 	HA 
DISPOSITION OF CASE	The medical technical assistant retired while an earlier criminal investigation into similar conduct was being conducted so no administrative charges were brought as a result of this investigation.				

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Case No. 06-0374 (Central Region) <i>Criminal Case</i>		BUREAU ASSESSMENT			
FACTS OF CASE	On August 23, 2005, the Office of Internal Affairs received a memorandum dated the same day authored by a sergeant accusing an officer of using methamphetamine. A work history audit showed the officer in question was absent from work an inordinate number of days. The next day, the officer was arrested for driving under the influence and refused to allow law enforcement to draw blood for testing.	DISPO 	INV 	ADV 	HA 
DISPOSITION OF CASE	The criminal investigation was closed as there was no evidence to substantiate the allegations, and no administrative investigation was opened on similar grounds.				
Case No. 06-0375 (North Region) <i>Administrative Case</i>		BUREAU ASSESSMENT			
FACTS OF CASE	On August 22, 2005, it was alleged that a psychologist was spending an inappropriate amount of time with an inmate and sharing confidential information regarding another inmate with the inmate.	DISPO 	INV 	ADV 	HA 
DISPOSITION OF CASE	The department sustained the allegation and took corrective action.				
Case No. 06-0376 (South Region) <i>Administrative Case</i>		BUREAU ASSESSMENT			
FACTS OF CASE	On August 18, 2005, inmates attacked correctional staff members in multiple locations. In one location, inmates began manufacturing weapons, at which time the control booth officer fired two non-lethal rounds with no effect. The control booth officer then allowed responding staff to enter the area without advising them that the inmates were lying in wait. When staff entered, the inmates attacked them with their weapons. During the subsequent melee, the control booth officer observed an inmate striking a downed officer with a wooden handle and fired one round from a rifle, striking the inmate in the lower mid-section. Despite medical assistance rendered by staff, the inmate died. Immediately after the rifle round was discharged, the inmates stopped fighting and surrendered to staff. More than 25 staff members were injured during the incident.	DISPO 	INV 	ADV 	HA 
DISPOSITION OF CASE	On August 15, 2006, the hiring authority concluded that based on the administrative investigation there was insufficient evidence to sustain allegations of misconduct against the shooting officer. On October 2, 2006, the deadly force review board concluded that the officer fully complied with department policy when discharging the weapon.				
Case No. 06-0377 (South Region) <i>Administrative Case</i>		BUREAU ASSESSMENT			
FACTS OF CASE	On August 18, 2005, numerous inmates and employees were seriously injured during a major riot. Later, one of the injured inmates alleged that the inmate was assaulted on two separate occasions, once by a sergeant and once by an officer, in retaliation for the inmate's participation in the riot.	DISPO 	INV 	ADV 	HA 
DISPOSITION OF CASE	The hiring authority concluded that there was insufficient evidence to sustain the allegations against the employees.				

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Case No. 06-0378 (South Region) <i>Criminal Case</i>		BUREAU ASSESSMENT			
FACTS OF CASE	On August 18, 2005, a major riot involving hundreds of inmates and over one hundred staff members resulted in numerous injuries to staff and inmates. Several inmates alleged that an inmate was handcuffed in a prone position and was possibly unconscious from a head injury when two officers struck the inmate with a baton, kicked the inmate, and pulled the inmate's T-shirt over the inmate's head. The officers reported using force on the inmate during the riot and handcuffing the inmate.	DISPO 	INV 	ADV 	HA 
DISPOSITION OF CASE	The district attorney's office declined to file charges because of insufficient evidence. The bureau monitored the administrative investigation of alleged misconduct stemming from this incident.				
Case No. 06-0379 (South Region) <i>Criminal Case</i>		BUREAU ASSESSMENT			
FACTS OF CASE	On August 18, 2005, inmates attacked correctional staff members in multiple locations. In one location, inmates began manufacturing weapons, at which time the control booth officer fired two non-lethal rounds with no effect. The control booth officer then allowed responding staff to enter the area without advising them that the inmates were lying in wait. When staff entered, the inmates attacked them with their weapons. During the subsequent melee, the control booth officer observed an inmate striking a downed officer with a wooden handle and fired one round from a rifle, striking the inmate in the lower mid-section. Despite medical assistance rendered by staff, the inmate died. Immediately after the rifle round was discharged, the inmates stopped fighting and surrendered to staff. More than 25 staff members were injured during the incident.	DISPO 	INV 	ADV 	HA 
DISPOSITION OF CASE	On April 13, 2006, the final criminal investigative report was submitted to the district attorney's office. On June 1, 2006, the district attorney's office declined to prosecute the officer in the interest of justice. The bureau is monitoring the administrative investigation stemming from this incident.				
Case No. 06-0380 (South Region) <i>Criminal Case</i>		BUREAU ASSESSMENT			
FACTS OF CASE	On August 18, 2005, numerous inmates and employees were seriously injured during a major riot. Later, one of the injured inmates alleged that the inmate was assaulted on two separate occasions, once by a sergeant and once by an officer, in retaliation for the inmate's participation in the riot.	DISPO 	INV 	ADV 	HA 
DISPOSITION OF CASE	The Office of Internal Affairs decided not to present the criminal investigation to the district attorney's office. The bureau monitored the administrative investigation stemming from the same incident.				
Case No. 06-0381 (Central Region) <i>Administrative Case</i>		BUREAU ASSESSMENT			
FACTS OF CASE	It is alleged that on August 12, 2005, two officers used excessive force on an inmate.	DISPO 	INV 	ADV 	HA 
DISPOSITION OF CASE	The hiring authority determined that the evidence was insufficient to sustain the allegations. Thus, no disciplinary action was imposed.				

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Case No. 06-0382 (North Region) <span style="float: right;"><i>Administrative Case</i></span>		BUREAU ASSESSMENT			
FACTS OF CASE	On August 10, 2005, two officers allegedly observed another officer aggressively grabbing an inmate and pulling the inmate toward a cell. Upon arriving at the cell, the officer pushed the inmate from behind with both hands and then, without provocation, sprayed the inmate with pepper spray. As the cell door closed, the inmate kicked the officer in the lower back. The officer then applied pepper spray a second time, and the inmate was secured in the cell.				
DISPOSITION OF CASE	The hiring authority sustained the allegation that the officer used unnecessary force upon the inmate and that the officer was dishonest during the investigative interview. The officer resigned after being served with a notice of disciplinary action and rejection on probation.				
Case No. 06-0383 (North Region) <span style="float: right;"><i>Criminal Case</i></span>		BUREAU ASSESSMENT			
FACTS OF CASE	On August 9, 2005, it was alleged that an officer was involved in a relationship with a parolee. It was also alleged that the officer met the parolee while working at a transitional residence. The parolee moved into the officer's residence for 30 days before establishing a separate residence.				
DISPOSITION OF CASE	The case was not referred to the district attorney's office.				
Case No. 06-0384 (North Region) <span style="float: right;"><i>Administrative Case</i></span>		BUREAU ASSESSMENT			
FACTS OF CASE	On August 9, 2005, it was alleged that an officer battered an inmate while being observed by two other officers and filed a false report concerning the use of force. It was also alleged that the witness officers failed to report the use of force. It was further alleged that all three officers were dishonest during investigative interviews and provided false testimony at a State Personnel Board hearing on the incident.				
DISPOSITION OF CASE	The hiring authority sustained the allegations against the first officer and served him with a notice of dismissal. The hiring authority also sustained the allegations against the second officer and imposed a five-month suspension without pay. The third officer resigned before any disciplinary action was taken.				
Case No. 06-0385 (Central Region) <span style="float: right;"><i>Administrative Case</i></span>		BUREAU ASSESSMENT			
FACTS OF CASE	Outside law enforcement arrested an officer on August 7, 2005, for spousal abuse and criminal threats. A search of the officer's house yielded an inmate identification card for a parolee who was living out of the region where the residence was located.				
DISPOSITION OF CASE	The administrative allegation regarding the arrest was sustained. Allegations of dishonesty during the investigative interview and improper possession of an inmate identification card were sustained. The hiring authority settled this case with the officer for a 5 percent reduction in salary for 12 months.				

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Case No. 06-0386 (Central Region) <span style="float: right;"><i>Administrative Case</i></span>		BUREAU ASSESSMENT			
FACTS OF CASE	On August 4, 2005, an officer allegedly failed to follow proper procedures after being struck by an inmate. The next day, the officer called in sick but reported no injuries. That same day, the officer's roommate called the institution and reported that the day before, the officer was assaulted by an inmate and received a fractured jaw.	DISPO	INV	ADV	HA
DISPOSITION OF CASE	The hiring authority sustained the allegation of neglect of duty against the officer for failing to report the incident and issued a letter of reprimand.				
Case No. 06-0387 (Central Region) <span style="float: right;"><i>Administrative Case</i></span>		BUREAU ASSESSMENT			
FACTS OF CASE	On August 2, 2005, an inmate alleged that an officer falsely accused the inmate of being in a fight, slammed the inmate against a wall, and pushed the inmate onto the floor while handcuffed, causing a chipped tooth and injuries to the mouth and chin requiring stitches. The officer claimed the inmate was in a fight with another inmate and became combative during the escort. The officer's statement was inconsistent with witnesses' statements.	DISPO	INV	ADV	HA
DISPOSITION OF CASE	Allegations were sustained against the officer for incompetence, neglect of duty, and failure of good behavior. The officer was suspended without pay for 90 work days.				
Case No. 06-0388 (North Region) <span style="float: right;"><i>Administrative Case</i></span>		BUREAU ASSESSMENT			
FACTS OF CASE	In August 2005, an officer allegedly threw an inmate down a stairwell, causing injury to the inmate's head. It was also alleged that the officer intimidated the inmate to withdraw an appeal and dissuaded the inmate from being truthful during an interview on the use of force.	DISPO	INV	ADV	HA
DISPOSITION OF CASE	The allegations against the officer were not sustained, and no disciplinary action was taken.				
Case No. 06-0389 (Central Region) <span style="float: right;"><i>Administrative Case</i></span>		BUREAU ASSESSMENT			
FACTS OF CASE	On July 31, 2005, an officer was arrested by outside law enforcement for an off-duty battery that occurred at a restaurant.	DISPO	INV	ADV	HA
DISPOSITION OF CASE	The hiring authority determined that the allegation could not be sustained because the officer's, victim's, and witnesses' statements were inconsistent and contradictory as to who initiated the confrontation and whether the officer was acting in self-defense. Therefore, no disciplinary action was imposed.				

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Case No. 06-0390 (Central Region)		Administrative Case	BUREAU ASSESSMENT			
FACTS OF CASE	On July 29, 2005, a sensitive needs inmate was attacked and injured by other inmates. An acting lieutenant was accused of providing a false report of staff actions after the attack and of inappropriately housing the attacked inmate. A sergeant was accused of providing a false report as to staff actions concerning the attack and of improperly assessing and supervising the circumstances regarding the attack on the inmate. An officer was accused of failing to respond properly to the attack and of submitting a false report regarding staff actions after the attack. Two additional officers were accused of providing a false report as to staff actions after the attack on the inmate.	DISPO	INV	ADV	HA	
						
DISPOSITION OF CASE	The allegations initially sustained against two of the officers included inefficiency, inexcusable neglect of duty, willful disobedience, and other failure of good behavior. These officers subsequently admitted to misconduct and settlements were reached whereby they accepted a suspension for 60 work days. The allegations sustained against the third officer included inefficiency and other failure of good behavior, for which the officer was dismissed from state service. The allegations sustained against the lieutenant and sergeant included inefficiency, disobedience, and other failure of good behavior, for which they were dismissed from state service. Appeals are pending before the State Personnel Board for the officer, lieutenant, and sergeant who were dismissed from state service.					
Case No. 06-0391 (North Region)		Administrative Case	BUREAU ASSESSMENT			
FACTS OF CASE	On July 22, 2005, a parole agent was arrested at approximately 0100 hours after the victim and several witnesses reported seeing the parole agent brandishing a firearm at them. The police responded to the scene, and while arresting the parole agent, they located the parole agent's state-issued firearm on the floorboard of the parole agent's personal vehicle.	DISPO	INV	ADV	HA	
						
DISPOSITION OF CASE	The hiring authority sustained the allegations of exhibiting a firearm and carrying an unauthorized weapon off duty. The parole agent was subsequently dismissed from state service.					
Case No. 06-0392 (Central Region)		Administrative Case	BUREAU ASSESSMENT			
FACTS OF CASE	On July 21, 2005, an officer was observed challenging an inmate to a fight. The officer allegedly shoved the inmate, and the inmate used his fist to strike the officer's jaw.	DISPO	INV	ADV	HA	
						
DISPOSITION OF CASE	Evidence developed during the investigation supported an allegation of dishonesty. The hiring authority sustained the allegations and decided to seek dismissal, but the subject officer resigned before the penalty was imposed.					

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Case No. 06-0393 (Central Region) <i>Administrative Case</i>		BUREAU ASSESSMENT			
FACTS OF CASE	On July 21, 2005, an inmate on suicide watch soiled his garment and the walls of the observation cell in which he was housed. An officer gave the inmate a pair of boxer shorts to wear while the cell was cleaned. After the cell was cleaned, the officer returned the inmate to the cell but failed to recover the boxer shorts. The inmate then fashioned the boxer shorts into a ligature and used it to attempt suicide. The officer was previously counseled for similar neglectful conduct.	DISPO 	INV 	ADV 	HA 
DISPOSITION OF CASE	The officer received a penalty of 10 percent salary reduction for four months. No State Personnel Board appeal was filed by the officer.				
Case No. 06-0394 (Central Region) <i>Administrative Case</i>		BUREAU ASSESSMENT			
FACTS OF CASE	An inmate accused several officers of using unnecessary force and filing false reports regarding the use of force that arose during an incident on July 15, 2005.	DISPO 	INV 	ADV 	HA 
DISPOSITION OF CASE	This incident was reviewed twice by the use of force committee, which concluded that the officers' actions and documentation of the incident were appropriate. The officers did receive corrective action in the form of on-the-job training regarding holding cell log book procedures and the de-escalation of inmate conflict situations.				
Case No. 06-0395 (South Region) <i>Administrative Case</i>		BUREAU ASSESSMENT			
FACTS OF CASE	On July 14, 2005, as a sergeant was escorting a handcuffed inmate, the inmate attempted to break away, causing the sergeant to force the inmate to the floor. The inmate kicked the sergeant, and the sergeant punched the inmate in the face.	DISPO 	INV 	ADV 	HA 
DISPOSITION OF CASE	The hiring authority concluded that, based on the administrative investigation, sufficient evidence existed to sustain allegations of neglect of duty and failure of good behavior for striking the handcuffed inmate in the face. The hiring authority issued a letter of reprimand to the sergeant.				
Case No. 06-0396 (Central Region) <i>Administrative Case</i>		BUREAU ASSESSMENT			
FACTS OF CASE	On July 14, 2005, two officers were accused of intentionally destroying and misdirecting outgoing inmate mail in retaliation for inmates' alleged disruptive conduct during an earlier shift.	DISPO 	INV 	ADV 	HA 
DISPOSITION OF CASE	The hiring authority sustained allegations of inexcusable neglect of duty, discourteous treatment, and dishonesty and dismissed the officers. Subsequent to the Skelly hearings, additional information was brought forward that resulted in settlement agreements imposing a 12 work day suspension and withdrawal of the dishonesty allegations.				

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Case No. 06-0397 (Central Region) <span style="float: right;"><i>Administrative Case</i></span>		BUREAU ASSESSMENT			
FACTS OF CASE	On July 9, 2005, two officers allegedly used excessive and unnecessary force involving the use of pepper spray and a baton on an inmate. One officer also allegedly threatened the inmate.	DISPO	INV	ADV	HA
DISPOSITION OF CASE	The first officer accepted a settlement agreement calling for a 5 percent reduction in salary for six months. The hiring authority sustained the allegations against the second officer of neglect of duty and unreasonable use of force. A 10 percent reduction in salary for 12 months was imposed. This officer was also alleged to have threatened an inmate with bodily harm. This allegation was not sustained. The second officer settled the action against him prior to the appeal hearing for a 5 percent reduction in salary for six months.				
Case No. 06-0398 (Central Region) <span style="float: right;"><i>Administrative Case</i></span>		BUREAU ASSESSMENT			
FACTS OF CASE	It was alleged that on July 9, 2005, an officer improperly punished an inmate, then, accompanied by two other officers, entered the inmate's cell without authorization and assaulted the inmate. None of the officers reported the use of force.	DISPO	INV	ADV	HA
DISPOSITION OF CASE	One officer was exonerated, and the hiring authority sustained allegations against the other two. One officer was dismissed, and the other was given a 49-day suspension. A State Personnel Board hearing is pending.				
Case No. 06-0399 (North Region) <span style="float: right;"><i>Administrative Case</i></span>		BUREAU ASSESSMENT			
FACTS OF CASE	On July 8, 2005, a sergeant allegedly used excessive force and failed to report it as required.	DISPO	INV	ADV	HA
DISPOSITION OF CASE	The sergeant and the department entered into a stipulated settlement of the case. During the investigation, the sergeant was allegedly dishonest in an internal affairs interview. The charge of dishonesty was dropped, and the sergeant received a 5 percent reduction in salary for six months for neglect of duty.				
Case No. 06-0400 (North Region) <span style="float: right;"><i>Administrative Case</i></span>		BUREAU ASSESSMENT			
FACTS OF CASE	On July 7, 2005, a health program coordinator allegedly observed a custodian supervisor with an inmate in the laundry room. When the supervisor handed the health program coordinator some keys, paperwork fell on the floor that revealed a picture of the supervisor provocatively posing in a bikini. Both the inmate and the supervisor appeared to become very nervous. The supervisor later admitted to having a sexual relationship with the inmate. The health program coordinator reported this incident to an associate warden, who allegedly covered his ears and said he "did not want to hear it." The associate warden allegedly failed to report misconduct on the part of the supervisor.	DISPO	INV	ADV	HA
DISPOSITION OF CASE	The allegations against the associate warden were not sustained, and the supervisor resigned from the department.				

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Case No. 06-0401 (Central Region) <i>Criminal Case</i>		BUREAU ASSESSMENT			
FACTS OF CASE	A supervising cook was accused of being overly familiar with inmates and falsifying time sheets in approximately July and August 2005.				
DISPOSITION OF CASE	The criminal investigation was closed without referral to the district attorney's office because of insufficient evidence. An administrative investigation was opened, which the bureau is monitoring.				
Case No. 06-0402 (North Region) <i>Criminal Case</i>		BUREAU ASSESSMENT			
FACTS OF CASE	On June 29, 2005, an officer allegedly allowed an inmate to enter a cell occupied by another inmate to commit an assault. The injured inmate had reportedly whistled at another officer earlier that day. The inmate sustained an abrasion to his lip. After the assault, the officer allegedly had another officer ask the injured inmate if he could still whistle.				
DISPOSITION OF CASE	The Office of Internal Affairs forwarded the completed investigation to the district attorney's office for prosecution. The district attorney's office subsequently declined to file charges against the officer. The Office of Internal Affairs opened an administrative investigation that is being monitored by the bureau.				
Case No. 06-0403 (North Region) <i>Administrative Case</i>		BUREAU ASSESSMENT			
FACTS OF CASE	On June 29, 2005, an officer alleged that an investigative services unit squad sergeant had harassed other officers by intimidating and degrading them. The officer also alleged that the sergeant threw a computer monitor at one of the officers.				
DISPOSITION OF CASE	Because of insufficient evidence, the hiring authority did not sustain the allegations in this case.				
Case No. 06-0404 (North Region) <i>Administrative Case</i>		BUREAU ASSESSMENT			
FACTS OF CASE	On June 20, 2005, it was alleged that an officer was engaged in a physical relationship with an inmate who was a validated gang member and provided contraband to that inmate.				
DISPOSITION OF CASE	The hiring authority sustained the allegations, and the officer received a letter of reprimand.				
Case No. 06-0405 (Central Region) <i>Administrative Case</i>		BUREAU ASSESSMENT			
FACTS OF CASE	On June 20, 2005, an officer was accused of not reporting a relationship between another officer and an inmate, being dishonest during an investigation, and having a relationship with a parolee.				
DISPOSITION OF CASE	The hiring authority sustained all the allegations against the officer and sought termination. The officer appealed the matter to the State Personnel Board, which upheld the termination.				

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Case No. 06-0406 (North Region) <i>Administrative Case</i>		BUREAU ASSESSMENT			
FACTS OF CASE	On June 17, 2005, a lieutenant allegedly conducted an unclothed body search of an inmate, and the inmate refused to assume a proper search position despite several orders to spread his legs and place his hands on the wall. The inmate lowered his hands and turned toward the lieutenant, who grabbed the inmate and forced him to the ground. It was also alleged the lieutenant failed to write his report within 24 hours of the incident, as required by department procedures.	DISPO 	INV 	ADV 	HA 
DISPOSITION OF CASE	The lieutenant received a letter of instruction for discourteous treatment.				
Case No. 06-0407 (Central Region) <i>Administrative Case</i>		BUREAU ASSESSMENT			
FACTS OF CASE	On June 16, 2005, a confidential informant alerted staff members that a cook planned to smuggle narcotics into the institution for inmates. Officers from internal affairs and the investigative services unit jointly confronted the subject. Although no narcotics were discovered, investigators found the subject had previously ordered contraband for inmates.	DISPO 	INV 	ADV 	HA 
DISPOSITION OF CASE	The hiring authority sustained the allegations and decided to terminate the employee. The employee subsequently resigned pursuant to a settlement agreement that included a stipulation to never re-apply for employment with the department.				
Case No. 06-0408 (North Region) <i>Administrative Case</i>		BUREAU ASSESSMENT			
FACTS OF CASE	On June 4, 2005, an officer reportedly approached two other officers and asked them to falsify their reports to match the officer's version of events regarding the use of force against an inmate. The officer wanted them to report that they witnessed the inmate strike the officer first.	DISPO 	INV 	ADV 	HA 
DISPOSITION OF CASE	The hiring authority sustained the allegations against the officer for encouraging the preparation of false reports. The officer was to be dismissed from state service for other misconduct involving dishonesty related to this case. The penalty of dismissal was modified to a five-month suspension. The officer also agreed to attend relevant training as deemed necessary by the hiring authority.				
Case No. 06-0409 (Central Region) <i>Administrative Case</i>		BUREAU ASSESSMENT			
FACTS OF CASE	On June 4, 2005, a fight occurred between correctional officers and military personnel at an off-duty barbecue. A civilian at the party was stabbed and severely injured, receiving 75 staples to close a head and chest injury. He also suffered a bruised retina. Five officers were identified as having participated in the fight.	DISPO 	INV 	ADV 	HA 
DISPOSITION OF CASE	Two of the officers agreed to cooperate in the investigation and each received a reduced penalty of a 30-day suspension without pay. The remaining three officers received 120-day suspensions without pay.				

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Case No. 06-0410 (Central Region) <span style="float: right;"><i>Administrative Case</i></span>		BUREAU ASSESSMENT			
FACTS OF CASE	On June 1, 2005, an officer was arrested for driving under the influence, displaying signs of drug intoxication, and admitting use of prescription narcotics. A search of the officer's residence uncovered prescription narcotic drugs, marijuana, and drug paraphernalia.	DISPO 	INV 	ADV 	HA 
DISPOSITION OF CASE	The allegations were sustained and combined with other pending matters, and the officer was dismissed. An appeal before the State Personnel Board is pending.				
Case No. 06-0411 (Central Region) <span style="float: right;"><i>Administrative Case</i></span>		BUREAU ASSESSMENT			
FACTS OF CASE	It was alleged that during the period of June and July 2005, a non-sworn employee was involved in overly familiar sexual relationships with various inmates. It was also alleged that the employee falsified the employee's record of attendance during the same period.	DISPO 	INV 	ADV 	HA 
DISPOSITION OF CASE	The employee resigned from the department before the administrative investigation was completed and before the employee was interviewed. The investigation was closed without any findings on the allegations.				
Case No. 06-0412 (Headquarters) <span style="float: right;"><i>Administrative Case</i></span>		BUREAU ASSESSMENT			
FACTS OF CASE	On May 26, 2005, a religious volunteer reported that several wards disclosed that in April and May 2005 female wards were engaging in sexual misconduct with another volunteer in exchange for money. The employee chaplain was reportedly present when the misconduct occurred and allegedly failed to properly supervise the volunteer.	DISPO 	INV 	ADV 	HA 
DISPOSITION OF CASE	The criminal investigation of the volunteer failed to produce sufficient evidence that the alleged conduct occurred. Therefore, the matter was not referred to the district attorney's office. The allegations against the chaplain for failing to supervise the volunteer were not sustained by the hiring authority.				
Case No. 06-0413 (Central Region) <span style="float: right;"><i>Administrative Case</i></span>		BUREAU ASSESSMENT			
FACTS OF CASE	On May 18, 2005, it was alleged that an officer was trafficking controlled medication and weapons into the institution and being overly familiar with inmates.	DISPO 	INV 	ADV 	HA 
DISPOSITION OF CASE	The officer was dismissed from state service and appealed. A State Personnel Board hearing is still pending.				
Case No. 06-0414 (South Region) <span style="float: right;"><i>Administrative Case</i></span>		BUREAU ASSESSMENT			
FACTS OF CASE	On May 18, 2005, an investigating sergeant allegedly withheld information favorable to an officer in the officer's termination case.	DISPO 	INV 	ADV 	HA 
DISPOSITION OF CASE	An investigation into the allegation produced insufficient evidence that the sergeant withheld information. Therefore, the hiring authority did not sustain the allegations against the sergeant, and no disciplinary action was taken.				

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Case No. 06-0415 (Central Region) <i>Administrative Case</i>		BUREAU ASSESSMENT			
FACTS OF CASE	On May 18, 2005, a medical technical assistant was accused of inappropriately disposing of non-psychotropic medication during working hours in an institution's medical clinic. The medication was supposed to be issued to an inmate.	DISPO 	INV 	ADV 	HA 
DISPOSITION OF CASE	The hiring authority sustained the allegation, and a salary reduction of 5 percent for 12 months was imposed.				
Case No. 06-0416 (South Region) <i>Administrative Case</i>		BUREAU ASSESSMENT			
FACTS OF CASE	On May 9, 2005, an officer allegedly had an inmate type a memo alleging staff misconduct. The officer then signed the memo and attached it to that inmate's own complaint about the alleged misconduct.	DISPO 	INV 	ADV 	HA 
DISPOSITION OF CASE	The hiring authority found insufficient evidence to sustain the allegation.				
Case No. 06-0417 (South Region) <i>Administrative Case</i>		BUREAU ASSESSMENT			
FACTS OF CASE	On May 9, 2005, it was alleged that an officer signed a form to initiate cell moves for several inmates in violation of a rule requiring a lieutenant or person of higher rank to sign and approve the moves. It was also alleged that the officer was engaged in an overly familiar relationship with one of the inmates listed on the form the officer had signed. It was further alleged that the warden covered up the wrongdoing.	DISPO 	INV 	ADV 	HA 
DISPOSITION OF CASE	No allegations were sustained as a result of the investigation.				
Case No. 06-0418 (Central Region) <i>Administrative Case</i>		BUREAU ASSESSMENT			
FACTS OF CASE	An officer was accused of falsifying his time sheet for May 2005 by inappropriately claiming family sick time and bereavement leave. The individual allegedly cared for was not a relative of the officer.	DISPO 	INV 	ADV 	HA 
DISPOSITION OF CASE	The hiring authority sustained the allegation and issued a letter of reprimand to the officer.				
Case No. 06-0419 (North Region) <i>Administrative Case</i>		BUREAU ASSESSMENT			
FACTS OF CASE	On April 21, 2005, a registered nurse alleged that a counselor attempted to dissuade the nurse from testifying in federal court on behalf of an inmate.	DISPO 	INV 	ADV 	HA 
DISPOSITION OF CASE	No evidence indicated that the counselor attempted to dissuade the registered nurse from testifying. Therefore, no action was taken.				

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Case No. 06-0420 (Central Region) <i>Criminal Case</i>		BUREAU ASSESSMENT			
FACTS OF CASE	On April 18, 2005, a parole agent was accused of having sexual relations with a parolee who was not part of the agent's caseload. Physical evidence was collected, and DNA testing was conducted.	DISPO 	INV 	ADV 	HA 
DISPOSITION OF CASE	The district attorney's office charged the agent with having sexual relations with a parolee. The parole agent pled guilty to the charge and was sentenced to pay a \$2,500 fine and \$500 restitution. An administrative investigation is pending, which the bureau is monitoring.				
Case No. 06-0421 (South Region) <i>Administrative Case</i>		BUREAU ASSESSMENT			
FACTS OF CASE	On April 12, 2005, an officer alleged that he found confidential documents with staff names and social security numbers in an unsecured conference room. However, a personnel specialist stated that the subject officer requested and had actually received the documents from the personnel office earlier that day.	DISPO 	INV 	ADV 	HA 
DISPOSITION OF CASE	The hiring authority concluded that the officer was dishonest and sustained the allegation. Because the officer voluntarily retired, no discipline was imposed.				
Case No. 06-0422 (Central Region) <i>Administrative Case</i>		BUREAU ASSESSMENT			
FACTS OF CASE	On April 5, 2005, police arrived at the scene of a traffic accident and saw an off-duty correctional officer flee in a damaged vehicle. The correctional officer was subsequently arrested for driving under the influence and hit and run. The correctional officer pled no contest to both misdemeanors.	DISPO 	INV 	ADV 	HA 
DISPOSITION OF CASE	The hiring authority sustained the allegations and sought to dismiss the officer. The officer appealed the matter to the State Personnel Board, which upheld the dismissal. A further appeal of that decision is pending.				
Case No. 06-0423 (Central Region) <i>Administrative Case</i>		BUREAU ASSESSMENT			
FACTS OF CASE	On April 1, 2005, a dentist refused to treat an inmate patient until the inmate withdrew a complaint that the inmate had previously filed against the dentist. The dentist recorded this demand on the inmate's chart.	DISPO 	INV 	ADV 	HA 
DISPOSITION OF CASE	In view of the dentist's record of persistent misconduct, the hiring authority sought dismissal. However, the matter was settled in exchange for the dentist's resignation and agreement not to seek future employment with the department.				
Case No. 06-0424 (South Region) <i>Administrative Case</i>		BUREAU ASSESSMENT			
FACTS OF CASE	On March 14, 2005, it was alleged that a lieutenant left the institution to attend a union meeting while on duty. It was also alleged that the lieutenant lied about this on his time sheet.	DISPO 	INV 	ADV 	HA 
DISPOSITION OF CASE	None of the allegations were sustained by the hiring authority because of insufficient evidence.				

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Case No. 06-0425 (Central Region) <i>Criminal Case</i>		BUREAU ASSESSMENT			
FACTS OF CASE	In March 2005, an inmate alleged that an officer had a sexual encounter with the inmate, removed confidential documents from the inmate's central file, had off-duty telephone contact with the inmate, and provided tobacco products to the inmate. Another inmate made similar allegations.	DISPO 	INV 	ADV 	HA 
DISPOSITION OF CASE	The criminal investigation concluded with the officer's guilty plea to one misdemeanor violation of unlawful communication with a prisoner. The subject resigned from state service before completion of the investigation and the guilty plea.				
Case No. 06-0426 (Headquarters) <i>Administrative Case</i>		BUREAU ASSESSMENT			
FACTS OF CASE	On February 26, 2005, a youth correctional counselor allegedly used excessive force on a ward by using pepper spray and forcing the ward to the ground when the ward failed to comply with orders to return to the ward's room. It was also alleged that the counselor was dishonest in the account of the incident. Further, three responding staff members allegedly wrote inaccurate reports.	DISPO 	INV 	ADV 	HA 
DISPOSITION OF CASE	The youth correctional counselor was initially served with a notice of dismissal. Pursuant to a settlement agreement, the department ultimately imposed a 10-day suspension without pay and removed the charge of dishonesty. The youth correctional counselor agreed not to appeal the disciplinary action. The three responding staff members received letters of instruction related to their reports.				
Case No. 06-0427 (Central Region) <i>Administrative Case</i>		BUREAU ASSESSMENT			
FACTS OF CASE	On January 31, 2005, an inmate died in custody. An autopsy revealed the cause of death was inhalation abuse of organic solvents. It was alleged that the inmate gained access to glaze remover at the inmate's graphic arts class and that the inmate's vocational instructor failed to properly handle the deglazer.	DISPO 	INV 	ADV 	HA 
DISPOSITION OF CASE	The hiring authority issued a letter of instruction to the vocational instructor, although it should be noted the subject could not have performed his job without allowing inmates limited access to the chemical substance involved in this case.				

SATISFACTORY CASES

Case No. 06-0428 (Central Region) <span style="float: right;"><i>Administrative Case</i></span>		BUREAU ASSESSMENT			
FACTS OF CASE	On January 21, 2005, an inmate alleged that five officers used excessive force resulting in injury to remove handcuffs from the cell of the inmate who earlier refused to surrender them and that the officers failed to report the use of force. The inmate also alleged that a psychological technician failed to provide medical treatment for the injury. In addition to those involved in the use of force, a sergeant was accused of leaving the institution without reporting the incident and falsely reporting it once advised of the charges.	DISPO 	INV 	ADV 	HA 
DISPOSITION OF CASE	Charges for incompetence, neglect, and failure of good behavior were sustained against the sergeant. The sergeant's case was settled for a 24-day suspension. Two of the officers involved entered a stipulated settlement for a 10 percent salary reduction for 24 months. Two other officers involved entered a stipulated settlement for a 10 percent salary reduction for 12 months. The fifth officer resigned pending adverse action. No charges were sustained, and no discipline was imposed on the psychological technician.				
Case No. 06-0429 (North Region) <span style="float: right;"><i>Administrative Case</i></span>		BUREAU ASSESSMENT			
FACTS OF CASE	On January 8, 2005, an officer allegedly displayed an offensive gesture toward an inmate. When the inmate returned the gesture, the officer assaulted the inmate. A sergeant arrived and observed the officer repeatedly striking the inmate about the upper torso while the inmate offered no resistance. There were several officers present at the scene who failed to intervene and stop the assault.	DISPO 	INV 	ADV 	HA 
DISPOSITION OF CASE	There was insufficient evidence against the officers who allegedly observed the incident. The hiring authority sustained the allegation of excessive force against the officer and imposed a 5 percent salary reduction for 24 months.				
Case No. 06-0430 (North Region) <span style="float: right;"><i>Criminal Case</i></span>		BUREAU ASSESSMENT			
FACTS OF CASE	In January 2005, a medical technical assistant allegedly became involved in a physical relationship with an inmate.	DISPO 	INV 	ADV 	HA 
DISPOSITION OF CASE	The investigation revealed insufficient evidence of a criminal violation. No referral was made to the district attorney's office.				
Case No. 06-0431 (South Region) <span style="float: right;"><i>Administrative Case</i></span>		BUREAU ASSESSMENT			
FACTS OF CASE	On November 30, 2004, a lieutenant conducted a hearing to determine if an inmate was guilty of possessing a weapon. Subsequently, criminal charges were filed against the inmate for possession of the weapon, and it was discovered that the lieutenant fabricated testimony in the hearing report. The district attorney's office reported the lieutenant's actions to the department.	DISPO 	INV 	ADV 	HA 
DISPOSITION OF CASE	Based on the administrative investigation, the hiring authority concluded sufficient evidence existed to sustain allegations that the lieutenant had made false or intentionally misleading statements to the district attorney's office, made false or intentionally misleading statements in the rules violations findings report, and gave false testimony under oath. The hiring authority dismissed the lieutenant. The matter is scheduled for a State Personnel Board hearing.				

SATISFACTORY CASES

Case No. 06-0432 (Central Region) <i>Administrative Case</i>		BUREAU ASSESSMENT			
FACTS OF CASE	On November 2, 2004, an officer was accused of submitting fraudulent military orders to obtain unearned compensation in excess of seven thousand dollars.	DISPO 	INV 	ADV 	HA 
DISPOSITION OF CASE	The hiring authority sustained the allegation against the officer and sought termination. The subject resigned pending discipline. A criminal case was filed by the district attorney's office and is pending.				
Case No. 06-0433 (Central Region) <i>Administrative Case</i>		BUREAU ASSESSMENT			
FACTS OF CASE	On October 18, 2004, an inmate was assaulted on the yard for over 90 seconds without tower staff, who were responsible for monitoring the yard, sounding an alarm. It was alleged that the officers in the tower allowed the assault to occur and that responding officers were possibly negligent in their response.	DISPO 	INV 	ADV 	HA 
DISPOSITION OF CASE	Allegations for neglect of duty resulting in injury were sustained against the officers in the tower. The more experienced officer who had the primary duty in the tower received a five-day suspension. The other officer, who was working his first shift in the tower, received a letter of reprimand. The allegations against the responding officers were not sustained.				
Case No. 06-0434 (Central Region) <i>Administrative Case</i>		BUREAU ASSESSMENT			
FACTS OF CASE	In October 2004, two officers in an administrative segregation unit were accused of providing confidential information about new inmates to other inmates already in the unit.	DISPO 	INV 	ADV 	HA 
DISPOSITION OF CASE	One officer admitted providing confidential information about new inmates to other inmates to determine housing compatibility. The allegation was sustained, and the officer received a letter of instruction as well as additional training. The allegation against the second officer was not sustained. Additional training was provided to institution employees addressing the need to keep inmate records confidential from other inmates.				
Case No. 06-0435 (South Region) <i>Administrative Case</i>		BUREAU ASSESSMENT			
FACTS OF CASE	On June 12, 2004, a parole agent married an individual who was on parole. Although the agent may not have known at the time of the marriage that the spouse was on active parole, once the agent did find out, the agent failed to report the marriage to the hiring authority. In addition, the agent tried to conceal the marriage by getting an annulment.	DISPO 	INV 	ADV 	HA 
DISPOSITION OF CASE	The hiring authority concluded that the parole agent became aware of the parolee's status approximately one year after the marriage and failed to inform the department of the marriage. The hiring authority dismissed the agent.				

SATISFACTORY CASES

Case No. 06-0436 (Central Region) <i>Administrative Case</i>		BUREAU ASSESSMENT			
FACTS OF CASE	It was alleged that a non-sworn employee may have engaged in overly familiar conduct and sexual acts with inmates from early 2004 through the summer of 2004.	DISPO 	INV 	ADV 	HA 
DISPOSITION OF CASE	The hiring authority determined that the investigation was sufficient but that the allegations had not been proven by a preponderance of the evidence. Therefore, no adverse action was imposed.				
Case No. 06-0437 (North Region) <i>Administrative Case</i>		BUREAU ASSESSMENT			
FACTS OF CASE	On July 16, 2003, during a search of a parolee's residence, a parole agent allegedly hid methamphetamine found in one of the rooms from other law enforcement officers. It was reported that the parolee had previously given a vehicle to the agent, which prompted the agent's misconduct. The allegations were first reported to parole authorities in November 2005.	DISPO 	INV 	ADV 	HA 
DISPOSITION OF CASE	There was insufficient evidence to prove the allegation. However, the investigation did reveal that the parole agent facilitated the transfer of a vehicle belonging to a recently discharged parolee to relatives of a current parolee. The hiring authority issued the parole agent a letter of instruction as a corrective measure to encourage compliance with department policies.				
Case No. 06-0438 (Central Region) <i>Criminal Case</i>		BUREAU ASSESSMENT			
FACTS OF CASE	On June 4, 2003, five physicians were accused of "churning," a practice of scheduling inmate medical appointments at lengthy intervals during time the physicians were on call, resulting in unnecessary and inefficient call-backs to the institution, which increased the amount of money paid to the physicians. It was also alleged the physicians falsified entries on time sheets.	DISPO 	INV 	ADV 	HA 
DISPOSITION OF CASE	The Office of Internal Affairs forwarded the completed investigation against two of the physicians to the district attorney's office for prosecution. The district attorney's office declined to file charges. As a result, the Office of Internal Affairs did not refer the investigation against the remaining three physicians to the district attorney's office. The department also conducted an administrative investigation into the alleged misconduct, which the bureau monitored.				
Case No. 06-0439 (Central Region) <i>Administrative Case</i>		BUREAU ASSESSMENT			
FACTS OF CASE	On June 4, 2003, five physicians were accused of "churning," a practice of scheduling inmate medical appointments at lengthy intervals during time the physicians were on call, resulting in unnecessary and inefficient call-backs to the institution, which increased the amount of money paid to the physicians. It was also alleged that the physicians falsified entries on time sheets.	DISPO 	INV 	ADV 	HA 
DISPOSITION OF CASE	The department decided not to take any disciplinary action against two of the physicians because they voluntarily resigned when served with notices for interviews. The administrative investigation of the other three physicians is reported in the table of deficient cases.				

## CRITICAL INCIDENTS

Case No. 06-0440 (Central Region)	
FACTS OF CASE	On December 1, 2006, an inmate's index finger was cut off and two other fingers were lacerated while using a table saw in a vocational mill. No staff misconduct was identified.
DISPOSITION OF CASE	Despite instructions to the inmate not to use any woodworking equipment, the inmate nevertheless used a table saw, resulting in the injuries. When interviewed, the inmate assumed full responsibility for the accident.
BUREAU ASSESSMENT	The department's overall response to the incident was adequate in all critical aspects. The department provided adequate notification and consultation to the bureau regarding the incident. The bureau concurred with the hiring authority's decision not to refer the matter to the Office of Internal Affairs.
Case No. 06-0441 (North Region)	
FACTS OF CASE	On November 29, 2006, staff members responded to an altercation between two inmates in a cell. Staff dispersed pepper spray to end the fight. One of the inmates suffered a broken jaw and was transported to an outside hospital for treatment. The other inmate was burned when a pot of hot water was thrown in the inmate's face. After the fight, staff discovered an inmate-manufactured weapon in the cell likely used to break the other inmate's jaw.
DISPOSITION OF CASE	The investigation revealed that none of the injuries sustained by the inmates were caused by staff but were inflicted by the inmates on each other during the altercation. No internal affairs investigation was requested.
BUREAU ASSESSMENT	The department's overall response to the incident was adequate in all critical aspects. The department failed to provide adequate notification and consultation to the bureau regarding the incident. The bureau concurred with the hiring authority's decision not to refer the matter to the Office of Internal Affairs.
Case No. 06-0442 (South Region)	
FACTS OF CASE	On November 9, 2006, a partially unclothed material and stores supervisor was found embracing an inmate in the restroom. The material and stores supervisor alleged that a rape had occurred. The institution initiated a criminal investigation against the inmate, and when interviewed, the inmate denied the rape allegation and alleged that the relationship was consensual. The material and stores supervisor later admitted that no rape had occurred and that they had been involved in a sexual relationship and had exchanged personal letters and that photographs had been taken of the two together with a smuggled digital camera.
DISPOSITION OF CASE	The material and stores supervisor resigned. The bureau monitored the criminal investigation of the alleged rape. The hiring authority requested an administrative investigation of the employee, which the bureau is not monitoring.
BUREAU ASSESSMENT	The department's overall response to the incident was adequate in all critical aspects. The department provided adequate notification and consultation to the bureau regarding the incident. The bureau concurred with the hiring authority's decision to refer the matter to the Office of Internal Affairs. The bureau concurred with the Office of Internal Affairs' response to the hiring authority's referral.

## CRITICAL INCIDENTS

Case No. 06-0443 (Central Region)	
FACTS OF CASE	On October 18, 2006, an inmate was taken to a hospital for treatment after ingesting approximately 100 Tylenol tablets. The inmate made prior suicide attempts and has made additional attempts since the incident.
DISPOSITION OF CASE	The health care manager at the institution implemented a special program for the inmate after conferring with the bureau. The program included increased supervision and the placement of sand bags in front of the cell to prevent the inmate from receiving items from other inmates that could be used to commit suicide. The inmate's property was inspected, and a security mattress was provided to prevent future suicide attempts. The inmate is receiving additional counseling and treatment from mental health staff. No staff misconduct was identified.
BUREAU ASSESSMENT	The department's overall response to the incident was adequate in all critical aspects. The department failed to provide adequate notification, but adequately consulted with the bureau regarding the incident. The bureau concurred with the hiring authority's decision not to refer the matter to the Office of Internal Affairs.
Case No. 06-0444 (North Region)	
FACTS OF CASE	On October 17, 2006, a riot involving more than 50 inmates occurred on a yard. The inmates refused staff orders to stop and get down on the ground in a prone position. Staff used chemical agents and discharged non-lethal impact rounds to control the inmates and get them to comply. Ultimately, the inmates stopped fighting. One inmate-manufactured stabbing weapon was discovered on the ground. There were no injuries to responding staff or inmates as a result of the chemical agents and non-lethal impact rounds.
DISPOSITION OF CASE	Staff reports indicated the riot was handled appropriately. No subsequent investigation was initiated.
BUREAU ASSESSMENT	The department's overall response to the incident was adequate in all critical aspects. The department failed to provide adequate notification and consultation to the bureau regarding the incident. The bureau concurred with the hiring authority's decision not to refer the matter to the Office of Internal Affairs.
Case No. 06-0445 (North Region)	
FACTS OF CASE	On October 4, 2006, the Office of Internal Affairs received information from the institution's investigative services unit that a control booth officer was allegedly engaged in an overly familiar relationship with an inmate and provided the inmate with tobacco. The officer also reportedly received money in exchange for bringing in the contraband. The investigative services unit became aware of the situation when it intercepted several letters from the inmate, some of which contained the officer's personal phone number and address.
DISPOSITION OF CASE	The officer resigned before the start of the investigation.
BUREAU ASSESSMENT	The department's overall response to the incident was adequate in all critical aspects. The department provided adequate notification and consultation to the bureau regarding the incident. The bureau concurred with the hiring authority's decision to refer the matter to the Office of Internal Affairs. The bureau concurred with the Office of Internal Affairs' response to the hiring authority's referral.

## CRITICAL INCIDENTS

Case No. 06-0446 (Central Region)	
FACTS OF CASE	On October 1, 2006, an officer found inmates performing CPR on another inmate. Rather than administer CPR, the officer left to obtain a tool to cut a ligature the officer believed was around the inmate's neck. Other officers arrived and began performing CPR. Medical staff arrived with an ambu-bag but did not immediately use it, nor did they relieve custody staff of performing CPR.
DISPOSITION OF CASE	The department conducted further investigation following a recommendation by the bureau. The officer who left the scene to retrieve a tool was served with an employee counseling record, was counseled, and will be given on-the-job training on crime scene preservation. No misconduct by other staff was identified.
BUREAU ASSESSMENT	The department's overall response to the incident was adequate except that an officer improperly left the scene while inmates provided CPR and medical staff did not properly assume responsibility for providing medical attention upon arrival. The department provided adequate notification and consultation to the bureau regarding the incident. The bureau concurred with the hiring authority's decision not to refer the matter to the Office of Internal Affairs.
Case No. 06-0447 (North Region)	
FACTS OF CASE	On September 26, 2006, officers observed an inmate kicking the door of a cell while the cellmate was facing away from the door with what appeared to be blood on his upper back. As the officers sounded their alarms, the cellmate began washing off the blood at the sink as the inmate was disposing unknown objects in the toilet and flushing it. Both inmates subsequently complied with orders to be handcuffed. According to initial medical reports, the cellmate sustained approximately 27 puncture wounds to the torso area. Because of the apparent severity of the injuries, the cellmate was airlifted to a nearby hospital but was returned to the institution the following day.
DISPOSITION OF CASE	There was no evidence of staff misconduct involved in the incident, and no administrative investigation was initiated.
BUREAU ASSESSMENT	The department's overall response to the incident was adequate in all critical aspects. The department provided adequate notification and consultation to the bureau regarding the incident. The bureau concurred with the hiring authority's decision not to refer the matter to the Office of Internal Affairs.
Case No. 06-0448 (Central Region)	
FACTS OF CASE	On September 11, 2006, a control booth officer opened the door to an inmate's cell, and two inmates began fighting. One inmate used an inmate-manufactured knife to stab the other inmate multiple times. The other inmate was incapacitated after his lung was punctured, and both inmates returned to their cells. The control booth officer stated in the initial report that the cell door was inadvertently opened while the officer let the first inmate out of the cell. The officer later recanted and said he had slipped and accidentally opened the door when he attempted to catch himself.
DISPOSITION OF CASE	The control booth officer is the subject of a criminal investigation with the allegation of conspiracy to commit murder in addition to the administrative elements. The bureau felt that an investigation should be initiated. The bureau is now monitoring the investigation.
BUREAU ASSESSMENT	The department's overall response to the incident was adequate in all critical aspects. The department provided adequate notification and consultation to the bureau regarding the incident. The bureau concurred with the hiring authority's decision to refer the matter to the Office of Internal Affairs. The bureau concurred with the Office of Internal Affairs' response to the hiring authority's referral.

## CRITICAL INCIDENTS

Case No. 06-0449 (Central Region)	
FACTS OF CASE	On September 6, 2006, an inmate was struck several times by another inmate with a cane during a fight. The inmate died on December 12, 2006, at a local hospital. The deceased inmate suffered from many ailments, including liver disease, serious kidney problems, and diabetes.
DISPOSITION OF CASE	The coroner determined that the inmate died from end-stage hepatic failure due to hepatitis-C infection and that atherosclerotic coronary artery disease contributed to the inmate's death. In light of this, no investigation into the inmate's death was requested.
BUREAU ASSESSMENT	The department's overall response to the incident was adequate except that the department did not properly document the incident because the report failed to explain why the inmate was in the hospital when he died. The department provided adequate notification and consultation to the bureau regarding the incident. The bureau concurred with the hiring authority's decision not to refer the matter to the Office of Internal Affairs.
Case No. 06-0450 (North Region)	
FACTS OF CASE	On September 1, 2006, an inmate was assaulted by two rival inmates on the yard. Officers could not stop the assault with verbal commands, so they discharged six non-lethal impact rounds and used pepper spray to quell the assault and then delivered emergency medical assistance to the inmate.
DISPOSITION OF CASE	The injured inmate was treated at a local hospital and eventually released to the institution. No subsequent internal affairs investigation was initiated.
BUREAU ASSESSMENT	The department's overall response to the incident was adequate in all critical aspects. The department failed to provide adequate notification and consultation to the bureau regarding the incident. The bureau concurred with the hiring authority's decision not to refer the matter to the Office of Internal Affairs.
Case No. 06-0451 (South Region)	
FACTS OF CASE	On August 31, 2006, an officer counting inmates at night could not see an inmate because of a curtain. The officer asked the cellmate to move the curtain. When the cellmate complied, the officer observed the inmate partially covered by a sheet. Another officer included the inmate in the later counts but had to tell the cellmate to move aside from the window so the officer could see inside the cell. Within hours, staff found the inmate dead in his bunk.
DISPOSITION OF CASE	An outside law enforcement agency is conducting a criminal investigation of the incident. The hiring authority also has requested that the Office of Internal Affairs conduct an administrative investigation of the incident.
BUREAU ASSESSMENT	The department's overall response to the incident was adequate in all critical aspects. The department provided adequate notification and consultation to the bureau regarding the incident. The bureau concurred with the hiring authority's decision to refer the matter to the Office of Internal Affairs. The bureau concurred with the Office of Internal Affairs' response to the hiring authority's referral.

## CRITICAL INCIDENTS

Case No. 06-0452 (Central Region)	
FACTS OF CASE	On August 22, 2006, two inmates were found unresponsive in their cell. The cell was opened, and staff discovered that one inmate was not breathing and the other was lethargic. Emergency life-saving efforts were initiated. One inmate was pronounced dead, and the other survived after being administered a narcotic antidote. A substance believed to be heroin was discovered in the cell.
DISPOSITION OF CASE	The coroner determined the cause of death to be from an accidental self-inflicted overdose of heroin. The investigative services unit initiated a subsequent criminal investigation to determine the source of the heroin.
BUREAU ASSESSMENT	The department's overall response to the incident was adequate in all critical aspects. The department provided adequate notification and consultation to the bureau regarding the incident. The bureau concurred with the hiring authority's decision not to refer the matter to the Office of Internal Affairs.
Case No. 06-0453 (South Region)	
FACTS OF CASE	On August 22, 2006, a paraplegic inmate and a quadriplegic inmate were transported from the central region to a southern region institution together in a department van that developed air conditioning problems and became lost during the transport. On arrival at the southern institution about nine and one-half hours later, the quadriplegic inmate was unconscious, had a temperature exceeding 109 degrees, and was not expected to live. Subsequently, the inmate died.
DISPOSITION OF CASE	The bureau is monitoring the criminal and the administrative investigations being conducted by the Office of Internal Affairs.
BUREAU ASSESSMENT	The department's overall response to the incident was adequate in all critical aspects, except some reports were tardy and the timeliness of the hiring authority response is still under review. The department failed to provide adequate notification and consultation to the bureau regarding the incident. The bureau concurred with the hiring authority's decision to refer the matter to the Office of Internal Affairs. The bureau concurred with the Office of Internal Affairs' response to the hiring authority's referral.
Case No. 06-0454 (North Region)	
FACTS OF CASE	On July 20, 2006, an inmate alleged that an officer was involved in trafficking contraband into the institution and had consumed alcohol with inmates. On July 21, 2006, a second inmate reported that the same officer was involved in trafficking tobacco and alcohol into the institution for monetary gain.
DISPOSITION OF CASE	The Office of Internal Affairs opened criminal and administrative cases, which the bureau monitored.
BUREAU ASSESSMENT	The department's overall response to the incident was adequate in all critical aspects. The department provided adequate notification and consultation to the bureau regarding the incident. The bureau concurred with the hiring authority's decision to refer the matter to the Office of Internal Affairs. The bureau concurred with the Office of Internal Affairs' response to the hiring authority's referral.

## CRITICAL INCIDENTS

Case No. 06-0455 (Central Region)	
FACTS OF CASE	On July 27, 2006, an inmate collapsed while playing basketball on an exercise yard. Officers initiated CPR and called for medical staff. The inmate was transported to a hospital where he was pronounced dead. The inmate had a history of heart-related ailments.
DISPOSITION OF CASE	The coroner concluded that the death was related to natural causes from an acute cardio infarction due to atherosclerotic hypertension. The inmate was seen by medical staff on November 23, 2005, related to high blood pressure, shortness of breath, and chest pain. Medical staff recommended medication, but the inmate refused medication and further treatment. The hiring authority did not request an administrative investigation.
BUREAU ASSESSMENT	The department's overall response to the incident was adequate in all critical aspects. The department provided adequate notification and consultation to the bureau regarding the incident. The bureau concurred with the hiring authority's decision not to refer the matter to the Office of Internal Affairs.
Case No. 06-0456 (North Region)	
FACTS OF CASE	On July 25, 2006, an inmate was discovered unconscious by a cellmate. The cellmate notified an officer who immediately sounded an alarm. The inmate was removed from the cell, and CPR was immediately initiated. The inmate was transported to the medical clinic and pronounced dead.
DISPOSITION OF CASE	The autopsy of the inmate revealed that the cause of death was end-stage hepatic cirrhosis of the liver. No administrative or criminal investigations were opened based on this incident.
BUREAU ASSESSMENT	The department's overall response to the incident was adequate in all critical aspects. The department provided adequate notification and consultation to the bureau regarding the incident. The bureau concurred with the hiring authority's decision not to refer the matter to the Office of Internal Affairs.
Case No. 06-0457 (North Region)	
FACTS OF CASE	On July 23, 2006, an inmate was discovered unresponsive in a cell and was transported to a local hospital because of a suspected drug overdose. The inmate was returned to the institution the same day. The toxicology report indicated an overdose of barbiturates. Drugs were found in the inmate's cell.
DISPOSITION OF CASE	There was no evidence of staff misconduct, and no investigations were opened as a result of the incident.
BUREAU ASSESSMENT	The department's overall response to the incident was adequate in all critical aspects. The department provided adequate notification and consultation to the bureau regarding the incident. The bureau concurred with the hiring authority's decision not to refer the matter to the Office of Internal Affairs.

## CRITICAL INCIDENTS

Case No. 06-0458 (Central Region)	
FACTS OF CASE	On July 17, 2006, an inmate battered another inmate. Emergency life-saving efforts were initiated; however, the victim died after spending three days in intensive care. Records indicated that these two inmates allegedly should not have been housed together as they were known enemies.
DISPOSITION OF CASE	The coroner determined the cause of death to be anoxic encephalopathy due to ligature strangulation. The hiring authority requested an administrative investigation, which the bureau is monitoring.
BUREAU ASSESSMENT	The department's overall response to the incident was adequate in all critical aspects. The department provided adequate notification and consultation to the bureau regarding the incident. The bureau concurred with the hiring authority's decision to refer the matter to the Office of Internal Affairs. The bureau concurred with the Office of Internal Affairs' response to the hiring authority's referral.
Case No. 06-0459 (Central Region)	
FACTS OF CASE	On July 17, 2006, an inmate on contraband watch recovered a bag of white powder from a body cavity and swallowed a portion of the bag's contents. Medical staff asked custody staff to bring the inmate to the medical facility, but transportation was delayed because inmates were being counted and for alleged security reasons. The inmate went into respiratory arrest and died.
DISPOSITION OF CASE	An investigation was initiated into the conduct of the sergeant and the medical technical assistant who were present. The bureau is monitoring the investigation.
BUREAU ASSESSMENT	The department's overall response to the incident was adequate except for a delayed medical response and failure to complete all reports in a timely manner. The department failed to provide adequate notification and consultation to the bureau regarding the incident. The bureau concurred with the hiring authority's decision to refer the matter to the Office of Internal Affairs. The bureau concurred with the Office of Internal Affairs' response to the hiring authority's referral.
Case No. 06-0460 (North Region)	
FACTS OF CASE	On July 14, 2006, an officer stumbled upon an inmate and a staff member engaged in sexual activity in a closet at the institution. The staff member, a contract medical worker, was ordered to wait in a committee room in the medical facility while the Office of Internal Affairs sent a team to gather evidence and conduct interviews.
DISPOSITION OF CASE	The investigation resulted in both a criminal prosecution and a disciplinary action against the contract medical worker.
BUREAU ASSESSMENT	The department's overall response to the incident was adequate in all critical aspects. The department provided adequate notification and consultation to the bureau regarding the incident. The bureau concurred with the hiring authority's decision to refer the matter to the Office of Internal Affairs. The bureau concurred with the Office of Internal Affairs' response to the hiring authority's referral.

## CRITICAL INCIDENTS

Case No. 06-0461 (South Region)	
FACTS OF CASE	On July 7, 2006, a riot involving more than 200 inmates erupted in a minimum support facility. Multiple levels of non-lethal force were used to quell the riot. An outside patrol officer discharged a shotgun four times as a warning to stop inmate-on-inmate attacks.
DISPOSITION OF CASE	The institution's review of the incident resulted in a request for investigation. Central intake determined that there was sufficient documentation to warrant direct adverse action by the institution. The bureau did not monitor the direct adverse action.
BUREAU ASSESSMENT	The department's overall response to the incident was adequate in all critical aspects. The department provided adequate notification and consultation to the bureau regarding the incident. The bureau concurred with the hiring authority's decision to refer the matter to the Office of Internal Affairs. The bureau concurred with the Office of Internal Affairs' response to the hiring authority's referral.
Case No. 06-0462 (South Region)	
FACTS OF CASE	On July 7, 2006, officers discovered an inmate unconscious and not breathing. Life-saving measures were initiated, and the inmate was transported to the medical treatment area. Upon arrival of an outside ambulance 40 minutes later, the inmate was pronounced dead. A syringe was discovered on the inmate's bed, and a crime scene was established.
DISPOSITION OF CASE	The institution determined during its emergency response review that an outside ambulance was not requested via 911 in a timely manner. The institution implemented training to remedy the problem. The inmate's death was ruled by the coroner as an accidental overdose, and an outside law enforcement agency conducted a criminal investigation. No administrative investigation was requested based on this incident.
BUREAU ASSESSMENT	The department's overall response to the incident was adequate except for the institution's failure to request outside medical assistance in a timely manner. The institution's internal review identified this issue and implemented training. The department provided adequate notification and consultation to the bureau regarding the incident. The bureau did not concur with the hiring authority's decision not to refer the matter to the Office of Internal Affairs.
Case No. 06-0463 (South Region)	
FACTS OF CASE	Late on July 5, 2006, an inmate complained to staff about not feeling well. The inmate was taken to the medical treatment area, and during the next two hours, the inmate's condition deteriorated. An outside ambulance was requested. An hour later, the inmate was transported to an outside hospital and pronounced dead shortly upon arrival.
DISPOSITION OF CASE	The coroner found that the death was a result of natural causes. The institution concluded that the inmate was not transported to outside medical care in a timely manner and has implemented training to remedy the problem. No administrative investigation was requested as a result of this incident.
BUREAU ASSESSMENT	The department's overall response to the incident was adequate except for the institution's failure to request outside medical assistance in a timely manner. The institution's internal review identified this issue and implemented training. The department provided adequate notification and consultation to the bureau regarding the incident. The bureau did not concur with the hiring authority's decision not to refer the matter to the Office of Internal Affairs.

## CRITICAL INCIDENTS

Case No. 06-0464 (South Region)	
FACTS OF CASE	On July 1, 2006, the bureau was notified that an inmate collapsed in a housing unit and was transported to the medical treatment area. During the next two hours, the inmate's condition rapidly deteriorated, and an outside ambulance was requested. Shortly after the arrival of paramedics, the outside physician pronounced the inmate dead.
DISPOSITION OF CASE	The autopsy determined that the inmate died of natural causes. During its emergency response review, the institution determined that outside advanced medical care via 911 was not called in a timely manner and has implemented training to remedy the problem. No administrative investigation was initiated based on this incident.
BUREAU ASSESSMENT	The department's overall response to the incident was adequate except for the institution's failure to request outside medical assistance in a timely manner. The institution's internal review identified this issue and implemented training. The department provided adequate notification and consultation to the bureau regarding the incident. The bureau did not concur with the hiring authority's decision not to refer the matter to the Office of Internal Affairs.
Case No. 06-0465 (Central Region)	
FACTS OF CASE	On June 29, 2006, a single-celled inmate housed in an administrative segregation unit was found hanging in his cell from a modified bed sheet. CPR was initiated, but staff were unsuccessful in their attempt to revive the inmate. The inmate was placed into segregation the day before because he had threatened his cellmate. Two suicide notes written in blood were found in the cell. The notes were to the inmate's mother, and they indicated that the inmate could not do a term in the security housing unit and that the charges against him were false.
DISPOSITION OF CASE	The coroner determined that the death was a suicide by hanging. The department did not open a subsequent investigation.
BUREAU ASSESSMENT	The department's overall response to the incident was adequate in all critical aspects. The department failed to provide adequate notification, but adequately consulted with the bureau regarding the incident. The bureau concurred with the hiring authority's decision not to refer the matter to the Office of Internal Affairs.
Case No. 06-0466 (Central Region)	
FACTS OF CASE	On June 28, 2006, an inmate was stabbed 13 times while on the yard but survived following surgery. The inmate was previously assigned to the "walk alone" yard but was placed on the "control compatible" yard at the time of the attack. Policy requires an explanation to support the change, but none could be found. Also, some of the documentation appeared to contain late entries made in different handwriting.
DISPOSITION OF CASE	The hiring authority requested an internal affairs investigation only after the bureau recommended it. An investigation was opened, which the bureau is monitoring.
BUREAU ASSESSMENT	The department's overall response to the incident was adequate except for initial reluctance by the department to completely investigate the matters surrounding the incident. The department failed to provide adequate notification, but adequately consulted with the bureau regarding the incident. The bureau concurred with the hiring authority's decision to refer the matter to the Office of Internal Affairs. The bureau concurred with the Office of Internal Affairs' response to the hiring authority's referral.

## CRITICAL INCIDENTS

<b>Case No. 06-0467 (North Region)</b>	
FACTS OF CASE	On June 24, 2006, approximately 150 inmates refused to exit their cells. Several cell extractions were conducted, with cell extraction teams using pepper spray. Inmates were moved to the yard but later refused to return to their cells. Pepper spray and non-lethal rounds were then discharged to restore order.
DISPOSITION OF CASE	The department did not initiate any administrative or criminal investigations based on this incident.
BUREAU ASSESSMENT	The department's overall response to the incident was adequate in all critical aspects. The department provided adequate notification and consultation to the bureau regarding the incident. The bureau concurred with the hiring authority's decision not to refer the matter to the Office of Internal Affairs.
<b>Case No. 06-0468 (North Region)</b>	
FACTS OF CASE	On June 11, 2006, an inmate suffering from apparent cardiac problems was transported to a local hospital. After evaluation at the hospital, the inmate was transported by helicopter to a regional trauma center. Medical testing indicated the inmate was suffering from sub-arachnoid bleeding in his brain. The inmate was placed on a ventilator but eventually died.
DISPOSITION OF CASE	The coroner's report indicated the inmate died from a bacterial infection. No internal affairs investigation was requested.
BUREAU ASSESSMENT	The department's overall response to the incident was adequate in all critical aspects. The department provided adequate notification and consultation to the bureau regarding the incident. The bureau concurred with the hiring authority's decision not to refer the matter to the Office of Internal Affairs.
<b>Case No. 06-0469 (Central Region)</b>	
FACTS OF CASE	On June 5, 2006, medical staff found an inmate hanging alone in a cell. Additional medical staff responded and performed CPR. The inmate was later pronounced dead at a local hospital.
DISPOSITION OF CASE	The coroner confirmed that the cause of death was hanging. Therefore, no investigation was opened.
BUREAU ASSESSMENT	The department's overall response to the incident was adequate in all critical aspects. The department failed to provide adequate notification, but adequately consulted with the bureau regarding the incident. The bureau concurred with the hiring authority's decision not to refer the matter to the Office of Internal Affairs.
<b>Case No. 06-0470 (Central Region)</b>	
FACTS OF CASE	On May 30, 2006, an inmate was stabbed in the throat by another inmate while on a general population exercise yard. The inmate survived the attack and was hospitalized for a short period.
DISPOSITION OF CASE	The case was referred to the district attorney's office, and the assailant was charged with assault with a deadly weapon. The department did not open an administrative investigation into staff involvement.
BUREAU ASSESSMENT	The department's overall response to the incident was adequate in all critical aspects. The department failed to provide adequate notification and consultation to the bureau regarding the incident. The bureau did not concur with the hiring authority's decision not to refer the matter to the Office of Internal Affairs.

## CRITICAL INCIDENTS

Case No. 06-0471 (North Region)	
FACTS OF CASE	On May 23, 2006, 16 inmates engaged in a riot on an exercise yard. Staff used verbal commands, chemical agents, and non-lethal rounds in an attempt to quell the riot, with negative results. One officer providing rifle coverage observed two inmates continuing to assault an inmate on the ground, rendering the inmate defenseless. To protect the inmate from grievous bodily harm, the officer discharged a warning shot into a safe area on the yard after issuing verbal commands to "get down." When the assaulting inmates did not respond to the warning shot and continued to kick the inmate in the head, the officer aimed at the chest of one of the inmates and attempted to discharge a round. The rifle malfunctioned and did not fire. At that point, the officer discharged a non-lethal round at the combative inmates. Following the use of pepper spray, the riot was quelled.
DISPOSITION OF CASE	In the absence of any allegations of staff misconduct, no criminal or administrative cases were initiated against staff as a result of this incident.
BUREAU ASSESSMENT	The department's overall response to the incident was adequate in all critical aspects. The department provided adequate notification and consultation to the bureau regarding the incident. The bureau concurred with the hiring authority's decision not to refer the matter to the Office of Internal Affairs.
Case No. 06-0472 (Central Region)	
FACTS OF CASE	On May 23, 2006, two inmates attacked another inmate with stabbing weapons in the dayroom of a housing unit. Staff responded with verbal commands and discharged two non-lethal rounds before firing one lethal round that killed one of the aggressors. The inmates continued fighting until subdued by use of pepper spray and baton strikes.
DISPOSITION OF CASE	A criminal investigation by the local district attorney's office is pending. A deadly force investigation by the Office of Internal Affairs is pending, which the bureau continues to monitor.
BUREAU ASSESSMENT	The department's overall response to the incident was adequate except for failing to follow bureau advice to have all reports completed before staff left the institution. The department provided adequate notification and consultation to the bureau regarding the incident. The bureau concurred with the hiring authority's decision to refer the matter to the Office of Internal Affairs. The bureau concurred with the Office of Internal Affairs' response to the hiring authority's referral.
Case No. 06-0473 (North Region)	
FACTS OF CASE	On May 22, 2006, an officer discovered an inmate hanging by a bed sheet wrapped around the neck. Responding staff assisted in cutting the inmate down and rushing the inmate to the medical treatment area. Although no CPR was performed in the cell, the inmate was at the medical treatment area receiving CPR within three minutes. CPR was performed for at least 10 minutes until a staff physician pronounced death.
DISPOSITION OF CASE	All incident reports were properly completed and reviewed by the warden and chief medical officer. No criminal or administrative cases were initiated as a result of this incident.
BUREAU ASSESSMENT	The department's overall response to the incident was adequate in all critical aspects. The department failed to provide adequate notification and consultation to the bureau regarding the incident. The bureau concurred with the hiring authority's decision not to refer the matter to the Office of Internal Affairs.

## CRITICAL INCIDENTS

Case No. 06-0474 (North Region)	
FACTS OF CASE	On May 15, 2006, staff conducted a medical cell extraction of an inmate when the inmate was discovered lying face down and was non-responsive to verbal commands. Once removed from the cell, the inmate was taken to the medical treatment area where the inmate regained consciousness.
DISPOSITION OF CASE	Upon review of the incident package, there were no administrative or criminal investigations opened based on this incident.
BUREAU ASSESSMENT	The department's overall response to the incident was adequate in all critical aspects. The department failed to provide adequate notification and consultation to the bureau regarding the incident. The bureau concurred with the hiring authority's decision not to refer the matter to the Office of Internal Affairs.
Case No. 06-0475 (Central Region)	
FACTS OF CASE	On May 8, 2006, an inmate was found unresponsive while in a sitting position in a cell, slumped forward, with a bed sheet tied around the neck. Emergency medical efforts failed to revive the inmate, and the inmate was pronounced dead. The decedent's cellmate was out of the cell during the incident.
DISPOSITION OF CASE	The coroner determined the death to be a suicide by hanging. There was no evidence of a homicide or staff misconduct; therefore, no investigation was initiated.
BUREAU ASSESSMENT	The department's overall response to the incident was adequate in all critical aspects. The department provided adequate notification and consultation to the bureau regarding the incident. The bureau concurred with the hiring authority's decision not to refer the matter to the Office of Internal Affairs.
Case No. 06-0476 (Headquarters)	
FACTS OF CASE	On May 6, 2006, an inmate armed with an inmate-manufactured stabbing weapon took an officer hostage, barricading the two of them inside an office adjacent to a dining hall. Pursuant to a request by the department, the bureau assisted in the hostage negotiations as a neutral third party, which had been requested by the inmate. Following a full day of negotiations between the inmate and department hostage negotiators, the inmate surrendered to crisis response team members. The inmate was taken into custody without incident, medically evaluated, and transported to another facility. The officer who had been held hostage was not injured during the incident and was released the same day following a medical evaluation at a local hospital.
DISPOSITION OF CASE	The department did not request an administrative investigation based on this incident. The local district attorney filed felony criminal charges against the inmate, which are now pending.
BUREAU ASSESSMENT	The department's overall response to the critical incident was exemplary. The department's notification via the Office of Internal Affairs was prompt and accurate. The facility's management team, crisis response team, negotiations management team, emergency operations center staff, and other involved personnel performed well during the incident, resulting in a positive outcome. The bureau concurred with the hiring authority's decision not to refer the matter to the Office of Internal Affairs for an administrative investigation.

## CRITICAL INCIDENTS

Case No. 06-0477 (Central Region)	
FACTS OF CASE	On May 2, 2006, an inmate was shot in the back of the neck with a non-lethal round while in a physical altercation with another inmate. The aggressor inmate was repeatedly and emphatically warned to stop his attack upon the other inmate. The inmate lost consciousness briefly and then vomited after awakening.
DISPOSITION OF CASE	The use of force was determined to be appropriate and within department guidelines. Further investigation of the incident was deemed unnecessary.
BUREAU ASSESSMENT	The department's overall response to the incident was adequate in all critical aspects. The department failed to provide adequate notification, but adequately consulted with the bureau regarding the incident. The bureau concurred with the hiring authority's decision not to refer the matter to the Office of Internal Affairs.
Case No. 06-0478 (Central Region)	
FACTS OF CASE	On April 30, 2006, an inmate was assaulted by another inmate. Medical staff arrived and performed CPR until outside paramedics arrived. The inmate was pronounced dead at a community hospital.
DISPOSITION OF CASE	The responsible party is being criminally prosecuted. No administrative investigation was conducted.
BUREAU ASSESSMENT	The department's overall response to the incident was adequate in all critical aspects. The department provided adequate notification and consultation to the bureau regarding the incident. The bureau concurred with the hiring authority's decision not to refer the matter to the Office of Internal Affairs.
Case No. 06-0479 (Central Region)	
FACTS OF CASE	On April 28, 2006, a psychiatrist provided custody staff with a verbal order to place an inmate on suicide watch. The inmate was placed in an administrative segregation holding cell pending assignment to a suicide watch bed. While in the holding cell, the inmate hung himself with a T-shirt. He was found unresponsive, but life-saving efforts were successful in keeping the inmate alive.
DISPOSITION OF CASE	The hiring authority did not request an internal affairs investigation because there were no allegations or evidence of staff misconduct.
BUREAU ASSESSMENT	The department's overall response to the incident was adequate in all critical aspects. The department provided adequate notification and consultation to the bureau regarding the incident. The bureau concurred with the hiring authority's decision not to refer the matter to the Office of Internal Affairs.

## CRITICAL INCIDENTS

Case No. 06-0480 (Central Region)	
FACTS OF CASE	On April 6, 2006, a single-celled inmate was found unresponsive in his cell. Medical staff responded to the alarm, and life-saving efforts were initiated. The inmate was later pronounced dead by the physician at the institution.
DISPOSITION OF CASE	The coroner determined the cause of death to be acute myocardial infarction due to arteriosclerotic heart disease. No subsequent investigation was requested.
BUREAU ASSESSMENT	The department's overall response to the incident was adequate. However, the institution could have requested an autopsy and toxicology tests but elected not to even though the records showed that the inmate did not receive medical attention for his conditions for a significant period before his death. The department failed to provide adequate notification and consultation to the bureau regarding the incident. The bureau did not concur with the hiring authority's decision not to refer the matter to the Office of Internal Affairs.
Case No. 06-0481 (Central Region)	
FACTS OF CASE	On March 28, 2006, at 0650 hours, an officer discovered a single-celled deceased inmate lying on the floor of his cell with a ligature tied around his neck. The inmate had evidence of blunt-force trauma to the head and right elbow. Watch logs indicated that the inmate was counted as alive at 0500 hours, however, other evidence indicated that the inmate was already dead at that time.
DISPOSITION OF CASE	The coroner's office indicated that the cause of death was suicide and that the blunt-force trauma resulted from the inmate falling to the ground after the ligature broke. Nevertheless, the hiring authority is considering whether discipline is warranted relative to the 0500 hours count, and the bureau is monitoring the process.
BUREAU ASSESSMENT	The department's overall response to the incident was adequate in all critical aspects. The department provided adequate notification and consultation to the bureau regarding the incident. The bureau concurred with the hiring authority's decision to refer the matter to the Office of Internal Affairs. The bureau concurred with the Office of Internal Affairs' response to the hiring authority's referral.
Case No. 06-0482 (South Region)	
FACTS OF CASE	On March 21, 2006, an inmate was placed on single-cell status after being assaulted by other inmates. On April 30, 2006, the inmate spoke with a psychiatric technician but denied having suicidal thoughts. On May 1, 2006, the inmate asked staff if a specific counselor was available, but was told the counselor was not available. Later that day, staff discovered the inmate hanging in a cell and the inmate was pronounced dead.
DISPOSITION OF CASE	The hiring authority initiated a request for an administrative investigation, and the Office of Internal Affairs approved the request. The bureau is monitoring that investigation.
BUREAU ASSESSMENT	The department's overall response to the incident was delayed and inadequate. Custody staff did not respond to the suicide in accordance with department policy. Responding medical staff failed to promptly initiate life-saving measures consistent with training. Among these failures was staff members' inability to properly and efficiently use an automatic emergency defibrillator. The department provided adequate notification and consultation to the bureau regarding the incident. The bureau concurred with the hiring authority's decision to refer the matter to the Office of Internal Affairs. The bureau concurred with the Office of Internal Affairs' response to the hiring authority's referral.

## CRITICAL INCIDENTS

Case No. 06-0483 (North Region)	
FACTS OF CASE	On March 16, 2006, custody staff discovered an inmate lying unresponsive on a bed, face down in what appeared to be a pool of blood. The inmate's cellmate was observed sitting on the opposite side of the cell. Both inmates were housed in the special needs facility. According to the cellmate, the deceased inmate used a razor to cut himself across the side of the neck.
DISPOSITION OF CASE	The district attorney's office conducted the criminal investigation with the assistance of the institution's investigative services unit. The investigation revealed the cellmate had small flecks of blood on his person, while the deceased inmate was covered in his own blood. There were cuts on the deceased inmate's hand and index finger, indicating the use of a blade. The evidence at the scene seemed to corroborate that the deceased inmate had committed suicide. There was no evidence of staff misconduct involved in the incident. The coroner's report concluded the inmate's death was a suicide, and no administrative investigation was opened.
BUREAU ASSESSMENT	The department's overall response to the incident was adequate in all critical aspects. The department provided adequate notification and consultation to the bureau regarding the incident. The bureau concurred with the hiring authority's decision not to refer the matter to the Office of Internal Affairs.
Case No. 06-0484 (Central Region)	
FACTS OF CASE	On March 6, 2006, an inmate riot occurred on an exercise yard at the institution. A warning shot was fired from a rifle, and no injuries resulted from the discharge.
DISPOSITION OF CASE	This incident was referred to the Office of Internal Affairs for investigation because the hiring authority was concerned that the officer did not adequately explain the need to use lethal force during the riot. The incident was not investigated by internal affairs because it was determined that the officer was within policy when he fired the warning shot and that his report sufficiently explained the need for lethal force.
BUREAU ASSESSMENT	The department's overall response to the incident was adequate in all critical aspects. The department provided adequate notification and consultation to the bureau regarding the incident. The bureau did not concur with the hiring authority's decision to refer the matter to the Office of Internal Affairs. The bureau concurred with the Office of Internal Affairs' response to the hiring authority's referral.
Case No. 06-0485 (Central Region)	
FACTS OF CASE	On February 17, 2006, an inmate was found dead in a cell after his cellmate called for staff. The cause of death was initially unknown.
DISPOSITION OF CASE	The coroner's report indicated the death was due to an undetermined cause resulting from complications of a longstanding seizure disorder. There was no evidence of trauma or a homicide. The inmate was previously evaluated by a physician, and there were no indications the inmate had a life-threatening condition at the time. The inmate death review committee is conducting an evaluation of the medical issues. The bureau is monitoring that review.
BUREAU ASSESSMENT	The department's overall response to the incident was adequate in all critical aspects; however, the bureau did raise an issue regarding the custody staff prematurely allowing the cellmate back into the cell. The department provided adequate notification and consultation to the bureau regarding the incident. The bureau concurred with the hiring authority's decision to refer the matter to the Office of Internal Affairs. The bureau concurred with the Office of Internal Affairs' response to the hiring authority's referral.

## CRITICAL INCIDENTS

Case No. 06-0486 (Central Region)	
FACTS OF CASE	On February 11, 2006, four inmates attacked three officers. The inmates had one officer on the ground and were repeatedly hitting the officer in the head with a canister of pepper spray. Responding officers attempted to stop the attacks with verbal commands, pepper spray, discharging a lethal round, and baton strikes to the body, but they were unsuccessful. An officer then struck the attacking inmate in the head with his baton, which ended the attack. The inmate was provided with medical care and recovered.
DISPOSITION OF CASE	The hiring authority concluded there was no excessive use of force or staff misconduct. The responding officers used necessary and appropriate force under the circumstances to stop the threat posed by the inmates, and the use of force stopped as soon as the inmates complied. No subsequent administrative or criminal investigation was opened.
BUREAU ASSESSMENT	The department's overall response to the incident was adequate except that the incident was inadequately documented as numerous clarifications of the initial reports were required. The department provided adequate notification and consultation to the bureau regarding the incident. The bureau concurred with the hiring authority's decision not to refer the matter to the Office of Internal Affairs.
Case No. 06-0487 (Central Region)	
FACTS OF CASE	On December 27, 2005, an inmate was found unresponsive. Medical staff determined that the inmate was in respiratory arrest. Emergency medical care was initiated, but life-saving efforts were unsuccessful. The inmate was pronounced dead by the institution's physician.
DISPOSITION OF CASE	No autopsy was performed because the attending physician volunteered to sign the death certificate. The attending physician declared the cause of death to be from natural causes, specifically, cardiopulmonary arrest due to atherosclerotic coronary vascular disease. The inmate had a history of high blood pressure and hepatitis-C. No internal affairs investigation was initiated, but the matter was submitted to the professional practice executive committee for review.
BUREAU ASSESSMENT	The department's overall response to the incident was adequate except for incomplete health records and the failure to perform an autopsy. The department failed to provide adequate notification and consultation to the bureau regarding the incident. The bureau concurred with the hiring authority's decision not to refer the matter to the Office of Internal Affairs.
Case No. 06-0488 (North Region)	
FACTS OF CASE	On October 23, 2005, staff responded to a fight and found an elderly inmate unconscious on the floor. The inmate was unresponsive and had a pulse but was not breathing. There was no blood at the scene and no sign of trauma to the inmate, and the other inmates were silent as to what occurred. Artificial breathing was initiated within five minutes of the incident, and the inmate was transported to an outside hospital where he was placed on life-support but subsequently died on November 8, 2005.
DISPOSITION OF CASE	An autopsy of the inmate revealed he died of blunt-force trauma to the head. The institutional investigation concluded the department followed policy and procedure. No internal affairs investigation was initiated as a result of this incident.
BUREAU ASSESSMENT	The department's overall response to the incident was adequate in all critical aspects. The department provided adequate notification and consultation to the bureau regarding the incident. The bureau concurred with the hiring authority's decision not to refer the matter to the Office of Internal Affairs.

## CRITICAL INCIDENTS

Case No. 06-0489 (North Region)	
FACTS OF CASE	On December 9, 2005, an institutional gang investigator received information that retaliatory assaults were planned against department staff in response to a pending execution.
DISPOSITION OF CASE	The execution occurred without incident, and no retaliatory assaults were reported as a result of the execution. No subsequent investigation was opened.
BUREAU ASSESSMENT	The department's overall response to the incident was adequate in all critical aspects. The department provided adequate notification and consultation to the bureau regarding the incident. The bureau concurred with the hiring authority's decision not to refer the matter to the Office of Internal Affairs.
Case No. 06-0490 (North Region)	
FACTS OF CASE	On December 5, 2005, an inmate working at a food preparation station was assaulted from behind and stabbed in the neck and upper torso. Within minutes, the inmate was transported by ambulance to an outside hospital. Custody staff established an inner and outer crime scene perimeter, and all inmate movement was frozen until all inmates in the area were searched. Twelve inmates were identified in the area at the time of the stabbing. After surgery, the inmate survived.
DISPOSITION OF CASE	The institutional investigation concluded that the department followed policy and procedure in response to the incident. No staff misconduct was identified, and no internal affairs investigation was requested.
BUREAU ASSESSMENT	The department's overall response to the incident was adequate in all critical aspects. The department provided adequate notification and consultation to the bureau regarding the incident. The bureau concurred with the hiring authority's decision not to refer the matter to the Office of Internal Affairs.
Case No. 06-0491 (North Region)	
FACTS OF CASE	On November 30, 2005, an inmate was found dead while housed at the facilities infirmary on suicide precaution watch. A report described the inmate as being "rigid with rigor mortis, pale, cold to the touch with mottled pooled extremities because of lack of blood flow." There were no visible signs of a suicide attempt, and CPR was not initiated due to the inmate's condition.
DISPOSITION OF CASE	The hiring authority determined that the nurse on duty did not have "suicide precaution watch" training and did not perform the regular checks as required. In reviewing the operating procedures, the hiring authority also discovered that the policy was contradictory and required that the inmate be awakened every half hour. The hiring authority amended the policy to correct the deficiencies. An autopsy report listed the cause of death as heart attack. There was no evidence of staff misconduct involved in the incident, and no subsequent investigation was opened.
BUREAU ASSESSMENT	The department's overall response to the incident was adequate in all critical aspects. The department failed to provide adequate notification, but adequately consulted with the bureau regarding the incident. The bureau concurred with the hiring authority's decision not to refer the matter to the Office of Internal Affairs.

## CRITICAL INCIDENTS

Case No. 06-0492 (North Region)	
FACTS OF CASE	On November 29, 2005, at approximately 0615 hours, an inmate was discovered deceased in a cell. A nurse was summoned, and the inmate was transported via wheeled gurney to the institution's emergency room. The inmate was pronounced dead by a physician at 0656 hours. The coroner arrived and initially determined the cause of death to be unknown, but the coroner found the circumstances and inmate's injuries suspicious. The case was initially treated as a potential homicide pending the outcome of the coroner's inquest.
DISPOSITION OF CASE	The coroner determined the cause of death to be an overdose with other significant conditions, schizophrenia and hypertension. According to the coroner, the inmate saved his pills and took an undetermined amount rather than consuming them at the time they were dispensed; or the inmate obtained extra pills from an unknown source; or the inmate's system was not able to metabolize the drugs effectively, resulting in a toxic level. No subsequent investigation was initiated.
BUREAU ASSESSMENT	The department's overall response to the incident was adequate in all critical aspects. The department failed to provide adequate notification and consultation to the bureau regarding the incident. The bureau concurred with the hiring authority's decision not to refer the matter to the Office of Internal Affairs.
Case No. 06-0493 (North Region)	
FACTS OF CASE	On November 26, 2005, an officer passed a cell, and an inmate standing in the cell window stated, "I'm done." The officer asked the inmate what he meant by that comment, and the inmate held his hands up in front of the window and stepped back. The officer then observed the inmate's cellmate face down on the floor covered in blood. Staff responded and began emergency medical procedures on the unconscious cellmate. The cellmate was pronounced dead shortly thereafter.
DISPOSITION OF CASE	Custody staff members and the investigative services unit both responded and followed the memorandum of understanding with the county coroner applicable to custodial deaths. No internal affairs investigation was requested. The district attorney's office filed criminal charges against the inmate, who received a 14 year and eight month sentence for killing his cellmate.
BUREAU ASSESSMENT	The department's overall response to the incident was adequate in all critical aspects. The department provided adequate notification and consultation to the bureau regarding the incident. The bureau concurred with the hiring authority's decision not to refer the matter to the Office of Internal Affairs.
Case No. 06-0494 (Central Region)	
FACTS OF CASE	On October 16, 2005, numerous gang-affiliated inmates assaulted staff and other inmates in a dining hall, resulting in injuries to staff and inmates.
DISPOSITION OF CASE	An administrative investigation was opened, which the bureau monitored. As a result of two use-of-force committee reviews, staff members' use of force before, during, and after the incident was found to comply with department policy.
BUREAU ASSESSMENT	The department's overall response to the incident was adequate except for a failure to thoroughly document the event in initial incident reports. The department failed to provide adequate notification, but adequately consulted with the bureau regarding the incident. The bureau concurred with the hiring authority's decision to refer the matter to the Office of Internal Affairs. The bureau concurred with the Office of Internal Affairs' response to the hiring authority's referral.

## CRITICAL INCIDENTS

Case No. 06-0495 (Central Region)	
FACTS OF CASE	On August 2, 2005, a control booth officer discharged three non-lethal sponge rounds at inmates involved in a riot. One inmate was struck in the back of the head, a second inmate was struck in the upper left shoulder blade, and a third inmate was struck in the head by a round that ricocheted off a table. All three inmates showed visible injuries, and one inmate required sutures.
DISPOSITION OF CASE	A criminal investigation was conducted, which was monitored by the bureau, confirmed that no crime had been committed. Thus, the criminal investigation was closed without referral to the district attorney's office. The department also opened an administrative investigation, which the bureau is monitoring.
BUREAU ASSESSMENT	The department's overall response to the incident was adequate in all critical aspects. The department provided adequate notification and consultation to the bureau regarding the incident. The bureau concurred with the hiring authority's decision to refer the matter to the Office of Internal Affairs. The bureau concurred with the Office of Internal Affairs' response to the hiring authority's referral.
Case No. 06-0496 (South Region)	
FACTS OF CASE	On June 10, 2005, an officer attempted to take down a blanket in an inmate's cell by reaching through the food port. The inmate grabbed the officer's arm and pulled the officer toward the cell, possibly using a weapon to stab the officer's head. The inmate was taken into custody, allegedly resisted, and was eventually transported to an outside hospital where the inmate was found to have a broken rib and punctured lung.
DISPOSITION OF CASE	Based on its review of the incident, the department concluded there was no misconduct.
BUREAU ASSESSMENT	The department's overall response to the incident was adequate in all critical aspects. The department provided adequate notification and consultation to the bureau regarding the incident. The bureau did not concur with the hiring authority's decision not to refer the matter to the Office of Internal Affairs.
Case No. 06-0497 (South Region)	
FACTS OF CASE	On June 10, 2005, an inmate collapsed in a housing unit. Staff began CPR, and the inmate was transported to an outside hospital where the inmate was pronounced dead.
DISPOSITION OF CASE	All of the circumstances surrounding the incident were consistent with a natural death; therefore, no investigation was requested.
BUREAU ASSESSMENT	The department's overall response to the incident was adequate in all critical aspects. The department provided adequate notification and consultation to the bureau regarding the incident. The bureau did not concur with the hiring authority's decision not to refer the matter to the Office of Internal Affairs.

## CRITICAL INCIDENTS

Case No. 06-0498 (North Region)	
FACTS OF CASE	On May 19, 2005, custody staff delivered a food tray to a cell but were unable to get one of the inmates to respond to verbal commands. After several unsuccessful attempts to rouse the inmate, custody staff entered the cell accompanied by medical staff who initiated CPR. Approximately 20 minutes later, the physician arrived and declared the inmate dead at the scene. The investigative services unit secured the cell pending the arrival of the coroner. Initially, there was no evidence of foul play or criminal activity observed at the scene.
DISPOSITION OF CASE	No internal affairs investigation was opened. An autopsy revealed that the inmate had been strangled. However, there was no evidence of staff misconduct involved in the incident. The district attorney's office filed murder charges against the inmate's cellmate.
BUREAU ASSESSMENT	The department's overall response to the incident was adequate in all critical aspects. The department provided adequate notification and consultation to the bureau regarding the incident. The bureau concurred with the hiring authority's decision not to refer the matter to the Office of Internal Affairs.
Case No. 06-0499 (North Region)	
FACTS OF CASE	On May 16, 2005, an inmate was beaten to death by a cellmate. The cellmate had been on single status for the majority of the 17 years spent in prison until moving into the cell several days earlier.
DISPOSITION OF CASE	On August 8, 2005, the Office of Internal Affairs opened an investigation to learn whether staff complied with department policies relating to inmate housing and if they had accurately completed a file review in determining appropriate housing needs. The bureau monitored the investigation. The district attorney's office filed homicide charges against the deceased inmate's cellmate.
BUREAU ASSESSMENT	The department's overall response to the incident was adequate in all critical aspects. The department provided adequate notification and consultation to the bureau regarding the incident. The bureau concurred with the hiring authority's decision to refer the matter to the Office of Internal Affairs. The bureau concurred with the Office of Internal Affairs' response to the hiring authority's referral.

## CRITICAL INCIDENTS

Case No. 06-0500 (Central Region)	
FACTS OF CASE	On August 27, 2004, after refusing an order to give up a blanket, an inmate resisted staff members' attempts to retrieve it. Staff members used multiple canisters of pepper spray, baton strikes, and physical force to subdue the inmate. The inmate was decontaminated while uncuffed and again resisted when staff attempted to re-cuff him. Staff members subdued the inmate again using force, including additional canisters of pepper spray directed at his face. Staff members placed a spit mask over his head, and the inmate was taken to the medical clinic on a gurney while in restraints. The inmate was not decontaminated a second time, nor was the spit mask ever removed despite complaints by the inmate of being unable to breathe. The inmate stopped breathing and died at the clinic while four officers held him on a gurney.
DISPOSITION OF CASE	The coroner ruled the death to be accidental natural causes due to "excited delirium." Following this incident, the department issued two successive memos to staff, initially restricting and then prohibiting the use of spit masks on inmates following the use of pepper spray and other chemical agents. The bureau continues to monitor the ongoing efforts by the department in this area. The department's law enforcement investigative unit conducted a deadly force investigation, which was never presented to a deadly force review board. An administrative investigation was initiated by the Office of Internal Affairs, which the bureau monitored. The district attorney's office declined to file criminal charges, and the Federal Bureau of Investigation recommended that no civil rights charges be filed.
BUREAU ASSESSMENT	The department provided adequate notification and consultation to the bureau during the incident itself. The reports resulting from the incident were adequate; however, the bureau noted potential deficiencies in the handling of the incident, including negligent loss of evidence and a lack of adequate training and policy. The deadly force investigation conducted by the department's law enforcement investigative unit was inadequate, in that the investigation failed to interview all relevant parties, ask relevant questions, identify the appropriate subjects, and took an undue amount of time. In addition, a deadly force review board analysis of the incident was canceled without consultation with the bureau, and the matter never came before the board. As a result of this incident and other deadly force investigations, the bureau recommended that the law enforcement investigative unit be removed from these investigations. The department has followed that recommendation. The hiring authority failed to promptly request an internal affairs investigation after conducting the supervisory review of the incident. Instead, an internal affairs investigation was requested only after the use-of-force review insisted upon by the bureau and the department's staff attorney. The Office of Internal Affairs opened an investigation, and the bureau concurred with that decision. In consultation with the bureau, the Office of Internal Affairs has rewritten their policy regarding deadly force investigations.